



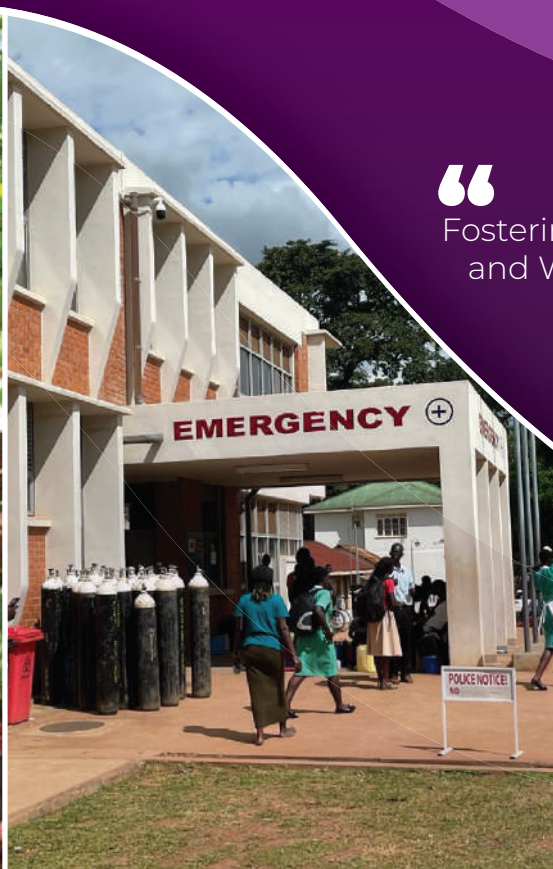
Equal Opportunities Commission



10TH ANNUAL REPORT

ON THE STATE OF
EQUAL OPPORTUNITIES
IN UGANDA

FY 2022/2023



THEME:

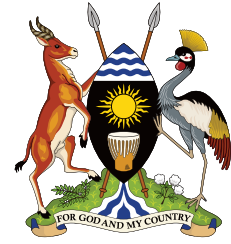


Fostering Inclusive Growth, Employment, and Wealth Creation through Equitable Participation of all Ugandans in Government interventions and Programs.



NOVEMBER, 2023





**10TH ANNUAL REPORT ON THE STATE
OF EQUAL OPPORTUNITIES IN UGANDA
FY 2022/2023**

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Published

By

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ABOUT THE EQUAL OPPORTUNITIES COMMISSION

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

Vision

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

Mission

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

Functions of the Equal Opportunities Commission

The functions of the Commission as stipulated in Section 14(1) & (2) of the Equal Opportunities Commission Act, 2007 are:

- i. To monitor, evaluate and ensure that policies, laws, plans, programs, activities, practices, traditions, cultures, usages and customs of— (a) organs of state at all levels; (b) statutory bodies and agencies; (c) public bodies and authorities; (d) private businesses and enterprises; (e) non-governmental organizations, and (f) social and cultural communities, are compliant with equal opportunities and affirmative action in favour of groups marginalized on the basis of sex, race, colour, ethnic origin, tribe, creed, religion, social or economic standing, political opinion, disability, gender, age or any other reason created by history, tradition or custom.
- ii. To investigate or inquire into, on its own initiative or on a complaint made by any person or group of persons, any act, circumstance, conduct,

omission, programme, activity or practice which seems to amount to or constitute discrimination, marginalization or to otherwise undermine equal opportunities; (b) examine any law, proposed law, policy, culture, tradition, usage, custom or plan which is likely to have effect of nullifying or impairing equal opportunities to persons in employment or enjoyment of human rights.

- iii. To develop, conduct and manage information and educational programs to facilitate and promote public awareness, understanding and acceptance of equal opportunities and treatment in employment, occupation, education and all social services.
- iv. To undertake research and organize, coordinate and promote workshops, seminars, conferences and public discussions on equal opportunities and treatment in employment, education, social services or social and cultural construct of roles and responsibilities in society; consider such recommendations, suggestions and requests concerning the promotion of equal opportunities as it may receive from any source; prepare and publish, guidelines for implementation of equal opportunities and the avoidance of acts, practices, usage, customs, tradition or cultures that undermine equal opportunities; monitor the compliance, in Uganda, with the provisions of international and regional conventions, treaties and other instruments to which Uganda is a party, that relate to or are relevant to the functions and objects of the Commission; (h) perform such other functions that are incidental or conducive to the above functions.
- v. The Commission may rectify, settle or remedy any act, omission, circumstance, practice, tradition, culture, usage or custom that is found to constitute discrimination, marginalization or which otherwise undermines equal opportunities through mediation, conciliation, negotiation, settlement or other dispute resolution mechanism.
- vi. May hear and determine complaints by any person against any action, practice, usage, plan, policy programme, tradition, culture or custom followed by any organ, body, business organization, institution or person which amounts to discrimination, marginalization or undermines equal opportunities.



Hon. Safia Nalule Juuko
Chairperson



Joel Cox Ojuko
Vice Chairperson



Sr. Mary Wasagali
Member



Denise Tusiime
Member



Hajj. Habib Seruwagi
Member



Dr. Shaft Nasser Mukwaya
Secretary to the Commission

Foreword

I have the honour to present to you the 10th Annual Report on the State of Equal Opportunities in Uganda in tandem with Section 24 (2) and (3) of the Equal Opportunities Commission Act, 2007.

The theme for this year's Report is "Fostering Inclusive Growth, Employment, and Wealth Creation through Equitable Participation of all Ugandans in Government interventions and Programs".

The above theme is aligned to the National Budget Strategy for the FY 2022/2023, which is anchored on the National Development Plan III and the NRM Manifesto, among others. The Strategy aims at mitigating the impact of Covid 19 on business activities, livelihood support and full recovery of the economy.

This year's report highlights Compliance of Government programs with gender and equity requirements in planning and budgeting, the state of equal opportunities in political participation, access to the major factors of production, distribution of the infrastructure loans obtained by Government, access to employment among MDAs, the state of equal opportunities under Human Capital Development especially in health (regional distribution of hospitals and specialists), and education(access to UPE and USE and the distribution of higher students loan scheme). The last chapter of the report presents the conclusion and key recommendations whose implementation will facilitate redressing of the cited imbalances and inequalities in the Country.

The Report showcases the various ways in which Equal Opportunities Commission work at National and Local Government levels to operationalize Article 32 of the Constitution of the Republic of Uganda, 1995 (as amended); Sections 14 and 15 of the Equal Opportunities Act, 2007; Sections 9(6), 13(11) and 13(15) of the Public Finance Management Act, 2015; the aims and objectives of the 2030 Agenda for Sustainable Development and the Country's Vision 2040 into reality, taking into account gender and equity compliance as well as balanced development.

During the midterm implementation of NDP111, the Commission has tracked the various interventions and indicators under the country's vision 2040; National and Programme Budget Framework Papers, Ministerial Policy Statements; alongside the targets of the SDGs. This aimed at establishing the extent at which service delivery has inclusively benefited all people especially the most vulnerable and how their standard of living has been transformed. The main premise of this report is that without inclusive and equitable access to various NDP111 interventions, the national development efforts will be compromised and the standards of

living among all people especially the marginalized and poor – including their access to social services may not be raised sustainably?

The elimination of all forms of discrimination and inequalities is critical to addressing Uganda's development concerns especially for the vulnerable groups including: Children, Youth, Women, Older Persons, Persons with Disabilities, Ethnic Minorities, People living with HIV and AIDS, Rural and urban poor among other categories of marginalized persons. The critical role played by Equal Opportunities Commission must be upheld and supported because the country can't realize its transformation agenda without attending to the needs of all people especially the vulnerable people which are often ignored and regarded as being in the details.

During this reporting period, the Commission interfaced with key stakeholders among which included both state and non-state actors on the various interventions to addressing the plight of all people especially the marginalized and vulnerable groups on equity in access, participation and benefit from service delivery. This report therefore highlights the implementation progress, policy gaps, best practices and lessons learnt as well as recommendations towards redressing imbalances and promoting equal opportunities for all as well as balanced development.

It is my sincere hope that the analytical state of equal opportunities in the programmes under review presented in this report will be utilized by the various State and Non-State actors in a concerted effort to eliminate all forms of discrimination and inequalities.

We thank His Excellence the President of the Republic of Uganda for spearheading balanced development through industrialization, digitalization and on our part as Equal Opportunities Commission we have developed vote specific guidelines, to ensure gender and equity compliance.

The Commission is fully committed to work with all stakeholders to ensure that they implement the recommendations highlighted in this report in order to realize 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, and to realize the Country's transformation agenda of moving people from peasant to money economy.

FOR GOD AND MY COUNTRY



Hon. Safia Nalule Juuko

CHAIRPERSON.

Acknowledgement

The Equal Opportunities Commission has worked with a number of stakeholders in the implementation of its mandate and in the development of this Report (10th in series) on the State of Equal Opportunities in Uganda for the Financial Year 2022/2023. In this regard, the Commission wishes to acknowledge the commendable effort of the following:

The President of the Republic of Uganda for providing an enabling legal environment and policy in the pursuit of Equal Opportunities for all and demonstrating exemplary commitment to redressing imbalances and promoting equal opportunities for all.

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

The Ministries, Departments and Agencies of government their collaboration with the Commission to execute its mandate. Special appreciation goes to the Ministry of Gender, Labour and Social Development and the Ministry of Finance, Planning and Economic Development for their continued support to the Commission.

The Development Partners who have financially supported and stood with the Commission, particularly; UN Women; USAID-Feed the Future Institutional and Systems Strengthening Activity , UNDP and European Union.

The Civil Society Organisations that have joined hands with us to redress imbalances and promote equal opportunities. In particular, the Commission wishes to recognise CSBAG, ISER, NUDIPU, FOWODE, FIDA (U) and the National umbrella for Persons with Albinism who have worked relentlessly to achieve equal opportunities for all.

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

Finally, the Commission highly appreciates its Members and Staff whose participation was critical to the successful completion of this Report. In a special way the Commission also recognizes and appreciates the Research, Monitoring and Evaluation Department for spearheading the coordination and production of this Report.



Dr. Shaif Nasser Mukwaya
Secretary to the Commission

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List of Acronyms

| | |
|--------|--|
| ACFODE | Action For Development |
| ACODE | Advocates Coalition for Development and Environment |
| ACP | AIDS Control Program |
| ACRWC | African Charter on the Rights and Welfare of the Child |
| AFDB | African Development Bank |
| AIDS | Acquired Immune Deficiency Syndrome |
| AMI | African Management Institute |
| ART | Antiretroviral therapy |
| BFP | Budget Framework Paper |
| Bn | Billion |
| BTVET | Business, Technical, Vocational Education and Training |
| CBOs | Community Based Organisations |
| CCFU | Cross-Cultural Foundation of Uganda |
| CEDAW | Convention on Elimination of all forms of Discrimination |
| CMA | Capital Markets Authority |
| CRPD | Convention on the Rights of Persons with Disabilities |
| CSBAG | Civil society Budget Advocacy Group |
| CSW | Commission on Status of Women |
| DCDO | District Community Development Officer |
| DEO | District Education Officer |
| DHO | District Education Officer |
| DLGs | District Local Governments |
| DPCs | District Police Commander |
| EAC | East African Community |
| EC | Electoral Commission |
| EPRC | Economic Policy Research Centre |
| ESSP | Education and Sports Sector Strategic Plan |
| FDI | Foreign Direct Investment |
| FGD | Focus Group Discussion |
| FHRI | Foundation for Human Rights Initiative |
| FOWODE | Forum for Women in Democracy |
| FY | Financial Year |
| GOU | Government of Uganda |
| GPD | Gross Domestic Product |
| GPE | Global Partnership for Education |
| HC | Health Centre |

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| HCI | Human Capital Index |
| HESFB | Higher Education Student Financing Board |
| HH | House Hold |
| HIV | Human Immune Deficiency Virus |
| HSDP | Health Sector Development Plan |
| ICESCR | International Covenant on Economic, Social and Cultural Rights |
| ICT | Information Communication Technology |
| ICU | Intensive Care Unit |
| IDA | International Development Association |
| IG | Inspectorate of Government |
| ILO | Internal Labour Organisation |
| IMGs | Indigenous Minority Groups |
| IPPS | Integrated Personnel and Payroll System |
| ISBAT | International Business, Science and Technology University |
| ISDB | Islamic Development Bank |
| ISER | Initiative for Social and Economic Rights |
| JICA | Japan International Cooperation Agency |
| KCCA | Kampala Capital City Authority |
| KII | Key Informant Interview |
| LC | Local Council |
| LG | Local Government |
| LGFC | Local Government Finance Commission |
| MAAIF | Ministry of Agriculture, Animal Industry and Fisheries |
| MDAs | Ministries Departments and Agencies |
| MFIs | Micro Finance Institutions |
| MLHUD | Ministry of Lands, Housing and Urban Development |
| MMR | Maternal Mortality Rate |
| MOES | Ministry of Education and sports |
| MGLSD | Ministry of Gender Labour and Social Development |
| MOH | Ministry of Health |
| MOLG | Ministry of Local Government |
| MOPS | Ministry of Public Service |
| MOU | Memorandum of Understanding |
| MOWT | Ministry of Works and Transport |
| MPS | Ministerial Policy Statement |
| MSC | Microfinance Support Centre |
| MSMEs | Micro, Small and Medium Enterprises |

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| MTAC | Management Training and Advisory Centre |
| MUBS | Makerere University Business School |
| MZOs | Ministry Zonal Offices |
| NAADS | National Agricultural Advisory Services Programme |
| NCDC | National Curriculum Development Centre |
| NCDs | Non-Communicable Diseases |
| NCHE | National Council for Higher Education |
| NDP | National Development plan |
| NGOs | Non-Government Organizations |
| NHP | National Health Policy |
| NIRA | National Identification Registration Authority |
| NITA-U | National Information Technology Authority-Uganda |
| NMS | National Medical Stores |
| NPC | National Population Council |
| NRM | National Resistance Movement |
| NSDS | National Service Delivery Survey |
| NSSF | National Social Security Fund |
| NTCs | National Teachers Colleges |
| NUDIPU | National Union of Disabled persons of Uganda |
| NWSC | National Water and Sewerage Corporation |
| OPD | Out Patient Department |
| PAU | Petroleum Authority of Uganda |
| PDM | Parish Development Model |
| PFMA | Public Finance Management Act |
| PHA | Principal Health Administrator |
| PLE | Primary Leaving Examinations |
| PNFP | Private Not for Profit Hospital |
| PoU | Parliament of Uganda |
| PPDA | Public Procurement and Disposal of Public Assets |
| PPP | Public Private Partnerships |
| PRF | Parish Revolving Fund |
| PSFU | Private Sector Foundation Uganda |
| PTA | Parent Teacher Association |
| RDC | Resident District Commissioner |
| RRH | Regional Referral Hospital |
| SAGE | Social Assistance Grant for Empowerment |
| SDGs | Sustainable Development Goals |

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| SEGO | Special Enterprise Grant for Older Persons |
| SMEs | Small and Medium-sized enterprises |
| SNE | Special Needs Education |
| SPSS | Statistical Packages for Social Scientists |
| SRH | Sexual Reproductive Health |
| STEM | Science, Technology, Engineering and Mathematics |
| TVET | Technical, Vocational Education and Training |
| UACE | Uganda Advanced Certificate of Education |
| UAC | Uganda AIDs Commission |
| UBTS | Uganda Blood Transfusion Services |
| UBOS | Uganda Bureau of Statistics |
| UCE | Uganda Certification Examinations |
| UCU | Uganda Christian University |
| UIA | Uganda investment Authority |
| UMI | Uganda Management Institute |
| UNEB | Uganda National Examinations Board |
| UNHS | Uganda National Household Survey |
| UNMHCP | Uganda National Minimum Health Care Package |
| UNRA | Uganda National Roads Authority |
| UPDF | Uganda Peoples Defense Force |
| URSB | Uganda Registration Services Bureau |
| URA | Uganda Revenue Authority |
| URDT | Uganda Rural Development Training Institute |
| UGX | Uganda Shillings |
| ULC | Uganda Land Commission |
| UNCRPD | United Nations Convention on the Rights of Persons with Disabilities |
| UNDP | United Nations Development Programme |
| UNFPA | United Nations Population Fund |
| UNICEF | United Nations Children's Fund |
| UN DEVAW | United Nations Declaration on the Elimination of Violence Against Women |
| UNDESA | United Nations Department of Economic and Social Affairs |
| UPE | Universal Primary Education |
| USE | Universal Secondary Education |
| UPI | Uganda Petroleum Institute |
| URSB | Uganda Registration Services Bureau |
| USDP | Uganda Skills Development Project |
| UTC | Uganda Technical College |

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|--------|---|
| UWEP | Uganda Women Entrepreneurship Programme |
| UWONET | Uganda Women's Network |
| UWOPA | Uganda Women Parliamentary Association |
| VTI | Vocational Training Institute |
| WHO | World Health Organisation |
| YLP | Youth Livelihood Programme |

Executive Summary

1.0 Introduction

Pursuant to Section 24 (2) and (3)¹ of the Equal Opportunities Commission Act, 2007, the Commission has prepared this 10th Annual Report on the State of Equal Opportunities in Uganda covering the Financial Year 2022/2023. The theme of this year's Report is: *"Fostering inclusive growth through equitable participation and benefit from Government programmes"*.

This Report is structured in two Sections: Section 1 highlights the general introduction and the legal and policy framework. The legal and policy framework provides the basis for all State and non-state actors to be stewards of redressing imbalances and promoting equal opportunities for all. Section II presents the state of Equal Opportunities in the Country, focusing on: (i) planning & budgeting; (ii) political participation; (iii) human capital development; (iv) employment among MDAs; (v) infrastructure loans obtained by government; (vi) access to the four major factors of production (land, capital, labor and entrepreneurship) (vii) implementation of EOC recommendations; and (viii) the conclusion and the key recommendations.

The Commission employed both quantitative and qualitative methodologies to collect, organize and analyze the data used in this Report. Data was collected using both Primary and Secondary sources and was analysed using various approaches including descriptive statistics, content analysis, comparative and ratio analysis to expound on the state of equal opportunities in Uganda for the FY 2022/2023. The data analysis packages used included; Stata, Statistical Packages for Social Scientists (SPSS) and Microsoft Excel.

2.0 National Planning, Budget Appropriation and Execution

The Commission assessed the National Budget estimates and the 20 Programme Budget Framework Papers for FY 2023/24 to establish the extent to which the development programmes had specified measures undertaken to equalize opportunities for men, women, persons with disabilities, youth, children and other marginalized groups. The National average score was 54.35% which was a decline from 67.6% in FY 2022/2023.

In addition, during the period under review, the Commitment of the 158 Vote MPs to deliver Services to vulnerable people and hard to reach areas improved from 65.2% (FY 2022/2023) to 67% (FY 2023/2024). Whereas there is registered improvement, reflection of performance on

¹ mandates the Commission to publish, disseminate and submit to Parliament Annual Reports on the State of Equal Opportunities in the Country with a copy to H.E the President of the Republic of Uganda.

G&E outcome indicators remains a challenge for majority of the MDAs with an overall rating of 52%.

3.0 State of Equal Opportunities in Political Participation

Women constitute 45.8% of Uganda's Cabinet as compared to 54.2% of the men. Further analysis reveals that out of the 30 Cabinet Ministers, 12 are female, with a percentage share of 40%, while out of the 50 State Ministers 24 are female, with a percentage share of 48%.

Overtime, there has been increase in the number of women appointed to serve in the Cabinet. In the 2006 Cabinet, there were only 10 women (14.7%) while in 2021/2025, the proportion of women in Cabinet has since more than tripled to 38 (45.8%).

Over the years, the numbers of women in Parliament (2006 – 2021) have been increasing. The 11th Parliament comprises of 556 members, among which 188 of them are women (33.8%).

Special interest groups have representation in Parliament much as the quotas are low when compared to the total populations they represent. For example, youth make up 19% of the entire population in Uganda (*approximately 8,786,892 million*), and persons with disabilities 5.4% (*approximately 5,780,850*).

In addition, important to note is that ethnic minorities do not have special representation in Parliament at all, as well as in the local governments. They have been left out with regard to access to national services and resources due to lack of representation in the political space, among other factors.

Majority of the MPs were from Eastern and Western region, with percentage shares of 27.2% and 27% respectively. These were followed by MPs from the northern region (23.9%). Buganda region had the least representation in Parliament at 21.9%.

There is low representation of women at both the lower and upper local governments. For example, the number of women elected as chairpersons LCI, LCII, LC III and LCV is still very low.

Ten sub regions have operational cities while four cities in the sub regions of Kigezi, Karamoja, Buganda North and Buganda South are pending operationalization (Wakiso, Nakasongola, Kabale and Moroto).

In Bukedi sub region, no district has been identified to house a city, according to Parliament's decision of cities identified to be created in the last batch.

4.0 State of Equal Opportunities Under Human Capital Development

a) Education

Buganda and Western regions are performing better in PLE compared to the Northern and Eastern regions, which disparities have greater implications in the regions with poor performances.

There are PLE performance disparities between the urban areas and rural areas. Generally, all Municipal Councils were performing better in PLE compared to the main district local governments.

Under UCE, Kampala (59%), Ankole (55%), Kigezi (54%), and Buganda South (54%) sub regions registered a fair performance while Elgon (38%), West Nile (40%), Bukedi (41%), Tooro (42%), Busoga (43%) and Karamoja sub regions (44%) performed below the National total performance index of 51%. With regard to gender, male students in lower secondary schools (54%) in all sub regions registered better performance as compared to their female counterparts (49%).

At a regional level, the best UACE performing sub regions were Buganda South, Ankole, Kigezi, Buganda North and Kampala. On the other hand, all the poorest performing sub-regions were located in the Eastern and Northern regions and these were West Nile, Elgon, Karamoja, Bukedi, Lango and Acholi.

Loan Scheme

Largely as shown in the findings, female students are still lagging behind in terms of access to the programme as compared to the male students.

Northern region has had the least number of student beneficiaries since the Programme started, with a percentage share of only 12.5%.

Karamoja sub-region had the least proportion of students accessing the University Students Loan Scheme (1.7%). This means that out of the 13,405 students that have benefitted from the Programme over the years, the sub-region has had only 224 beneficiaries.

Amudat district has only had 1 beneficiary since the university loan scheme program started.

Only 0.7% of the beneficiaries (94) are students with disabilities.

Young people belonging to ethnic minority groups have not benefited from the loan scheme.

b) Health

Uganda's health sector remains significantly under-funded, mainly relying on private sources of financing, especially out-of-pocket spending. At 7.9% of total government expenditure, public spending on health is far below the Abuja target of 15% that the government of Uganda committed to.

Bukedi sub region which consists of seven districts (Budaka, Busia, Butaleja, Butebo, Kibuku, Pallisa, Tororo) did not have any regional referral hospital.

Uganda has a total of 52 Government general hospitals, which means that about 60% of the districts in the country did not have such facilities in their areas. Whereas there is demand to have a general hospital per district, findings showed that 76 districts lacked them hence disparities in geographical distribution and accessibility among the districts in the country.

In addition, four districts neither had a government hospital nor a health center IV. These included Agago, Kalaki, Namisindwa and Napak.

172 sub counties in the country did not have health center IIIs. The lack of equitable access to HC IIIs in some of the sub counties detrimentally impacts the capacity of the vulnerable and marginalised groups of people to access healthcare.

Out of the 8,272 specialists that are required in Uganda for the FY 2023/2024, the country had only 307 specialists posted in the different government hospitals which are mainly located in the center (Kampala).

Chronic shortage of trained health workers (understaffing); thus overworking the available ones. There is an acute shortage of health workers and specialists in Uganda for all types of health facilities. However, it is more acute for lower-level facilities.

Poor infrastructure; in terms of health Centre premises, emergency and referral response systems, medical equipment such as labor beds, ambulances, wheelchairs and reasonable accommodation for inpatients, poor sanitation i.e lack of adequate clean water, latrines/toilets, placenta disposal pits and other waste compaction sites with in lower-level health facilities in Uganda.

5.0 Status of Distribution of Project Loans for Infrastructure Development in Uganda

Since FY 2012/2013 to date, the Uganda National Roads Authority (UNRA) has acquired a total amount of UGX4.8 trillion, out of which Bunyoro sub region had the highest share with 40% covering 506km, followed by Buganda with 26% covering 109.31Km and Bugisu at 11% covering 137km. On the other hand, Acholi and West Nile sub-regions had the least percentage share of 2% and Ankole with 5%.

Important to note is that sub-regions like Bukedi, Tooro, Busoga, Karamoja and Kigezi have not benefited from the infrastructure loans acquired. This has promoted regional development imbalances.

With regard to education, data reveals that majority of the districts had benefited from the implementation of projects under education infrastructure loans. However, districts like Kapelebyong, Apac, Kanungu, Kisoro, Kabong, Bududa, Buvuma, Bukomansimbi, Kyotera, Nakosongola, Nwoya, Amuru, Buliisa, Kiryandongo, Bugweri and Masindi had not benefited from any project.

Under Uganda Multi-sectoral food security and nutrition Project, the project did not consider some of the sub regions that are faced with high levels of food insecurity like Karamoja and Bukedi Sub-region which over the last three years have had production below average due to climate-related shocks/hazards and endemic pests/diseases.

With regard to the Water and Environmental subprogram, the findings revealed that all the funded projects were being implemented across all the 15 sub-regions with different districts benefitting from various projects. However, it was also observed that some districts had not yet benefited from any of the projects under implementation.

6.0 State of Equal Opportunities in Access to Employment Among Ministries Departments and Agencies

Only 39% of the youth in Uganda have access to employment under public service.

Based on the aggregation of data from the 30 sampled government MDAs, the Western region had the highest number of persons accessing employment opportunities in public service at 36%, followed by the Central region at 24%. The highest level of access to government jobs in the two regions is explained by the high population of educated persons, proximity and access to information, and access to the national data borne as compared to the other regions.

Across all the sampled agencies, males had the highest number of employees occupying the top management positions, with an average of 60% as compared to their female counterparts

Regarding occupation of top positions, MDAs findings revealed that Western region had the highest number of employees in top positions at 40%, followed by the Central region at 26%, while the Northern and Eastern regions had a lowest percentage at 12% and 21% respectively.

Sebei sub-region had no employees in the top management positions in all the sampled institutions.

7.0 Status of Equal Opportunities in Accessing the Four Major Factors of Production

Land

Land information system has been penetrated by fraudsters who connive with some land officials to upload and display wrong information regarding proprietorship of some plots of land. When a buyer makes a search, details will reflect a fraudster as the owner which propagates transaction.

Double titling of land; The existence of more than one title on the same piece of land. This fraud is usually committed within the Lands Registry which is mandated to issue duplicate certificates of title. In most cases, the land registries while acting on forged documents submitted by the clients have erroneously issued more than one title on the same piece of land.

Forging land titles; There are many cases where innocent purchasers acquire forged titles from fraudsters only to be surprised at the land registries when they are retained and cancelled on submission to affect a transfer. Many have been victims of such scam. The forged titles appear as authentic as the titles issued by MLHUD.

Illegal removal of caveats; Fraudsters have taken advantage of Sections 140 and 202 of the Registration of titles Act which provide for removal of a caveat by the Registrar issuing to the Caveator a notice to show cause why the caveat should not be removed.

Real Estate Companies/dealers giving Bibanja holders unreasonable offers; Real Estate Companies have a tendency of identifying customary land or unregistered land and entering unreasonable agreements with the squatters by offering them less consideration for their land or forcefully taking over their property. The real estate dealers then process the title to the land, subdivide the same and eventually sell to innocent buyers who will never take quiet possession of the land because of the unresolved issues with the squatters.

State agencies and actors such as the Resident District Commissioners (RDCs) have frustrated court decisions and empowered illegal squatters on land. Court battles are instituted and take ages to be adjudicated upon. Court eviction orders are issued thereafter, presented to the

District Police Commanders (DPC) as a mandated by law of implementation. The DPCs refer to the RDCs, who in turn end up frustrating the holder. This results into force and unprofessional evictions which end up claiming people's lives.

Parish Development Model

Although the PDM guidelines ring-fenced quotas for special interest groups (i.e. 30% youth, 30% women, 10% elderly, 10% disabled), it is not being followed by most of the LGs because of the overriding guidance to focus on household.

The criteria for allocation of funds under PDM is based on the number of parishes rather than consideration of the population size of the given parish, which has resulted in inequity.

Under PDM, each beneficiary is supposed to get UGX. 1M. However, there are some beneficiaries that have received less than UGX. 1M.

Some Local Governments do not have enough Parish Chiefs, CDOs and Agricultural extension workers who a crucial for the implementation of PDM.

The Commercial Officers and Parish chiefs lack gadgets to support the implementation of PDM and fight corruption, in addition to the Parish Chief lacking computer skills to manage beneficiary information.

There are some newly created parishes that are not fully functional and which are not receiving PDM funds. For example, in Bunyangabu district there are some parishes that are not functioning.

Bureaucracy: The bureaucracy subjected to the vulnerable groups has denied them access to the program. In many cases, the process they go through to access the fund is tedious and expensive.

Emyooga

Inadequate seed capital given to the SACCOs: Funds provided to the SACCOS are inadequate. The number of the associations are many in comparison with what the Government is providing. This creates a problem of who should receive money first and who should be left out.

Limited access to financial institutions in some districts; Whereas the guidelines require that SACCOs should have accounts in banks, some districts do not have banks which hinders the process of registration and access to loans.

Discrimination: Some members easily access money because they are rich and connected to some influential people. This leaves out others who have met all the requirements.

Political interference was another major challenge as many beneficiaries misunderstood the Emyooga funds to be a token of appreciation from the government for voting it into power. This is because the funds were disbursed during the election period. This made most of the beneficiaries to deliberately refuse to pay back.

Limited capacity building of the community members who are not conversant with the process of acquiring loans. It was reported that MSC conducts half day trainings to the leaders of the SACCO who are supposed to train other members. This is little time for them to understand the concepts and the nitty gritty of the program which results in fail to train the other community members

No clear policy: The program does not follow a clear policy. Trainers teach people to multiply capital share by 3 and Micro Finance Support center teaches them to multiply by 2 so they policy is not clear. This also affects trainers who mis perceive us as thieves.

Entrepreneurship

Limited Access to Affordable Finance: whereas government has put in place a number of measures to increase access to finance among MSMEs, research has shown that limited access to affordable finance needed to meet their diverse needs is still major challenge experienced among the young growing enterprises.

The Dominant Informality of the Sector: The majority of enterprises within the micro, small and medium sector operate informally which is a major challenge for the achievement of growth and expansion of the enterprises, enterprise productivity, and working conditions.

Limited Access to Appropriate Technology: Countrywide, there has been a fundamental shift in how traditional business operate and engage their customers and this has been through internet and mobile technology and the situation was worsened by the outbreak of Covid-19 that created a paradigm shift which has influenced the level of competitiveness and efficiency. However, in Uganda, majority of the MSMEs have challenges in use and adopting to the new technologies.

Limited Infrastructural facilities: Limited infrastructural facilities such as; modern village markets, industrial parks, business premises, clusters, and access to land for operation, common testing facility centres and business incubators hinder the innovativeness and creativity of the MSMEs.

Limited Access to Markets and Business Information Services: MSMEs are faced with a number of challenges in accessing markets for their goods and services that are directly related to the actual disposal of the product or service on the local or export market. The limited access to

market information such as strict international standards, fluctuating foreign exchange rates, free trade areas, stiff competition of similar products makes MSMEs less aware of opportunities in the market.

Limited Access to Quality Assurance & Affordable Product Certification Services MSMEs face the challenge of costly process for their product Certification and Standardisation. This puts MSMEs in a disadvantageous position within local, regional and export market access of their products and services. In reality, many of the MSMEs (especially women, PWDs, and youth) cannot comply with the present minimum requirements due to limited capital.

8.0 General Recommendations

- i. The Ministry of Health should construct a referral hospital in Bukedi sub region so as to enhance equitable service delivery, as well as improve the health outcomes of the people in the sub region.
- ii. In line with the National Health Policy that prioritizes the construction of a General Hospital or HC IV in each district, the Ministry of Health should consider constructing hospitals in the 76 Districts without any government hospital.
- iii. Government of Uganda should increase the budgetary allocation to the health sector budget so as to meet the 15% threshold of the Abuja Declaration.
- iv. The Ministry of Health should recruit more health workers as well as specialists to address the challenges of staff workload as well as improve service delivery.
- v. Government, through the Ministries of Health should consider providing RRHs with free assistive devices such as artificial limbs, clutches, special shoes/boots, wheelchairs among others, so as to ease the burden of travelling to Mulago hospital in Kampala in search for these items.
- vi. The Ministry of Health, in collaboration with higher institutions of learning in the country, should include a module on sign language in the curriculum of all medical professionals. This will ease communication between persons with hearing impairments and health workers, hence improving the health outcomes for this category of people.
- vii. The Ministry of Health should ensure the inclusion of more essential drugs for non-communicable diseases into the Minimum Health Care Package such that they can easily be accessed by older persons since majority of older persons cannot afford these medicines.
- viii. The Ministry of Education and Sports through the Directorate of Education Standards should closely monitor the quality of teaching and learning environments in schools so as to ensure adherence to the minimum standards.
- ix. The Ministry of Education and Sports should construct more secondary schools in the districts of Northern and Eastern Uganda, including those in the hard-to-reach areas.

- x. Head teachers in primary and secondary schools should put in place strategies to prevent and manage teenage pregnancies in schools in accordance with the 2020 Guidelines for the Prevention and Management of Teenage Pregnancy in School Settings issued by the Ministry of Education and Sports.
- xi. The Ministry of Education and Sports should allocate adequate funds to Special Needs Directorate for instructional materials.
- xii. The Ministry of Agriculture, Animal Industry and Fisheries should prioritize areas that are hard-hit by food insecurity to benefit from a number projects under it.
- xiii. The Ministry of Works, Transport and Communications and UNRA should apply affirmative action in the implementation of local content policy to offer opportunities to local companies.
- xiv. The Ministry of Education and Sports should promote inclusive learning in all levels by deploying teachers/lecturers with skills in special needs education
- xv. Government should develop a policy that guides the recruitment of people based on regional balance, population, academic qualification, among other parameters.
- xvi. All public institutions should be encouraged to include in their annual performance reports the status of employment disaggregated by gender, disability, youth, adults, elderly, sub-region, and level of employment.
- xvii. The Ministry of ICT and National Guidance should spearhead the reduction in the cost of accessing internet as well as increase the number of districts connected to the national backbone infrastructure.
- xviii. The Ministry of Trade, Industry and Co-operatives should provide modern village markets, more industrial parks, business premises, clusters, and ensure access to land for operation, common testing facility centres and business incubators for MSMEs.
- xix. The Ministry of Lands, Housing and Urban Development should have a repository of information on all land tenure systems in the country
- xx. The District Commercial Officers should be adequately facilitated so as to effectively supervise, guide and monitor the implementation for EMYOOGA and PDM.
- xxi. Enact a law to manage and facilitate affairs of externalization of labour in Uganda or make amendments to the Employment Act 2006 such that this sector is regulated by substantive law and not just policies and regulations.
- xxii. Communities should be sensitized about the objectives and purpose of PDM, as well as conduct trainings on financial management.
- xxiii. UBOS should provide timely, accurate and reliable data for household at the parish level to guide and inform program implementation.
- xxiv. The establishment of cities and municipalities should strictly be based on the laid down technical criteria, bearing in mind the population, geographical size, revenue

generation, infrastructure facilities, level of urbanization, among others. This should be a uniform criterion for creation all constituents in Uganda.

- xxv. Representation of special interest groups in parliament should be based on a ratio of 1:1,000,000. For example, for every 1 million youth, there should be 1 representative.
- xxvi. Parliament should enact special measures and legislation to guarantee marginalized groups (*in particular ethnic minorities*) access to the legislature as well as local councils and decision-making positions, through reserved seats so as to ensure fair and equal representation of all vulnerable groups at a national and local government levels.
- xxvii. The districts and sub counties level Councils should be allowed to use the local dialects during deliberations in council meetings as well as interpretation of resolutions for the benefit and active participation of some representatives of marginalized groups that may not be in position to communicate effectively in the English language.

CHAPTER ONE

GENERAL INTRODUCTION

1.0 Introduction

Pursuant to Section 24(2) and (3)² of the Equal Opportunities Commission Act, 2007, the Commission has prepared this 10th Annual Report on the State of Equal Opportunities in Uganda covering the Financial Year 2022/2023. The theme of this year's Report is: *"Fostering inclusive growth through equitable participation and benefit from Government programmes"*.

The Report assesses and communicates the progress, challenges, and efforts made in promoting and ensuring equal opportunities for all individuals and groups within the country. This is to ensure; transparency and accountability, inform policy development, international and regional reporting and compliance, and to guide resource allocation and prioritisation, especially at such a time when Uganda has commenced processes towards the development of the Fourth National Development Plan.

The Report serves as a critical tool for promoting social justice, reducing inequalities, and ensuring that no one is left behind in the country's development journey. It provides a comprehensive overview of the state of equal opportunities, highlights achievements and challenges, and offers recommendations for action to enhance the realization of equal opportunities for all Ugandans.

This Report is structured in two sections. Section I highlights the general introduction and the legal and policy framework. The legal and policy framework provides the basis for all State and non-state actors to be stewards of redressing imbalances and promoting equal opportunities for all. Section II presents the State of Equal Opportunities in the Country, focusing on: (i) National Planning, Budget Appropriation and Execution; (ii) political participation; (iii) access to the four major factors of *production (land, capital, labor and entrepreneurship)*; (iv) human capital development; (v) employment among MDAs; (vi) infrastructure loans obtained by government; (vii) implementation of EOC recommendations; and (viii) the conclusion and the key recommendations.

² mandates the Commission to publish, disseminate and submit to Parliament Annual Reports on the State of Equal Opportunities in the Country with a copy to H.E the President of the Republic of Uganda.

1.1 Background

The Equal Opportunities Commission (EOC) is a Government body established by Article 32 of the 1995 Constitution of the Republic of Uganda (as amended) and operationalized by the Equal Opportunities Commission Act, 2007 “to give effect to the State’s constitutional mandate to eliminate discrimination and inequalities against any individual or group of persons on the ground of sex, age, race, colour, ethnic origin, tribe, birth, creed or religion, health status, social or economic standing, political opinion or disability,” and also take affirmative action in favour of marginalized groups to redress imbalances which exist against them.”

The Commission is one of the government agencies at the forefront in realizing the Sustainable Development Goals (SDGs), Vision 2040, NDP III, NRM Manifesto, National Objectives and Directive principles of state policy and other Government commitments.

Financial Year 2022/2023 marked the 13th year of implementing the Uganda Vision 2040, which envisions ‘a transformed Ugandan society from a peasant to a modern and prosperous country within 30 years.’ Attainment of Uganda’s Vision 2040 calls for a just, equitable, tolerant and socially inclusive growth and development in which the needs of the most vulnerable and marginalised groups of people are met.

The Constitution of Uganda mandates the state to ensure inclusive and balanced development. In particular Article 32 (1) states that; ‘...the State shall take affirmative action in favour of marginalised groups.

The annual report is a statutory requirement as well as a key tool for tracking Uganda’s progress towards inclusive development in line with the Third National Development Plan (NDP III). The NDP III identified twenty programmes that were designed to deliver required results to address the 13 bottlenecks³ identified by the African Union which incorporate the country’s commitments to regional and international development frameworks and cross cutting issues.

³ Structural inequalities in access to opportunities; Under-developed infrastructure; Interference with the private sector; Under development of agriculture; Weak states, especially weak institutions such as the Army, Police, Fragmented markets, market access and expansion; Lack of industrialization and low value addition; Under-development of human resources; Under-development of the services sector; Attacks on democracy and governance; A non-responsive civil service; Domestic resource mobilization and Ideological disorientation.

For the year under review, the Commission focused on mainly four programmes i.e. Community Mobilisation and Mindset change; Regional Development; Human Capital Development; and Development Plan Implementation programmes. Specifically, the Community mobilisation and Mindset Programme aims at empowering families, communities and citizens to embrace national values and actively participate in sustainable development; the Regional Development Programme aims at accelerating equitable regional economic growth and development⁴; the Human Capital Development Programme aims at increasing productivity of the population for increased competitiveness and better quality of life for all⁵; the and Development Plan Implementation Programme aims at increasing the efficiency and effectiveness in the implementation of the Plan⁶ t.⁷

This 10th Annual Report on the State of Equal Opportunities in Uganda therefore presents the progress made towards promoting balanced development, equal opportunities and affirmative action.

⁴ Key expected results under the Regional Development Programme include reducing poverty in lagging sub-regions of: Karamoja, Bukedi, Bugisu, Busoga, West Nile, Acholi, Teso and Bunyoro.

⁵ Key expected results under the Human Capital Development Programme include: increased proportion of labour force transiting to gainful employment; increased years of schooling; improved child and maternal outcomes; increased life expectancy; increased access to safe and clean water and sanitation; and increased access by population to social protection.

⁶ Key expected results under the Development Plan Implementation programme include: Increase level of Plan implementation, increased GDP growth rate, increased revenue, and improvements in alignment of plans and budgets.

⁷ Key expected results under the Community mobilization and mindset change Programme include: increased participation of families, communities and citizens in development initiatives; enhanced media coverage of national programmes; increased household savings; increased social cohesion and civic competence; and better uptake and/or utilisation of public services (education, health, child protection etc.) at the community and district level.

1.2 Rationale of the Annual Report

- i. **Legal Mandate:** The production of the report is a statutory requirement under the EOC Act, 2007.
- ii. **Transparency and Accountability:** The annual report promotes transparency by providing a comprehensive overview of the government's efforts and progress in promoting equal opportunities. It allows the public and stakeholders to assess whether the government is fulfilling its commitments and obligations in this regard. This transparency is essential for holding government institutions accountable for their commission and omissions in regards to equal opportunities.
- iii. **Monitoring and Evaluation:** This annual report provides a structured platform for monitoring and evaluating progress in the promotion of equal opportunities. This allows policy-makers and stakeholders to assess the effectiveness of policies, programs, and initiatives aimed at reducing discrimination and inequality. By analyzing the data and outcomes presented in the report, rights holders and duty bearers should make informed decisions.
- iv. **Policy Formulation and Review:** The information and analysis presented in the report is to inform the development of new policies and the revision of existing ones to better address the needs of the marginalized and disadvantaged groups. It helps to identify gaps in policy implementation and areas where targeted interventions are required.
- v. **Public Awareness and Engagement:** The Annual Report raises public awareness about issues related to discrimination, marginalization, inequality, and social justice. It provides a platform for discussing these issues and mobilizing public support for necessary changes. Informed citizens are more likely to engage in advocacy and activism for equal opportunities.
- vi. **International Reporting and Compliance:** Uganda is a state party to several international, and regional treaties and other instruments related to human rights and equal opportunities. Producing this annual report helps demonstrate Uganda's commitment to fulfilling its international and regional obligations and hence showcases the government's compliance with international human rights standards.
- vii. **Policy Alignment:** The Report serves as a mechanism to align government actions with broader international development plans and strategies. At the

National level, the report aligns with Uganda Vision 2040, National Development Plan III, and other strategic frameworks, ensuring that equal opportunities are integrated into the country's development agenda.

1.3 Uganda's Demographic status

This subsection presents an overview on the vulnerable and marginalized groups in Uganda, including; Persons with Disabilities, Youth, Women, Older Persons, Ethnic minorities, Children, Persons living with HIV/AIDs and Persons staying in and hard-to-reach areas.

1.3.1 Persons with Disabilities

Disability means a substantial functional limitation of a person's daily life activities caused by physical, mental or sensory impairment and environment barriers, resulting in limited participation in society on equal basis with others.⁸

According to the 2014 National Population and Housing Census, the disability prevalence rate in Uganda is at 12.5%. Disaggregation by age reveals that children with disabilities (17 years and below) are 2.9%, youth with disabilities (18-30years) are 2%, adults with disabilities (31-64) are 5.5% whereas older persons with disabilities (65 years and above) constitute 2.1% of the population.

Analysis by gender reveals that disability is higher among women (6.9%) compared to men (5.6%). In addition, the disability prevalence rate is higher among those living in the rural areas (10.3%) compared to those in the urban areas (2.2%). Among the persons aged 5 years and above, Lango (20%) and Acholi (17%) sub- regions had the highest proportion of persons with disabilities (UBOS 2019/2020).

With regard to education, 72.9% of persons with disabilities aged 19-24 dropped out of school while 9.8% have never attended school. 23% of persons with disabilities aged 13-18 dropped out of school while 7.2% percent have never attended school and 3.1% of persons with disabilities aged 6-12 dropped out of school while 13.8% have never attended school. These statistics show that majority of persons with disabilities do not easily access higher education. In addition, most of the students with disabilities drop out of school and many have never attended school compared to students without disabilities (UBOS 2019/2020).

⁸ PWD Act 2020

Majority of persons with disabilities are vulnerable and are more likely to fall into poverty compared to persons without disabilities (MoGLSD, 2020). Even with relevant qualifications, persons with disabilities still fail to access employment despite having the qualifications for the available Jobs. Majority are majorly self-employed and involved in low-income activities such as tailoring, carpentry and shoe shining among others, (FHRI, 2014).

With regard to health care, the major concerns of persons with disabilities remain their inability to access basic health services and assistive devices to enable them lead independent and productive lives. In addition, persons with disabilities experience less access to healthcare because they are often not considered a priority area for funding purposes. A significant proportion of the Ministry of Health's funding is derived from international donors who often times do not prioritise disability issues, and often have a disease-specific agenda (for example, HIV/AIDs, neglected tropical diseases, and malaria) (MoGLSD 2020).

1.3.2 Youth

Youth (18–30 years) constitute 19% of the population (45.7% Male, 54.3% female) (UBOS 2019/2020).

In Uganda, 64% of the total unemployed persons are youth aged 18-30 years.⁹ In addition, the youth activity status reveals that almost half (47%) of the youth were neither in employment nor in education training (UBOS 2020). Despite job creation efforts, the threat of extended youth unemployment is one of the biggest challenges the government of Uganda is still grappling with.

With regard to education, there are still barriers in accessing education among the youth. For example, nearly only one in every four persons aged 19-24 years (23%) were currently attending school (UBOS 2020) much as majority of the sub regions in the Country have a public university.

Youth in Uganda face health challenges including limited access to basic and critical health services, especially sexual and reproductive health services; early marriages and pregnancies; as well as drug abuse affecting their mental health. They are also affected by peer pressure and influence, which exposes them to contracting

⁹ The National State of the Youth Report, 'Uganda Parliamentary Forum on Youth Affairs', (2022).

HIV/AIDS, among other sexually transmitted diseases. Amidst all the health challenges the youth are facing, only 5% of public and private healthcare providers in Uganda provide adolescent and youth-friendly sexual and reproductive services (World Bank 2020).

1.3.3 Women

The 2019/2020 Uganda National Household Survey results show that women in Uganda constitute 50.9% of the total population.

The percentage of female labour force in Uganda was reported at 49.6 % in 2022, according to the World Bank collection of development indicators. More females (83%) than males (53%) participate in unpaid care work (UBOS 2020). In addition, majority of the women are dependent on subsistence agriculture, majority of whom are rural women. Despite Government's efforts to provide inputs and extend credit to farmers by providing funds to non-profit associations as well as provision of financial education, a large number of households have remained outside the market/money economy and this is largely because some households, particularly women do not have access to arable land. (NDP III).

With regard to education, female literacy rates continue to lag behind at 66.89% compared to 80.85% of males and gender gaps widen at secondary and tertiary school (UBOS, 2023). Having low literacy rates is one of the drivers of discrimination and marginalization of women in Uganda since they cannot equitably access service delivery programs and interventions.

With regard to health, women in Uganda have a high fertility rate at 5.2 especially among rural women with consequences of strains in budgets of poor families, reducing available resources to feed, educate, and provide health care to children and families at large (UBOS, 2023). HIV/AIDS is still higher among the female population (7.2%) compared to male at 4.3%.¹⁰ Whereas maternal mortality rates have reduced to 189 deaths in 2023¹¹, the country's MMR is still much higher than the target for 2030

¹⁰ Uganda AIDs Commission HIV/AIDS fact sheet 2022.

¹¹ (UBOS, 2023) Uganda Demographic and Health Survey

set by Sustainable Development Goal (SDG) 3: *(less than 70 maternal deaths per 100,000 live births globally)*.

1.3.4 Older persons

The 2019/2020 Uganda National Household Survey results show that older persons in Uganda constitute 5.4% of the total population. Households in rural areas have notably more older persons (23%) compared to households in urban areas (16%).

Approximately 85% of active older people engage in crop farming which is labor-intensive and insufficient to provide a regular, stable income with low economic returns. In addition, 85% of older persons in rural areas live in chronic poverty (UNICEF, 2017) while more than half (52%) are involved in unpaid care work (UBOS 2019/2020). They further face several challenges, ranging from loneliness, poor housing, limited social and financial support, limited social security and poor health yet a number of them have the responsibility of caring for orphaned grandchildren who have lost their parents to HIV/AIDS or other diseases. These negatively affect their quality of life and consequently their perceptions and attitudes towards aging.

With regard to health, 62% of older persons reported poor or ill health while those aged 75 years and above report the highest number of sick days, an average of 11 days per month coupled with limited to no earnings at all to enable them access health care. In general, older women are more likely to report being in poor health conditions compared to older men. Majority of older persons suffer from ageing-related diseases of diabetes, high pressure, heart complications, disability, tuberculosis, prostate cancer for men and uterine or cervical cancer for women. Other diseases older persons in Uganda have reported to have suffered include HIV/AIDs, general aches and pains, arthritis, stroke, dementia, hypertension, ulcers, cancer, breathing issues, orthopedic problems and hearing loss among others (MoGLSD, 2020).

1.3.5 Ethnic minorities

Uganda is home to about 28 Indigenous Minority Groups (IMGs) that are located in different parts of the country. There is no national legal definition of IMGs adopted in Uganda although generally they are defined as “non-dominant groups of individuals who share certain national, ethnic, religious or linguistic characteristics which are different from those of the majority population and share certain characteristics which single them out of any given society, often as marginalised groups.” Each of these communities have a traditional way of life, language and forms of expression, traditional practices and belief systems, that define their respective identities.¹²

Based on the above definition, the following are considered as some of the categories of IMGs in Uganda; the Aliba, Bahehe, Bamba, Babwisi, Banyabindi, Bagungu, Banyabutumbi, Basongora, Batwa, Gimara, Ik, Lendu, Mening, Mvuba, Maragoli, Ngikutio, Nyangia, Reli, Shana, Tepeth and the Vonoma. Others include: the Benet, the Banyara, Batuku, Paluo (Chope), Babukusu, Basongora, Kebu, Bagwe, Barundi, Bagangaizi, Bayaga, Basese, Meru, Mwangwar, Bahehe, Bakingwe and Banyanyanja. These ethnic minorities continue to suffer marginalisation and discrimination based on economic, social and cultural grounds (CCFU, 2020; African Commission, 2019).

Ethnic minorities face a number of challenges in accessing, participating and benefiting from government economic and livelihood programmes, and these include; Evictions of indigenous minority groups, without or with very inadequate consultation and compensation from their ancestral lands; Landlessness and insecurity affecting permanent livelihood investments and stability; Non-inclusive lower primary curriculum that teaches in majority languages resulting into no learning and dropping out of school by IMGs; Loss of their cultural heritage, due to restricted access to their ancestral lands; Forced eviction of IMGs from forests and other natural environments resulting in alienation from their ancestral lands, loss of identity, dignity and a sense of belonging; IMGs are not captured in the NIRA and the Electoral Commission's database depriving them of an opportunity to register to exercise their constitutional right to determine their leaders by voting, and to obtain National Identification Cards which are now a prerequisite for accessing many social and

¹² Hand out on Mapping IMGs in Uganda.

economic services like health care and registering telephone SIM cards; Access to social services especially health and education remain major challenges and hindering the ability of indigenous minorities to overcome basic livelihood concerns and poverty, among others.

1.3.6 Persons Living with HIV/AIDS

Uganda has an estimated 1.4 million People living with HIV of which 1.3 million are currently on treatment. HIV prevalence is higher among women (7.2%) than among men (4.3%). The urban areas have remained predominantly more affected at 7.1% versus 5.2% in rural areas (MOH Annual Estimates 2021). About 1,000 people get infected with HIV every week and about 326 people die weekly due to AIDS related deaths. Infections among young people (15 -24 years) accounted for 37% of all the new HIV infections in the year 2021, with new infections occurring three times more among the young girls compared to the boys in the same period, (MOH Annual estimates 2021).

According to Uganda AIDS Commission (UAC, 2022), a total of 90,000 children are living with HIV¹³. While many have been denied a chance to go to school, particularly by their families as they are expected to die anytime, those who manage to attend school face a number of challenges. These include; illnesses causing absenteeism, stress arising from seeing their parents deteriorate due to HIV/AIDS, inability for the drugs to suppress the virus in their bodies since they often times stop taking their drugs at school due to stigma. Other children with HIV have failed to start or continue with education after the death of their parents.

With regard to health, Uganda has made significant progress in the provision of HIV treatment and care. In 2020, an estimated 74% of people living with HIV were on Antiretroviral therapy (ART). A report by the Uganda Ministry of Health, 2022 shows a significant reduction in the rates of mother-to-child transmission of HIV in the country from over 20 percent in 2000 to 2.8 percent in 2021. Despite these successes, challenges remain in the provision of HIV treatment and care in Uganda. Stigma and discrimination against people living with HIV continue to be a barrier to accessing treatment and care. In addition, there are also gaps in the provision of HIV testing and treatment services in some parts of the country, particularly in hard-to-reach areas. Disparities in access to and use of ART are influenced by geographical realities

13 HIV AIDS Factsheet 2022 v5 edit2

where those in the urban are better positioned than those in the rural areas, distance to healthcare facilities, transport cost, gender, social and economic status explain variations in accessing and use of or adherence to ART.

With regard to employment, people living with HIV/AIDS experience problems related to discrimination, stigmatisation, isolation and denial of opportunities in the work environment, especially in the private sector which is the biggest formal employer in the country. Despite progressive legislation, people living with HIV/AIDS are still discriminated against. There are also reports that some government departments have made the HIV tests compulsory for recruitment, training and promotion which is considered a discriminatory practice.

The AIDS Control Program (ACP) of the Ministry of Health (MOH) Uganda has made a significant impact in the fight against HIV. However, despite this growing success, life-saving services are not yet available to everyone who needs them in Uganda. Variations in health outcomes exist across different districts and health facilities and are further affected by a range of geographic, economic, demographic and social factors.

1.3.7 Children

A 'child' is defined as any person under the age of 18 years, in accordance with the United Nations Convention on the Rights of the Child, Article 2 of the African Charter on the Rights and Welfare of the Child, and Article 257 (1) (c) of the 1995 Constitution of Uganda.

With regard to education, there has been an increase in enrolment from 8.84 million pupils in FY 2017/18 to 10.76 million (representing a 22% increment) in FY2019/20. Similarly, at secondary school level, there was a 45% increment in FY 2019/20 from 1.37 million in FY 2017/18 to 1.99 million for secondary (MoES, 2020). While there has been marked improvement at primary level which is at 95.5%, the secondary enrollment score is only 35.4%. Despite an increase in enrolment, the survival rate is still low. For example, 77% of the learners complete lower secondary while only 19% of the learners complete Upper secondary (ISER, 2022).

With regard to health, fewer children are now dying from preventable diseases as a result of increased immunisation against killer diseases. The infant mortality rate has reduced from 88 deaths per 1,000 live births in 2000 to 36 deaths per 1,000 live births,

under-five mortality rate has declined from 151 per 1,000 live births to 52 per 1,000 live births in 2022 (UBOS 2023). However, in spite of the above gains, children still face challenges of malnutrition in the country. For example, 24.4% of children are stunted, 3.2% are wasted, 9.7% are underweight while 3.4% are overweight (UBOS, 2023).

Child labour has increased substantially over the last years in Uganda. In 2017, 14% or 2 million children between the age of 5 and 17 were found in child labor. In 2022, this rose to 39.5% (37.9% girls and 40.9% boys) or 6.2 million children. In rural areas, the prevalence is 42.3%, with Karamoja (55.6%), Lango (52%), Elgon (47%), Busoga (46%) and Acholi (45.7%) as the sub regions with the highest prevalence. Child labour is highest among the age bracket of 5 to 11. Concretely, 58% of the children aged 5-11 are performing work that is mentally, physically, socially or morally dangerous and harmful and/or interferes with their schooling and as such undermines their potential and the development of society (ILO, 2022).

In 2022, Uganda made moderate advancement in efforts to eliminate the worst forms of child labor. The City of Kampala published an ordinance to prohibit the employment of children in hazardous work, including activities such as working in rock quarries and restaurants, collecting and selling scraps, and domestic work. The government also secured seven convictions for crimes related to child trafficking for labor purposes, approved a child labor inspection checklist, and released the results of a 2021 baseline survey on child labor in the rice and sugarcane growing areas in eastern Uganda. However, some children in Uganda are still subjected to the worst forms of child labor, including in commercial sexual exploitation, sometimes as a result of human trafficking, (ILAB, 2022).

1.3.8 Hard-to-reach areas

Hard to reach areas are defined as remote or insecure areas that are unable to attract and retain sufficient numbers of motivated staff because of difficult living conditions. These areas are characterized by remoteness, insecurity and poor infrastructure, among others (MoPS, 2020).

Following consultations with key stakeholders, the following Local Governments were some of the districts designated with hard to reach areas: Kotido, Abim, Kaabong, Moroto, Nakapiripirit, pader, Kitgum, Amuru, Adjumani, Nwoya, Kalangala,

Bundibugyo, Kisoro, Kanungu, Bukwo, Buvuma, Lamwo, Namayingo, Napak, Ntoroko, Mayuge, Bugiri (MoPS, 2021).

People staying in hard-to-reach areas face a number of challenges, which include;

They consistently fail to attract and retain qualified and competent staff, hence denying some sections of Ugandans public services they ought to receive such as education and health care. Consequently, due to inequitable access to services in these hard-to-reach areas, most of the people are left behind.

Most hard-to-reach areas have rough terrains, mountains, water bodies, less developed infrastructure such as poor road network or lack of affordable transport. Remoteness coupled with other factors results into increased cost of living and lack social amenities.

Insecurity caused by insurgency or war which limits the mobility of people, goods and services. Insecure areas are also characterized by higher prices of goods and services and dilapidated infrastructure.

1.4 Methodology

This subsection presents the methodology that was used in order to achieve the objectives of the 10th Annual Report on the State of Equal Opportunities in Uganda in FY 2022/2023.

1.4.1 Research Design

A mixed methods research design was used to collect both quantitative and qualitative data on the state of equal opportunities in Uganda in FY 2022/2023. This method was used in order to improve on the findings by ensuring that the limitations of one type of data are balanced by the strengths of another.

1.4.2 Data Sources

The data collection sources included both primary and secondary sources. Secondary data was obtained through documentary review of publications by public and private entities on all relevant literature pertaining to the state of equal opportunities in the country. In addition, data was sourced from credible nationally representative data sets from selected entities and these included: Parliament of Uganda, Cabinet data set, May 2023; Members of the 11th Parliament data set (2021-2026); Higher Education Students Financing Board data set 2022; UNEB data sets, 2022 (*PLE, UCE, UACE*); Health master facility list 2020; UNHS 2019/2020 data set; selected MDA staff lists 2023; and project infrastructure loans data sets 2012-2023 among others.

Primary data was obtained from research studies and audits undertaken by the Commission which included; studies/audits on access to land, education, health, PDM, emyooga among the vulnerable and marginalised groups of people in Uganda (EOC, 2023). The methods used to obtain primary data included; key informant interviews, focus group discussions, administering individual questionnaires to marginalized and vulnerable groups, and observations.

1.4.3 Targeted respondents

The targeted respondents included policymakers and implementers in selected MDAs, LGs and CSOs. In addition, community members at the grass root level as well as beneficiaries of selected government programmes were also interviewed during primary data collection for the 10th annual report on the state of equal opportunities in Uganda.

1.4.4 Data analysis

The data analysis process included; inspecting, cleaning, transforming, and interpreting data. Data was analysed in order to gain meaningful insights from raw data, uncover valuable information that would be used to solve problems, make informed decisions as well as support decision-making.

Several data analysis approaches such as descriptive analysis, content analysis, trend analysis, comparative, and ratio analysis were used to expound on the state of equal opportunities in Uganda for FY 2022/23.

Data analysis software used to interpret, understand the data and arrive at conclusions included; Microsoft Excel, Stata, and Statistical Packages for Social Scientists (SPSS).

1.4.5 Scope

This year's annual report focused on five thematic areas i.e. National Planning and Budgeting; State of equal opportunities in; Political Participation, Human Capital Development (*PLE, UCE, UACE, Loan Scheme, Health*), access to factors of production, Employment among MDAs as well as Infrastructure and loans obtained by Government.

The process of problem identification, concept writing, data collection, data analysis, interpretation of findings and report compilation was undertaken in all the four quarters of FY 2022/2023.

Data on factors of production, political participation, infrastructure loans obtained by Government and Human capital development was sourced from 146 districts while 35 institutions were selected for analysis under Employment among MDAs.

CHAPTER TWO

LEGAL AND POLICY FRAMEWORK

2.0 Legal and Policy Frameworks

The Government of Uganda has developed a rich National Legal and Policy Framework in relation to equal opportunities with the aim of facilitating the country towards achieving sustainable inclusive growth and development. In addition, the country has ratified a number of conventions, treaties, protocols and declarations relating to the promotion of equal opportunities. These are presented below;

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

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

Specifically,

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

Article 32 (3) provides for the establishment of a Commission called the Equal Opportunities Commission whose composition and functions shall be determined by an Act of Parliament. In line with this provision, the Equal Opportunities Commission Act, 2007 was enacted and subsequently the Commission established.

The Equal Opportunities Commission Act, 2007

Section 14 of the Act thereof provides that the Commission was established to give effect to the State's constitutional mandate to eliminate discrimination and inequalities against any individual or group of persons on the ground of sex, age, race, colour, ethnic origin, tribe, birth, creed or religion, health status, social or economic standing, political opinion or disability, and take affirmative action in favour of groups marginalised on the basis of gender, age, disability or any other reason created by

history, tradition or custom for the purpose of redressing imbalances which exist against them and to provide for other related matters.

2.1 Legal and policy framework on National Planning, Budget Appropriation and Execution

The Legal and policy frameworks provide a basis and context in which gender and equity planning and budgeting is implemented in Uganda. The frameworks give mandate, responsibilities and functions for various actors. This section therefore, identifies and presents the various legal and regulatory frameworks supporting gender and equity responsive planning and budgeting in Uganda drawn from national, regional and international level.

2.1.1 International Framework

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

The Universal Declaration of Human Rights (UDHR) 1945, ratified in 1948;

Article 1 highlights that all human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood. Article 2 states that everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

International Covenant on Civil and Political Rights 1966, ratified in 1995;

Article 26 highlights that all persons are equal before the law and are entitled to equal opportunities without any discrimination. The law prohibits any discrimination and guarantees to all persons equal and effective protection against discrimination on any grounds such as race, colour, sex, language, religion, political or other opinion, national or social origin, property and birth, among others.

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

Article 3 states that there should be equal opportunities for all men and women in the enjoyment of all economic, social and cultural rights.

Convention on Elimination of all forms of Discrimination against Women (CEDAW), 1979 ratified in 1985

Article 10 calls upon State parties to take all appropriate measures to eliminate discrimination against women in order to ensure equal rights with men in all fields.

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

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

Convention on the Rights of Persons with Disabilities 2006 ratified in 2008

Uganda ratified the CRPD and its Optional Protocol on 25th September 2008 without reservations. This demonstrates Uganda's commitment to promoting the rights and upholding the dignity of persons with disabilities like all other citizens. The Convention has served as the major catalyst in the global movement from viewing persons with disabilities as objects of charity, medical treatment and social protection, towards viewing them as full and equal members of society with human rights.

The Vienna Declaration and Programme of Action, 1993

Section 24 of the Declaration emphasises the need to give great importance to the promotion and protection of human rights of all persons rendered vulnerable, including migrant workers, the elimination of all forms of discrimination against them and the strengthening a more effective implementation of existing human rights instruments.

The Declaration on the rights of Minorities, 1992

Article 4 enjoins States to take measures where required, to ensure that persons belonging to minorities exercise fully and effectively all their human rights and fundamental freedoms without any discrimination and full equality before the law.

Declaration and programme of Action of the World Summit for Social Development, 1995

This Declaration emphasises promoting and protecting the rights of individuals in order to prevent and eliminate situations of domestic discrimination and violence. It also calls for the need to improve opportunities and working conditions of women and youth entrepreneurs by eliminating discrimination in access to credit, productive resources and social security protection.

The United Nations Declaration on the Elimination of Violence Against Women (DEVAW 1993)

Article 4 of the Declaration urges States to condemn violence against women and not to invoke any custom, tradition or religious consideration to avoid their obligation with respect to its elimination.

Sustainable Development Goals (SDGs)

The global overarching framework to equitably address the needs of the current and future population is the 2030 Agenda for Sustainable Development. At the heart of this Development Agenda are 17 SDGs to which 193 UN Member States including Uganda agreed to pursue a sustainable future. This global agenda is centred on sustainable inclusive growth and development which calls for the promotion of equal opportunities for all in all spheres of life as a key strategy to the realisation of the global dream of leaving no one behind.

The Beijing Declaration and Platform for Action, 1995

This Declaration inspired Uganda to formulate its Gender Policy and the National Action Plan on Women. This global agenda emphasizes the full and equal participation of women in political, civil, economic, social and culture life at the national and international level, and the eradication of all forms of discrimination on the grounds of sex.

2.1.2 Regional Framework

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

African Charter on Human and Peoples' Rights, 1986

This is a regional human rights instrument that is intended to promote and protect human rights and basic freedoms on the African continent. Article 13 (3) of this Charter recognizes that every individual shall have the right of access to public property and services in strict equality of all persons before the law.

Article 18 (3) states that the State shall ensure the elimination of discrimination against women and also ensure the protection of the rights of the woman and the child as stipulated in international declarations and conventions.

The African Charter on the Rights and Welfare of the Child, 1990

The ACRWC defines a "child" as a human being below the age of 18 years. It recognizes the child's unique and privileged place in African society and that African children need protection and special care. The treaty also guarantees children the right of freedom of expression, association, peaceful assembly, thought, religion, and conscience. It aims to protect the private life of the child and safeguard them against all forms of economic exploitation and against work that is hazardous, interferes with the child's education, or compromises his or her health or physical, social, mental, spiritual, and moral development.

Article 3 emphasizes that every child shall be entitled to the enjoyment of the rights and freedoms recognized and guaranteed in this Charter irrespective of the child's or his/her parents' or legal guardians' race, ethnic group, colour, sex, language, religion, political or other opinion, national and social origin, fortune, birth or other status.

The African Youth Charter, 2006

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

Maputo Protocol on the Rights of Women in Africa

The Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, also known as the Maputo Protocol on Women's Rights, provides comprehensive rights for women and girls in Africa. The Protocol guarantees extensive rights to women, including the right to take part in the political processes, to social and political equality with men, improved autonomy in their reproductive health decisions, and an end to harmful traditional practices such as female genital mutilation, among others. It covers a broad spectrum of civil, political, economic, social, cultural, and environmental rights and is considered one of the most progressive human rights instruments globally.

Article 23 (b) Special Protection of Women with Disabilities

The States Parties undertake to: ensure the right of women with disabilities to freedom from violence, including sexual abuse, discrimination based on disability and the right to be treated with dignity.

Article 13 Economic and Social Welfare Rights

States Parties shall adopt and enforce legislative and other measures to guarantee women equal opportunities in work and career advancement and other economic opportunities. In this respect, they shall:

- a) promote equality of access to employment;
- b) promote the right to equal remuneration for jobs of equal value for women and men;
- c) Ensure transparency in recruitment, promotion and dismissal of women and combat and punish sexual harassment in the workplace; d) guarantee women the freedom to choose their occupation, and protect them from exploitation by their employers violating and exploiting their fundamental rights as recognised and guaranteed by conventions, laws and regulations in force.

The African Union Gender Policy, 2009; this regional policy is committed to socio-economic development, takes into account the diversity in social, cultural, and traditional settings, and is making efforts to address cultures and practices which militate against the enjoyment of freedom and rights by women and girls.

2.1.3 National Legal and Regulatory Framework

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

Article 32(1) provides that 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.

The Equal Opportunities Commission Act, No. 2 of 2007

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 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".

Section 14 (1) and 14 (b), (c), (d), (e) and (f) of the EOC Act imposes an obligation on all state and non-state institutions to comply with equal opportunities and affirmative action in favour of marginalised groups while redressing imbalances.

The Public Finance Management Act, 2015

On 23rd February 2015, the government of Uganda strengthened its commitment to realize equal opportunities in planning and budgeting by introducing the Public Finance Management Act, 2015 (PFMA), whose implementation commenced on 06th March 2015. The PFMA provides three sections on compliance with gender and equity requirements and these are;

Section 9(6)(a) and (b); Section 9(6) provides that, the Minister shall, in consultation with the Equal Opportunities Commission, issue a certificate; (a) certifying that the Budget Framework Paper (BFP) is gender and equity responsive; and (b) specifying measures taken to equalise opportunities for women, men, persons with disabilities and other marginalised groups.

Section 13(11) e (i) and (ii); Section 13 (11) (e) provides that a certificate shall be issued by the Minister responsible for Finance in consultation with the Equal Opportunities Commission (i) certifying that the budget is gender and equity responsive; and (ii) specifying the measures taken to equalise opportunities for men, women, persons with disabilities and other marginalised groups.

Section 13 (15) g (i) and (ii); Section 13 (15) (g) provides 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 equalise opportunities for men, women, persons with disabilities and other marginalised groups.

The Building Control Act, 2013

Generally, this Act requires all buildings in the country to be constructed following the Accessibility Standards, as well as the establishment and representation of Persons with Disabilities (PWDs) in all urban, municipal, and city building committees.

The Employment Act, 2006

Section 6(1) of the Employment Act provides that it shall be the duty of all parties including the Minister, Labour Officers and the Industrial Court to seek and to promote equality of opportunity with a view to eliminating any discrimination in employment. In addition, Section 6(3) prohibits discrimination in employment. Discrimination is defined to include any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, the HIV/AIDS status or disability which has the effect of nullifying or impairing the treatment of a person in employment or occupation or of preventing an employee from obtaining any benefit under a contract of service.

The Persons with Disabilities Act, 2020

Section 12(1) of this Act states that; A person shall not discriminate against a qualified person on ground of that person's disability in regard to any job application procedures, hiring, promotion, employee compensation, job training, and other terms, conditions, and privileges of employment.

Section 17 states that Private employers who employ ten or more persons with disabilities either as regular employees, apprentices or learners on full-time basis shall be entitled to tax deduction of fifteen percent of all payable tax upon proof to the Uganda Revenue Authority.

2.1.4 National Policy Framework

The Vision 2040

This is Uganda's overarching policy framework designed to propel Uganda towards the upper middle-income status by 2040. Under Vision 2040, Government of Uganda planned to implement 6 subsequent National Developments Plans each within five years' period. Currently, Uganda is implementing its Third National Development Plan (2020/21-2024/2025) under the theme, "Sustainable Industrialization for inclusive growth, employment and wealth creation". The Vision 2040 emphasizes "leaving no one behind", and gender and equity planning and budgeting is a strategy for actualizing all the planned interventions in order to achieve the desired outcomes particularly Uganda's progress on inclusive growth and development and realizing the commitment of leaving no one behind.

Vision 2040 envisions "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 UGX.1.8 million (2010) to UGX.34 million in 2040, it is critical to reflect on the state of equal opportunities in the country so as to inform policy undertakings aimed at among others uplifting the incomes of the less earners which can be realised through the promotion of equal opportunities for all.

National Child Policy, 2020

The National Child Policy is in fulfilment of the Government of Uganda's Constitutional mandate on the welfare. It demonstrates the commitment by the Government of

Uganda to ensure the well-being of all children. It is another big stride in the Country's efforts to uphold children rights and protect them from all forms of abuse, neglect, exploitation and violence.

The National Equal Opportunities Policy, 2006

The National Equal Opportunities Policy, 2006 is the basis for implementation of equal opportunities in Uganda. The policy emphasizes participation of the marginalised groups in the development processes; enhancement of employment and income of marginalised groups; access to reproductive resources and land; and access to justice, education and health services. The policy was under review at the time of writing this Report.

The National Policy on Disability, 2006

This policy aims at promoting equal opportunities for enhanced empowerment, participation and protection of the rights of PWDs. This is in recognition of the fact that PWDs can perform to their full potential given favorable conditions and opportunities, irrespective of their social, economic or cultural background.

The National Policy for Older Persons, 2009

The policy seeks to achieve equal treatment, social inclusion and empowerment of older persons. It includes interventions at various levels which ensure improved quality of life of older persons and emphasizes utilization of community based interventions to address older persons concerns and needs by encouraging local governments to plan and implement programmes for them.

The main priority areas of the policy are: Economic Empowerment; Social Security; Food Security and Nutrition; Health; HIV and AIDS; Training and Lifelong learning; Water and Sanitation; Shelter; Psycho-social support and care of Older persons; and Accessibility to physical facilities, Services and information. The policy areas of focus are central to aiding in elimination of all forms of discrimination and inequalities amongst older persons which is critical to addressing Uganda's development concerns by leaving no one behind.

The Uganda Gender Policy, 2017

This Policy gives guidance and directs planning, resource allocation, implementation of development programmes using a gender perspective. Both men and women are

targeted with emphasis laid on women participation in decision making, resource management, land ownership and a shared responsibility on all family matters.

The Uganda National Youth Policy, 2016

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

The NRM Manifesto, 2021/2025

The manifesto focuses on the overall goal is to raise household incomes so as to improve the welfare of all Ugandans and boost the purchasing power needed for the growth of the domestic market.

The National Development Plan III, 2020/21-2024/25

The NDPIII aims at increasing household incomes and improving the quality of life of Ugandans through sustainable industrialization for inclusive growth, employment and sustainable wealth creation. Sustainable industrialization is being pursued in order to increase the country's resilience, transform the lives of the people through better incomes and gainful jobs, and strengthen the country's regional and international competitiveness. Under the key investment areas, the Plan focuses on inclusion for all and empowerment of men, women, youth, children, older persons and PWDs to participate effectively in development; emphasise equal opportunities in access to and benefit from development initiatives; and promotion of a progressive and culture that blends well with traditional beliefs and national values.

The Equal Opportunities Strategic Plan, 2019/2020- 2024/2025

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

and development. The emphasis on equal opportunities is based on the recognition that given the same conditions and opportunities, all persons, irrespective of their social, economic, cultural or political backgrounds, can perform to the maximum of their potential.

2.1.5 Institutional Framework on Implementation of G&E in Uganda

A number of stakeholders with interconnected roles and responsibilities are taking part in the implementation of gender and equity budgeting in Uganda. These are;

- i. **Equal Opportunities Commission:** The EOC is charged with the responsibility of carrying out the assessments of the Budget Framework Papers¹⁴, National Budget¹⁵ and the Ministerial Policy Statements¹⁶ and thereafter advise the Minister responsible for Finance on the issuance of the Gender and Equity Certificate.
- ii. **Ministry of Finance Planning and Economic Development:** The MoFPED issues the Certificate of compliance with gender and equity as per the advice of the Equal Opportunities Commission drawn from the assessment findings.
- iii. **The Parliament of the Republic of Uganda:** This has the mandate to pass the National Budget, as well as appropriating resources. 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.
- iv. **Ministry of Gender, Labour and Social Development:** The Ministry provides policy guidance and also supports MDAs and Local Governments on gender mainstreaming.

¹⁴ Section 9 (6) (a) and (b); Section 9 (6) states that, the Minister shall, in consultation with the Equal Opportunities Commission, issue a certificate; (a) certifying that the Budget Framework Paper (BFP) is gender and equity responsive; and (b) specifying measures taken to equalise opportunities for women, men, persons with disabilities and other marginalised groups.

¹⁵ Section 13 (11) e (i) and (ii); Section 13 (11) (e) states that a certificate shall be issued by the Minister responsible for Finance in consultation with the Equal Opportunities Commission (i) certifying that the budget is gender and equity responsive; and (ii) specifying the measures taken to equalise opportunities for men, women, persons with disabilities and other marginalised groups

¹⁶ 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 equalise opportunities for men, women, persons with disabilities and other marginalised groups.

- v. **Ministries, Departments and Agencies (MDAs) and Local Governments:** These generate plans and budgets while ensuring that they comply with gender and equity requirements.
- vi. **Academia:** Gender is taught as a subject in all institutions of Higher Learning in Uganda.
- vii. **The National Task Force on Gender and Equity:** This was created at inception to provide support to the process of G&E planning and budgeting. Membership on the Task Force is drawn from the various State and non-state institutions and 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 Ministry of Health.
- viii. **Civil Society Organizations:** CSOs mainly under the Civil Society Budget Advocacy Group (CSBAG) umbrella notably FOWODE, UWOPA, ACFODE and UWONET among others, have remained instrumental in this area of advocacy.

2.2 Legal and Policy Framework in respect to Political Participation

International and Regional Frameworks

Uganda is a signatory to both regional and international conventions that emphasize equality, non-discrimination, participation and accountability, as well as the right to inclusive governance and participatory democracy.

2.2.1 Regional Frameworks

The Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, 2005, (Maputo Protocol)

The Maputo Protocol guarantees comprehensive rights to women, including the right to take part in the political process. Article 2 of the Protocol directs States Parties to combat all forms of discrimination against women through appropriate legislative, institutional and other measures.

Article 9 enjoins States Parties shall take specific positive action to promote participative governance and the equal partaking of women in the political life of their countries through affirmative action, enabling national legislation and other measures.

2.2.2 International Frameworks

Uganda is a state party to several international and regional treaties that provide for quality and non-discrimination, inclusive, accountable and participatory system of governance. In order to give effect to the treaties Uganda has developed and, in some cases, revised its legal and policy regime to align it with its international commitments. This sub section presents some of the significant provisions that relate to inclusion of marginalized groups in the domain of governance in these international conventions.

International Covenant on Civil and Political Rights (ICCPR), 1966

This is a key international human rights treaty that provides a range of protections for civil and political rights. These include: The right of self-determination, including the right to freely determine their political status(Article 1); the equal right of men and women to the enjoyment of all civil and political rights(Article 3); and the right of every citizen, without any of the distinctions (e.g., on the basis of gender, disability, ethnic background) and without unreasonable restrictions: a) to take part in the

conduct of public affairs, directly or through freely chosen representatives; b) to vote and to be elected at genuine periodic elections which shall be by universal and equal suffrage and shall be held by secret ballot, guaranteeing the free expression of the will of the electors(Article 25).

Universal Declaration of Human rights, 1948

The Universal Declaration of Human Rights, 1948 provides for constitutional liberties in response to discrimination that would obstruct equal opportunities and also deter exercising of freedoms especially political freedom. Specifically, Article 21(1) states that "Everyone has the right to take part in the government of his country, directly or through freely chosen representatives".

Convention on the Rights of Persons with Disabilities (CRPD), 2006

The Convention on the Rights of Persons with Disabilities was adopted in 2006 as a human rights instrument with an explicit, social development dimension. It provides a broad categorization of persons with disabilities and reaffirms that all persons with all types of disabilities must enjoy all human rights and fundamental freedoms. It clarifies and qualifies how all categories of rights apply to persons with disabilities, and identifies areas where adaptations have to be made for them to effectively exercise their rights. The treaty also identifies areas where the rights of persons with disabilities have been violated and where protection of rights must be reinforced. Article 29(a) specifically emphasizes participation in political and public life of Persons with Disabilities. This provision seeks "To ensure that persons with disabilities can effectively and fully participate in political and public life on an equal basis with others, directly or through freely chosen representatives, including the right and opportunity for persons with disabilities to vote and be elected, inter alia, by:

- (i) Ensuring that voting procedures, facilities and materials are appropriate, accessible and easy to understand and use;
- (ii) Protecting the right of persons with disabilities to vote by secret ballot in elections and public referendums without intimidation, and to stand for elections, to effectively hold office and perform all public functions at all levels of government, facilitating the use of assistive and new technologies where appropriate;

- (iii) Guaranteeing the free expression of the will of persons with disabilities as electors and to this end, where necessary, at their request, allowing assistance in voting by a person of their own choice.

Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), 1979

This Convention sets out commitments that governments should adopt to correct persistent imbalances in women's access to public life and other areas. Article 3 mandates States to "take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.

The Beijing Platform for Action, 1995

The Beijing Platform for Action emphasizes "women's equal participation in decision making, which is not only a demand for justice or democracy, but can also be seen as a necessary condition for women's interests to be taken into account. Without which, the perspective of women at all levels of decision-making, the goals of equality, development and peace cannot be achieved.

The Commission on Status of Women (CSW), 1997

The Commission on the Status of Women (CSW), at its forty-first session in 1997, adopted Agreed Conclusions, which emphasized attaining the goal of equal participation of men and women in decision-making as important way for strengthening democracy and achieving the goals of sustainable development. The Commission reaffirmed the need to identify and implement measures that would redress the under-representation of women in decision-making, including through the elimination of discriminatory practices and the introduction of positive action programs.

United Nations Principles for Older Persons, 1991

Principle 7 of the United Nations Principles for Older persons, as adopted in 1991, states that “older persons should remain integrated in society, participate actively in the formulation and implementation of policies that directly affect their well-being and share their knowledge and skills with younger generations.” This principle came into existence in pursuance of the International Plan of Action on Ageing, adopted by the World Assembly on Ageing and endorsed by the General Assembly in 1982. With an increasing number and proportion of older persons in the world, opportunities must be provided for willing and capable older persons to participate in and contribute to the ongoing activities of the society.

The 58th Session of the UN-General Assembly, 2003

The UN General Assembly, at its fifty-eighth session in 2003, adopted resolution 58/142 on women and political participation, which urged Governments, the UN system, NGOs and other actors to develop a comprehensive set of policies and programs to increase women's participation in decision-making, including in conflict resolution and peace processes by addressing the existing obstacles facing women in their struggle for participation.

The resolution also addressed the importance of supporting and generating political will, serious commitment to the promotion of the advancement of women and the goals of gender equality through the organization of awareness raising campaigns. The resolution requested the Secretary-General to include information on the political participation of women in his report to the fiftieth session of the Commission in 2006, when the Commission was considering the theme on; equal participation of women and men in decision-making processes at all levels.

The outcome of the September 2005 World Summit

This Summit reaffirmed commitment to the equal participation of women and men in decision-making. Member States resolved to promote the increased representation of women in Government decision-making bodies, including through ensuring their equal opportunity to participate fully in the political process.

2.2.3 National legal Framework

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

The Constitution thereof recognizes the state as one based on democratic principles which empower and encourage the active participation of all people at all levels of governance. It also recognizes the fact that the composition of government ought to be broadly representative of the national character and social diversity of the country.

Article 38 states that every Ugandan citizen has the right to participate in the affairs of government, individually or through his or her representatives in accordance with the law. In addition, every Ugandan has a right to participate in peaceful activities to influence the policies of government through civic organizations.

Article 36 states that, "Minorities have a right to participate in decision making processes and their views and interests shall be taken into account when making national plans and programmes".

In respect to affirmative action on the basis of gender, the Constitution under Article 33 clearly articulates the right of women to political participation. Article 33(4) provides that: "Women shall have the right to equal treatment with men and that right shall include equal opportunities in political... activities". Article 33(5) goes on to provide for women's right to affirmative action for the purpose of redressing the imbalances created by history, tradition or custom. The National Women's Council Act (amended) 2015 aligns with the constitution in providing the platform for the political participation of women.

With regard to affirmative action on the basis of disability, the Constitution under Article 35(2) calls on Parliament to enact laws appropriate for the protection of persons with disabilities. As such, the Persons with Disability (PWD) Act was first enacted in 2006 but was amended in 2019. The PWD Act (Amended) 2019 entitles persons with disabilities to the enjoyment of the fundamental and other human rights and freedoms enshrined in the Constitution (Section 3(1)), including the right to political participation.

Section 14(1) provides for affirmative action as a matter of policy for the purpose of upholding the fundamental rights and freedoms of persons with disabilities. Section 30

of this Act provides for the political participation of representatives of persons with disability on the district council for persons with disabilities. In line with Article 59(4) of the Constitution, the PWD Act (amended) 2019 under Section 43 and 44 provide for the elections for persons with disability.

At parliamentary level, the Constitution provides for the composition of parliament to include, among others: one-woman representative for every district (Article 78(1b)); representatives of the youth, persons with disabilities and other groups as Parliament may determine (Article 78(1c)).

National Council for Disability Act, 2003

It provides for the establishment of the National Council for Disability (Section 3), a key organ of political representation for this interest group. The law clearly articulates the objectives, functions and composition of the National Council. It further regulates the establishment of District Council for Disability and Sub County Council for Disability, including their respective composition and functions.

The National Youth Council act, 2015 (amended)

The Act provides for the establishment of the National Youth Councils at village, parish, sub county/division/town council, county/municipality and district/city levels, including their composition and functions.

The National Council for Older Persons Act, 2013

It is articulate about the establishment of the National Council for older persons, its objects, functions and composition. It equally provides for the District or city council for older persons as well as Municipality, city division, town council or sub county council for older persons, including their respective composition and functions.

The Parliamentary Elections (Special Interest Groups) Regulations of 2001 (amended in 2011)

The regulations duly provide for the representation of interest groups in parliament. Other relevant laws include: The Parliamentary Elections (Amendment) (No.2) Act No. 25 of 2015 and the National Youth Council Act, among others.

The Local Government Act, 2015 (amended)

It provides that district councils shall, among others, consist of: two councilors, one of whom shall be a female youth, representing the youths in the district; two councilors with disabilities, one of whom shall be a female, representing persons with disabilities; and a woman councilor directly elected to represent each electoral area in the district (Section 10). Section 23 provides the composition of the sub county council. Like the district council, the sub county council takes care of the women, youth and persons with disabilities.

2.2.4 National Policy Framework

There is a range of Policy frameworks at national level that also advance and promote the participation of marginalized groups in governance. These include;

Uganda Gender Policy 2007 with strategies to eliminate discrimination against women in elective and appointment systems and structures of governance.

Further, one of the policy priorities of the National Policy on Disability (2006) is the participation of Persons with Disabilities and caregivers in planning and decision-making processes. There is a societal vice that PWDs are in most of the cases excluded in the design and implementation of interventions. The policy clearly stipulates that "Government with other stakeholders will promote full participation of PWDs and caregivers in planning, decision-making, designing and implementing interventions for improved service delivery". It is again a principle in this policy that "every intervention by the stakeholders should bring PWDs and their caregivers on board to be able to take informed decisions and influence the environment around them."

In a quest to attain inclusive development, Uganda developed a Youth Policy. The National Youth Policy (2001) seeks to, among others, increase youth involvement in decision-making, leadership, community-based and other development programs. The policy seeks to promote youth participation in making of decisions that affect their lives at all levels.

Similarly, among its policy strategies, the National Policy for Older Persons (2009) provides that there will be participation which will ensure involvement of older persons in legislation and programming their concerns. Other interventions of this very policy

have been undertaken to reduce the vulnerability of older persons, thereby keeping them empowered, a system that can enhance their participation in decision-making/political participation. An example is Social Assistance Grant for Empowerment (SAGE), which is a social safety net.

2.3 Legal and Policy Framework Under Human Capital Development

For the period under review, the Commission assessed the state of equal opportunities in access to education and health under the Human Capital Development Programme.

a) Health

There are a number of policies, laws and regulations that govern delivery of all-inclusive health services to the people of Uganda. In effect, all these frameworks provide mechanisms for the realisation of equal opportunities for the marginalised groups to access services offered by the Health Sector.

It is also important to note that Uganda is signatory to a number of regional and international instruments that require compliance to equal opportunities in the delivery of and benefit from services offered by the Health Sector. This sub section therefore provides an overview of the national, regional and international frameworks on universal coverage of health services in Uganda.

2.3.1 International Commitments

The International Covenant on Economic, Social and Cultural Rights (ICESCR), 1987:

Article 12 recognises the right of everyone to the enjoyment of the highest attainable standard of physical and mental health and also enjoins States parties to create conditions which would assure medical service and medical attention to all.

Universal Declaration on Human Rights, 1948

Article 25(1) Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.

(2) Motherhood and childhood are entitled to special care and assistance. All children, whether born in or out of wedlock, shall enjoy the same social protection.

Convention on the Elimination of all forms of Discrimination against Women, 1979:

Article 11(1) States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular: (f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.

Article 11(2)(c) To encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child-care facilities;

(d) To provide special protection to women during pregnancy in types of work proved to be harmful to them.

Article 12(1) States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health care services, including those related to family planning.

(2) Notwithstanding the provisions of paragraph, 1 of this article, States Parties shall ensure to women appropriate services in connection with pregnancy, confinement and the post-natal period, granting free services where necessary, as well as adequate nutrition during pregnancy and lactation.

Convention on the Rights of the Child, 1990

Article 23(3) Recognizing the special needs of a disabled child, assistance extended in accordance with paragraph 2 of the present article shall be provided free of charge, whenever possible, taking into account the financial resources of the parents or others caring for the child, and shall be designed to ensure that the disabled child has effective access to and receives education, training, health care services, rehabilitation services, preparation for employment and recreation opportunities in a manner conducive to the child's achieving the fullest possible social integration and

individual development, including his or her cultural and spiritual development (4) States Parties shall promote, in the spirit of international cooperation, the exchange of appropriate information in the field of preventive health care and of medical, psychological and functional treatment of disabled children, including dissemination of and access to information concerning methods of rehabilitation, education and vocational services, with the aim of enabling States Parties to improve their capabilities and skills and to widen their experience in these areas. In this regard, particular account shall be taken of the needs of developing countries.

Article 24(1) States Parties recognize the right of the child to the enjoyment of the highest attainable standard of health and to facilities for the treatment of illness and rehabilitation of health. States Parties shall strive to ensure that no child is deprived of his or her right of access to such health care services.

Article 25 States Parties recognize the right of a child who has been placed by the competent authorities for the purposes of care, protection or treatment of his or her physical or mental health, to a periodic review of the treatment provided to the child and all other circumstances relevant to his or her placement.

Convention on the Rights of Persons with Disabilities, 2008,

Article 10, States Parties reaffirm that every human being has the inherent right to life and shall take all necessary measures to ensure its effective enjoyment by persons with disabilities on an equal basis with others.

Article 15(1), No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment. In particular, no one shall be subjected without his or her free consent to medical or scientific experimentation.

Article 16(2) States Parties shall also take all appropriate measures to prevent all forms of exploitation, violence and abuse by ensuring, inter alia, appropriate forms of gender- and age-sensitive assistance and support for persons with disabilities and their families and caregivers, including through the provision of information and education on how to avoid, recognize and report instances of exploitation, violence and abuse. States Parties shall ensure that protection services are age-, gender- and disability-sensitive.

Article 22(2) States Parties shall protect the privacy of personal, health and rehabilitation information of persons with disabilities on an equal basis with others.

Article 23(5) States Parties shall, where the immediate family is unable to care for a child with disabilities, undertake every effort to provide alternative care within the wider family, and failing that, within the community in a family setting.

Article 24(1) States Parties recognize the right of persons with disabilities to education.

(2) In realizing this right, States Parties shall ensure that:

(a) Persons with disabilities are not excluded from the general education system on the basis of disability, and that children with disabilities are not excluded from free and compulsory primary education, or from secondary education, on the basis of disability.

Article 25 States Parties recognize that persons with disabilities have the right to the enjoyment of the highest attainable standard of health without discrimination on the basis of disability. States Parties shall take all appropriate measures to ensure access for persons with disabilities to health services that are gender-sensitive, including health-related rehabilitation.

In particular, States Parties shall:

(a) Provide persons with disabilities with the same range, quality and standard of free or affordable health care and programmes as provided to other persons, including in the area of sexual and reproductive health and population-based public health programmes;

Article 28(1) States Parties recognize the right of persons with disabilities to an adequate standard of living for themselves and their families, including adequate food, clothing and housing, and to the continuous improvement of living conditions, and shall take appropriate steps to safeguard and promote the realization of this right without discrimination on the basis of disability.

Convention on Economic Social and Cultural Rights, 1966

Article 7 provides that the States Parties to the present Covenant recognize the right of everyone to the enjoyment of just and favorable conditions of work which ensure, in particular: (b) Safe and healthy working conditions.

Article 11(1) The States Parties to the present Covenant recognize the right of everyone to an adequate standard of living for himself and his family, including adequate food, clothing and housing, and to the continuous improvement of living conditions.

Article 12(1) The States Parties to the present Covenant recognize the right of everyone to the enjoyment of the highest attainable standard of physical and mental health.

(2) The steps to be taken by the States Parties to the present Covenant to achieve the full realization of this right shall include those necessary for:

- (a) The provision for the reduction of the stillbirth-rate and of infant mortality and for the healthy development of the child;
- (b) The improvement of all aspects of environmental and industrial hygiene;
- (c) The prevention, treatment and control of epidemic, endemic, occupational and other diseases;
- (d) The creation of conditions which would assure to all medical service and medical attention in the event of sickness.

Uganda is a member of the WHO and, as a member of the UN, identifies with the United Nations Sustainable Development Goals which include; Goal 3: "Ensure healthy lives and promote well-being for all at all ages".

2.3.2 Regional Commitments

Uganda is signatory to a number of regional instruments that require member states to comply with equal opportunities in the delivery of health services. These include;

The East African Community Treaty, 1999

Article 118 provides that Member States are required to harmonize national health policies and regulations and promote the exchange of information on health issues in order to achieve quality health within the Community.

Maputo Protocol, The Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, 2005

The Maputo Protocol is a landmark treaty that was adopted by the African Union in 2005. Article 14 of the Protocol Mandates States Parties to ensure the right to health of women, including sexual and reproductive health. This includes the right to control fertility, decide whether to have children, the number of children and the spacing of children, and choose any method of contraception.

The African Charter on Human and Peoples' Rights, 1981

Article 16(1) Every individual shall have the right to enjoy the best attainable state of physical and mental health.

(2) States Parties to the present Charter shall take the necessary measures to protect the health of their people and to ensure that they receive medical attention when they are sick.

Article 18(1) The family shall be the natural unit and basis of society. It shall be protected by the State which shall take care of its physical health and morals.

African Charter on the Rights and Welfare of the Child, 1999

Article 5(1) Every child has an inherent right to life. This right shall be protected by law.

(2) States Parties to the present Charter shall ensure, to the maximum extent possible, the survival, protection and development of the child.

Article 14(2)(b) of the charter seeks to ensure the provision of necessary medical assistance and health care to all children with an emphasis on the development of primary health care.

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

Article 20(2) States Parties to the present Charter shall in accordance with their means and national conditions take all appropriate measures;

- (a) to assist parents and other persons responsible for the child and in case of need provide material assistance and support programmes particularly with regard to nutrition, health, education, clothing and housing.

Abuja Declaration, 2001;

The African Union member states met and committed to allocate at least 15% of their annual budget to improve the health sector.

2.3.3 National Legal, Regulatory and Policy Framework

The Legal and Policy Framework in relation to the health sector is derived from the Constitution of the Republic of Uganda, 1995 (as amended) which, among others, highlights provisions on the Right to Health (Objective; XIV (b), XXII (c) and Article 39).

2.3.3.1 Legal and Regulatory Framework

The Legal and Regulatory Frameworks on provision of health services related to equal opportunities is derived from the Constitution of the Republic of Uganda, 1995 (as amended). This is particularly reflected under the National Objectives and Directive Principles of the State Policy and Article 39;

- i. **Objective XIV (b);** Stipulates that the state shall endeavour to fulfil the fundamental rights of all Ugandans to social justice and economic development and shall, in particular, ensure that all Ugandans enjoy rights and opportunities and access to education, health services, clean and safe water, work and decent shelter, adequate clothing, food security, pension and retirement benefits.
- ii. **Objective XX;** provides that the state shall take all practical measures to ensure the provision of basic medical services to the population.
- iii. **Objective XXII (c);** provides that the state shall encourage and promote proper nutrition through mass education and other appropriate means in order to build a healthy State.
- iv. **Article 39 on the Right to a clean and healthy environment;** provides that every Ugandan has a right to a clean and healthy environment.

Equal opportunities in the delivery of health services is also reinforced by a number of other laws and regulations and these include;

The Public Health Act, 2012; that consolidates the law relating to preservation of Public Health in Uganda. S.5 of the Act provides that every local authority shall take all lawful, necessary and reasonably practicable measures for preventing the occurrence of, or for dealing with any outbreak or prevalence of, any infectious, communicable or preventable disease; to safeguard and promote the public health; and to exercise the powers and perform the duties in respect of the public health conferred or imposed by this Act or by any other law.

The National Medical Stores Act, Cap. 207

S.4 of the Act sets out the objectives of National Medical Stores to include the efficient and economical procurement of medicines and of certain other medical supplies of good quality primarily to the public health services;

The Local Government Act, Cap 243

S.2 (1) provides that the objective of the Act is to provide for decentralization of functions, powers, responsibilities and services at all levels of local governments. Under the second Schedule, the central government is responsible for controlling and management of epidemics and disasters, and developing the health policy.

The National Drug Authority Act, 1993

The Act establishes a National Drug Policy and a National Drug Authority as a regulatory body responsible for regulation of drugs in the country to ensure the availability at all times of essential, efficacious and cost-effective drugs to the entire population of Uganda.

S.2 (1) The national drug policy shall be to ensure that essential, safe, efficacious and cost-effective drugs are made available to the entire population of Uganda to provide satisfactory health care.

Occupational safety and health Act, 2006

Provides for measures to be taken by employers to ensure a safe working environment and a healthy work force.

Insurance Regulatory Authority, 2017

S11(1)(e) provides that one of the objectives of the Act is to promote effective competition in the insurance sector in the interests of consumers, the growth and development of the insurance sector and the development of an inclusive insurance sector.

2.3.3.2 Policy Framework

Vision 2040

Uganda desires to have inclusive access to affordable quality health services and a healthy society. Government commits to invest heavily in its health system, with focus on developing a universal health insurance system through public private partnership and building centres of excellence in health with facilities and amenities.

National Development Plan III (2020/2021 – 2024/2025)

The plan commits to increase household incomes and quality of life through increasing productivity, inclusiveness and well-being of the population.

The National Development Plan III further emphasises the need to ensure that all Ugandans are provided with equitable basic access to health services. It commits to a number of key results to be achieved in the health sector over the five years that aim at redressing imbalances and creating equal opportunities for all. Some of these include;

- i. Increased proportion of the population accessing universal health care from 44 to 65 percent;
- ii. Increased access to basic sanitation from (improved toilet) 19 to 40 percent and hand washing from 34 to 50 percent;
- iii. Reduced Mortality due to high risk Communicable Diseases (Malaria, TB & HIV/AIDS) (percent) from 60 percent in 2017 to 30 percent;
- iv. Reduced prevalence of under 5 stunting from 28.9 percent to 19 percent;
- v. Reduce neonatal mortality rate from 27/1,000 live births to 19/1,000;
- vi. Reduced under 5 mortalities from 64/1000 live births to 30/1000;
- vii. Reduced Maternal Mortality Rate from 336/100,000 to 211/100,000;
- viii. Reduced unmet need of family planning from 28 to 10 percent and increase CPR from 35 to 50 percent;
- ix. Reduced mortality due to NCDs from 40 to 30 percent.

The Ministry of Health Strategic Plan 2020/21 – 2024/25 also provides guidance as the sector envisions “To have a responsive, resilient and people centered health system that protects and promotes the health and wellbeing of all the people in Uganda.”

The purpose of this plan is to provide strategic direction and goal of the MoH over the next five-year period, as well as guide on the priority investment areas and expected results.

National Health Policy, 2010

The focus of NHP II is on health promotion, disease prevention, early diagnosis and treatment of diseases. It specifically prioritises the effective delivery of the Uganda National Minimum Health Care Package (UNMHCP), more efficient use of available health resources, strengthening public and private partnerships for health and strengthening of health systems. Emphasis is placed on attempts to achieve universal access to a minimum health care package as well as equitable and sustainable financing mechanisms.

National Adolescent Health Policy, 2015

The National Adolescent Health Policy is an integral part of the National Development process and reinforces the commitment of the government to integrate young people in the development process. The policy complements all sectoral policies and programmes and defines structures and key target areas for ensuring that adolescent health concerns are mainstreamed in all planning activities. Furthermore, it promotes and advances gender, equity and equality, emphasising the elimination of all forms of gender bias, discrimination and violence using a multi-sectoral approach.

Other policies that guide health service delivery include; HIV/AIDs Policy, 2011, National Health Guidelines, 2016, Service standards for sexual and reproductive Health and Rights and the Reproductive Health Policy, among others.

a) Education

2.3.4 The Legal and Policy Framework on Education

The Education sector has in place various policies and legal frameworks that advocate for inclusive education. In effect, all these frameworks provide mechanisms for the realisation of equal opportunities among the marginalised groups to have access and use of services offered by the Education Sector.

In addition, Uganda is signatory to a number of regional and international instruments that require compliance to equal opportunities in the delivery and benefit from the services that relate with education. This sub section therefore provides an overview of the international, regional and national frameworks on equitable delivery of educational services in Uganda.

2.3.4.1 International Framework

The 17 Sustainable Development Goals (SDGs)

SDG 4 aims at ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all. This is central to ensuring a full and productive life to all individuals for the realisation of sustainable development.

Government's International Policy Commitments under the ESSP 2017-2020 take into consideration the ten targets under UN-SDG 4. These are:

- i. By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes.
- ii. By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education.
- iii. By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.
- iv. By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.
- v. By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable,

- including persons with disabilities, indigenous peoples and children in vulnerable situations.
- vi. By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy.
 - vii. By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.
 - viii. Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, nonviolent, inclusive and effective learning environments for all.
 - ix. By 2020, substantially expand globally the number of scholarships available to developing countries, in particular least developed countries, small Island developing States and African countries, for enrolment in higher education, including vocational training and information and communications technology, technical, engineering and scientific programs, in developed countries and other developing countries.
 - x. By 2030, substantially increase the supply of qualified teachers, including through international cooperation for teacher training in developing countries, especially least developed countries and small Island developing States.

International Legal Frameworks

- i. International Covenant on Economic, Social and Cultural Rights, 1966,
- ii. The ILO Convention No.138 on the Minimum Age for Admission to Employment, 1973 and the ILO Convention No.182 on the Prohibition of the Worst Forms of Child Labour, 1999,
- iii. The Convention on the Elimination of All Forms of Discrimination against Women, 1979,
- iv. United Nations Convention on the Rights of the Child, 1990,
- v. Resolutions of the International Conference on Nutrition, 1992,
- vi. World Food Summit, 1996,
- vii. Resolutions on Scaling up Nutrition Initiative.

2.3.4.2 Regional Frameworks

Uganda is signatory to a number of regional instruments that require member states to ensure equitable provision of educational services. The major ones include;

- i. The African Charter on the Rights and Welfare of the Child (1990)
- ii. The 1994 Salamanca Agreement. This marked a milestone in the provision of educational services to all children with special needs.

2.3.4.3 National Legal Frameworks

The Legal Frameworks on provision of educational services related to equal opportunities is derived from the Constitution of the Republic of Uganda, 1995 (as amended). The Constitution provides for the following regarding equal opportunities in the delivery of education:

Under the National Objectives and Directive Principles of State Policy;

Objective XIV; General social and economic objective provides that the State shall endeavour to fulfil the fundamental rights of all Ugandans to social justice and economic development and shall, in particular, ensure that... **(b)** all Ugandans enjoy rights and opportunities and access to education...

Objective XVIII; Educational objectives provides that

- a) The State shall promote free and compulsory basic education.
- b) The State shall take appropriate measures to afford every citizen equal opportunity to attain the highest educational standard possible.
- c) Individuals, religious bodies and other non-governmental organisations shall be free to found and operate educational institutions if they comply with the general educational policy of the country and maintain national standards.

Article 21 (4) (a) states that nothing in this Article shall prevent Parliament from enacting laws that are necessary for implementing policies and programmes aimed at redressing social, economic or educational or other imbalance in society...

Article 30 provides that all persons have a right to education.

Article 34 (2) provides that a child is entitled to basic education which shall be the responsibility of the State and the parents of the child,

Clause 3 states that no child shall be deprived by any person of medical treatment, education or any other social or economic benefit by reason of religious or other beliefs,

Clause 4 states that children are entitled to be protected from social or economic exploitation and shall not be employed in or required to perform work that is likely to be hazardous or to interfere with their education or to be harmful to their health or physical, mental, spiritual, moral or social development.

Equal opportunity in the delivery of educational services is also reinforced by a number of other laws and regulations and these include; Local Government Act, 1997 (as amended), Higher Education Students Finance Act, 2014, Education Act, 2008, Business, Technical, Vocational Education and Training Act, 2008, Universities and other Tertiary Institutions Act, 2001, Uganda National Examinations Board Act, 1983, National Curriculum development Centre Act, 2000, Industrial Training Act, Cap 130 Education Service Act, 2002.

2.3.4.4 National Policy Frameworks

Vision 2040

This is Uganda's guiding policy document on education for the next 22 years. Under this Vision, Uganda desires to have inclusive access to affordable quality education services. Government commits to invest heavily in its education system with a focus on Science, Technology, Engineering, Innovation, Research and Development so as to produce a globally competitive human resource.

National Development Plan III commits to prioritise investment in enhancing human capital, which has been cited as one of the five areas with the greatest multiplier effect on the economy.

NDP III further emphasises the need to ensure that all Ugandans are provided with access to quality education. It commits to a number of key results to be achieved over the next five years. These include;

- i. Increased ratio of Science and Technology graduates to Arts graduates from 2:5 to 3:5;
- ii. Increased percent of employers satisfied with the training provided by the TVET institutions from 40 percent to 65 percent;
- iii. Increased average years of schooling from 6.1 to 11 years;

- iv. Increased learning adjusted years of schooling from 4.5 to 7 years.

There are a number of other national policies that guide equitable delivery of educational services. These include; National Physical Education and Sports Policy, 2004, Basic Education Policy for Educationally Disadvantaged Children, 2006, Early Childhood Development Policy, 2008, Education Sector HIV and AIDS Workplace Policy, 2012, Uganda Students' Higher Education Financing Policy, 2012, Strategic Plan for Universal Secondary Education in Uganda 2007-2018, Education Sector Strategic Plan 2016-2020, and BTJET Strategic Plan, 2011-2020.

2.4 Legal and policy framework on employment

This sub section presents a review of National, Regional and International policies, laws and regulations that govern employment in Uganda with regard to advancing equal opportunities.

2.4.1 International Legal and Policy Frameworks

Sustainable Development Goals

The 2030 Agenda for Sustainable Development calls for adoption and implementation of investment promotion regimes for least developed countries as a way of strengthening the means of implementation for its achievement.

The Agenda further emphasises the role of private business activity, investment and innovation as major drivers of productivity, inclusive economic growth and job creation and hence calls for a dynamic and well-functioning business sector in every country.

Some of the goals with direct linkage to employment include;

SDG 1, End extreme poverty in all forms by 2030;

SDG 5, achieve gender equality and empower all women and girls;

SDG 10, reduce inequality within and among countries; and

SDG 11, make cities and human settlements inclusive, safe, resilient and sustainable.

The Equal Remuneration Convention of the International Labour Organisation, 1951

Uganda became a member of the International Labour Organisation on the 25th of March 1963 and ratified the Equal Remuneration Convention on 2nd June 2005.

Article 2(1) of the Convention states that, each Member shall, by means appropriate to the methods in operation for determining rates of remuneration, promote and, in

so far as is consistent with such methods, ensure the application of the principle of equal remuneration for men and women workers for work of equal value.

Discrimination (Employment and Occupation) Convention, 1958

Uganda ratified the Discrimination (Employment and Occupation) Convention, 1958 on 2nd June 2005.

Article 2 of the Convention states that each Member for which this Convention is in force undertakes to declare and pursue a national policy designed to promote, by methods appropriate to national conditions and practice, equality of opportunity and treatment in respect of employment and occupation, with a view to eliminating any discrimination amongst all persons in respect thereof.

Employment Policy Convention, 1964

Uganda ratified the Employment Policy Convention, 1964 on 23rd June 1967.

Article 1 of the Convention provides that, with a view to stimulating economic growth and development, raising levels of living, meeting manpower requirements and overcoming unemployment and underemployment, each member shall declare and pursue, as a major goal, an active policy designed to promote full, productive and freely chosen employment.

The policy aims at ensuring that there is work for all (*women, youth, Persons with Disabilities among others*) who are available and seeking work and such work is as productive as possible. There is freedom of choice of employment and the fullest possible opportunity for each worker to qualify for, and to use his/her skills and endowments in a job for which he/she is well suited, irrespective of race, colour, sex, religion, political opinion, national extraction or social origin.

The International Covenant on Economic, Social and Cultural Rights, 1966

Uganda ratified the International Covenant on Economic, Social and Cultural Rights (ICESCR) on 21st January 1987.

Article 3 of the Covenant states that, "The State Parties to the present Covenant undertake to ensure the equal right of men and women in the enjoyment of all economic, social and cultural rights set forth in the present Covenant."

Article 7 (a) (i) states that the States Parties to the present Covenant recognize the right of everyone to the enjoyment of just and favourable conditions of work which

ensure, in particular remuneration which provides all workers, as a minimum, with fair wages and equal remuneration for work of equal value without distinction of any kind, in particular women being guaranteed conditions of work not inferior to those enjoyed by men, with equal pay for equal work.

UN Convention on the Rights of Persons with Disabilities (UNCRPD), 2006

Uganda signed and ratified the UNCRPD on 25th September 2008. Article 27 on work and employment mandates State parties to promote the realisation of the right to work and take appropriate steps, inter alia, to promote employment in the private sector and to ensure that reasonable accommodation is provided in the workplace. The Parties are called upon to employ persons with disabilities in the public sector as well. In addition, regarding equality and non-discrimination, Article 5 prohibits all discrimination on the basis of disability and entitles PWDs to equal protection and equal benefit of the law.

Convention on Elimination of All Forms of Discrimination against Women, 1979

The 1979 Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) sets out commitments that Governments should adopt temporary special measures to correct persistent imbalances in women's access to public life and other areas.

Article 11 of the CEDAW enjoins States Parties to take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights.

The Beijing Platform for Action, 1995

The Beijing Platform for Action emphasises women's equal participation in employment and the development processes.

In line with Clause 25 of the Declaration, participating governments undertook to "promote women's economic independence, including employment, and eradicate the persistent and increasing burden of poverty on women by addressing the structural causes of poverty through changes in economic structures, ensuring equal access for all women, including those in rural areas, as vital development agents, to productive resources, opportunities and public services."

Uganda is a signatory to a number of other international investment and business protocols. These include the Convention on the Recognition and Enforcement of

Foreign Arbitral Award (CREFAA); Agreement on Trade Related Investment Measures (TRIMS); Overseas Private Investment Corporation (OPIC) of USA; and Multi-lateral Investment Guarantee Agency (MIGA).

These agreements require that the country's investment environment measures up to international standards and promotes investments that are developmentally sound and foster inclusive economic growth.

2.4.2 Regional Framework

At the regional level, Uganda is a signatory to Agenda 2063 of the African Union and the EAC Vision 2050. Both frameworks underscore the need for socioeconomic transformation of the region into a prosperous and competitive one. A conducive investment environment, coupled with effective institutional capacity, is identified as a key propeller of this aspiration. The region therefore needs to adopt an effective investment regime in this regard.

The Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, 2003 (The Maputo Protocol)

The Maputo Protocol provides for comprehensive guarantees of women rights in the development processes of Member countries.

Article 2 states that, State Parties shall combat all forms of discrimination against women through appropriate legislative, institutional and other measures. In addition, Article 9 mandates State Parties to take specific positive action to promote participative governance and the equal partaking of women in the political life of their countries through affirmative action, enabling national legislation and other measures.

Article 13 provides that "States Parties shall adopt and enforce legislative and other measures to guarantee women equal opportunities in work and career advancement and other economic opportunities".

East African Community Vision, 2050

Articles 80 and 127 of the Treaty establishing the East African Community provide for harmonisation and rationalisation of investment initiatives and incentives aimed at promoting the community as a single investment area. They further provide for the

promulgation and implementation of appropriate investment policies and codes alongside the protection of property rights, removal of barriers to investment and development of the private sector.

East African Community Gender Policy 2018

This seeks an inclusive Community which guarantees equal rights and opportunities for women and men, boys and girls. The policy provides guidance on institutionalising gender strategies in the EAC integration process in addition to ensuring that the rights of women and men, boys and girls are promoted, protected and realised on an equal basis. The policy further aims at strengthening the mainstreaming of gender concerns in the planning and budgetary processes of all sectors in the East Africa Community organs, Institutions and Partner States.

2.4.3 National Legal Frameworks

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

This is the supreme law of the country with provisions aimed at promoting equal opportunities in employment. This is particularly reflected under the National Objectives and Directive Principles of the State Policy and Article 40 as indicated below;

- i. **Objective XIV**; provides that the State shall endeavour to fulfil the fundamental rights of all Ugandans to social justice and economic development and shall, in particular, ensure that (b) all Ugandans enjoy rights and opportunities and access to work, pension and retirement benefits.
- ii. **Objective IX**; provides that; in order to facilitate rapid and equitable development, the State shall encourage private initiative and self-reliance.
- iii. **Objective XXIX**; provides that the exercise and enjoyment of rights and freedoms is inseparable from the performance of duties and obligations; and, accordingly, it shall be the duty of every citizen (b) to engage in gainful work for the good of that citizen, the family and the common good and to contribute to national development.
- iv. **Article 40**; provides for Economic rights and under clause (1) it provides that Parliament shall enact laws;
 - a) to provide for the right of persons to work under satisfactory, safe and healthy conditions;

- b) to ensure equal payment for equal work without discrimination; and
 - c) to ensure that every worker is accorded rest and reasonable working hours and periods of holidays with pay, as well as remuneration for public holidays.
- v. **Article 40 (2)** provides that every person in Uganda has the right to practice his or her profession and to carry on any lawful occupation, trade or business.
- vi. **Article 40 (3)** provides that every worker has a right;
- a) to form or join a trade union of his or her choice for the promotion and protection of his or her economic and social interests;
 - b) to collective bargaining and representation; and
 - c) to withdraw his or her labour according to law.
- vii. **Article 40 (4)** provides that the employer of every woman worker shall accord her protection during pregnancy and after birth, in accordance with the law.

Kampala Capital City Authority Act of 2010

This Act mandates KCCA to regulate, control, manage, administer, promote or license any of the things or services which the Authority is required or empowered to do and establish, maintain, carry on, control, manage or administer, and prescribe forms in connection therewith; and fix fees or charges to be made in respect thereof.

The Employment Act, 2006

Section 6(1) of the Act provides that it shall be the duty of all parties including the Minister, Labour officers and the Industrial Court to seek and to promote equality of opportunity with a view to eliminating any discrimination in employment.

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

Labour Unions Act, 2006

Section 9(2)(d) and (e) provides for the mandatory need;

- (d) to mainstream gender concerns in management and activities of labour unions;

(e) to monitor the implementation of gender responsive provisions on the promotion of equal treatment, remuneration, training and capacity building in labour unions;

The Equal Opportunities Commission Act, 2007;

Section 14(2) provides that without prejudice to the generality of subsection (1) the Commission may;

(b) examine any law, proposed law, policy, culture, tradition, usage, custom or plan which is likely to have effect of nullifying or impairing equal opportunities to persons in employment or enjoyment of human rights;

(c) develop, conduct and manage information and educational programs to facilitate and promote public awareness, understanding and acceptance of equal opportunities and treatment in employment, occupation, education and all social services; and

(d) undertake research and organize, coordinate and promote workshops, seminars, conferences and public discussions on equal opportunities and treatment in employment, education, social services or social and cultural construct of roles and responsibilities in society;

In addition, Section 31(3) provides that a person who;

(a) refuses to employ another person;

(b) dismisses or threatens to prejudice another person in that other person's employment; or

(c) intimidates or coerces, imposes any pecuniary or other penalty upon, or takes any other disciplinary action in relation to another person, commits an offence and is liable, on conviction, to a fine not exceeding two hundred and fifty currency points or imprisonment for a term not exceeding eighteen months, or both.

The Investment Code Act, 1991;

This Act provides for promotion and facilitation of local and foreign investments in Uganda by providing for more favourable conditions for investment, establishment of the Uganda Investment Authority among others.

The Public Private Partnerships Act, 2015;

The Act provides for Public Private Partnerships (PPP) agreements.

Occupational Safety and Health Act, 2006;

The Act provides for requirements to ensure safety of employees while at work.

The Trade Licensing Act, 2015;

This the Principal Law that regulates domestic trade and provides for trading areas where trade is conducted in an orderly manner.

The Act provides for grading business areas into four (4) categories in order to accommodate all traders, in the Town Boards, municipalities and cities in accordance with their different levels of development.

The Act also recognises trade by hawkers or street vendors, travelling whole sellers gazetting areas for them to trade without creating disorder.

The Trade licensing references the Market Act recognising trade in markets which provides stalls and pitches for vendors cheaper than a trade license.

Other supportive laws in place include the Local Government Act, Cap. 243 and the National Women's Council Act, Cap 318 among others.

2.4.4 National Policy Frameworks

The Uganda Vision 2040;

This includes a number of commitments as well as emerging development opportunities and global trends that provide a basis and foundation for the realisation of the policy.

One of Vision 2040's aspirations is to have unity in diversity and equal opportunities, irrespective of gender, tribe, ethnicity or religion, aspirations for a future in which men, women, youth, children, and persons with disabilities are empowered to participate as equal partners in development, among others.

The Third National Development Plan 2020/21 – 2024/25 (NDPIII);

The goal of this Plan is "To Increase Household Incomes and Improve Quality of Life of Ugandans". The goal will be pursued under the overall theme of Sustainable Industrialization for inclusive growth, employment and sustainable wealth creation.

The key objectives of the Plan are:

- i. Enhance value addition in key growth opportunities;
- ii. Strengthen the private sector to create jobs;
- iii. Consolidate and increase the stock and quality of productive infrastructure;

- iv. Enhance the productivity and social wellbeing of the population;
- v. Strengthen the role of the state in guiding and facilitating development.

The Uganda Gender Policy, 2007

The provides a framework for addressing gender imbalances. Its goal is to achieve gender equality and women's empowerment as an integral part of Uganda's socio-economic development.

One of the goals of the Uganda Gender Policy (2007) is to develop strategies to eliminate discrimination against women in elective and appointment systems

The National Youth Policy, 2016

The National Youth Policy promotes the principle of equity in opportunities and in distribution of programmes, services and resources. The policy serves to promote equal access to socio-economic and employment opportunities commensurate with ability, potential and the needs of the youth.

The National Employment Policy, 2011

This recognises that employment of vulnerable groups such as women is important for wealth creation and poverty eradication. The policy recommends providing support to young people, particularly women to make a transition from informal to formal employment.

The Local Content policy, 2017

In 2017, Cabinet passed the Local Content policy which places priority on employment of Ugandans, procurement of Ugandan companies and use of locally manufactured goods, in all undertakings where funds are used or where the undertaking is a licensable activity. This is aimed at promoting small and medium size enterprises also targeting the marginalised groups to ensure their participation in inclusive development.

Other supportive policies and strategies in place include the: NRM Manifesto (2021-2026); Equal Opportunities Policy, 2006; National Industrial Policy (NIP) 2008; National Trade Policy (NTP), 2007; Oil and Gas and Investment Policy, 2008; Micro, Small and Medium Enterprises (MSMEs) Policy 2015; National Land Policy; Education Policy; Employment Policy; Buy Uganda, Build Uganda (BUBU) Policy, 2014 among others. These policies have provided critical guidance for investment promotion in specific sectors and or areas.

CHAPTER THREE

NATIONAL PLANNING, BUDGET APPROPRIATION AND EXECUTION



3.0 Introduction

National Planning, Budget appropriation, and execution play a pivotal role in shaping the path of development. Uganda is a country rich in diversity and potential. The equitable allocation and utilization of resources within its annual budget are fundamental to achieving not only economic growth but also social inclusion and sustainable progress.

As Uganda strives to realize its development goals and align with the global sustainable development agendas, the effectiveness of its national planning processes takes a center stage. The allocation of resources within the national budget serves as a tangible reflection of a government's commitment to equitable development.

This chapter presents the state of equal opportunities in National Planning, Budgeting and execution for the Financial Year, 2022/2023 and 2023/2024. The Chapter dissects how financial resources are apportioned across sectors, regions, and population segments and the extent to which the budgets and interventions are committed to address historical disparities and uplift the lives of the marginalized communities. The section assesses whether there are any existing gaps that perpetuate unequal access to public goods and services.

Budget execution, the bridge between planning and implementation, offers an opportunity to gauge the government's dedication to translating policy commitments into tangible outcomes. Through a thorough analysis of expenditure patterns, the report assesses whether allocated resources are effectively channeled to address the specific needs and aspirations of various demographic groups. Furthermore, the Chapter explores whether mechanisms are in place to monitor and adjust budget execution in response to emerging dynamics that might affect equal opportunities.

In examining the state of equal opportunities in national planning, budget appropriation, and execution for the fiscal year 2022/23, this chapter underscores the understanding that policy decisions, resource allocation, and execution mechanisms play in shaping Uganda's journey towards achieving sustainable and inclusive development. It serves as a call to both acknowledge the strides made and to continuously challenge the status quo, fostering an environment where every Ugandan can contribute to and benefit from the nation's progress, regardless of their background or circumstances.

3.1 Overview of Economic Outlook

3.1.1 Average and year end gross domestic product

Uganda's Gross Domestic Product (GDP) shows overall growth of 4.6% in the FY 2021/22 as compared to 3.5% in the FY 2020/2021. According to Trading Economics global macro models and analysts' expectations, the GDP in Uganda is expected to reach 42.45 USD Billion by the end of 2022. In the long-term, it is projected to grow to around 44.91 USD Billion in 2023 and 47.47 USD Billion in 2024 (MoFPED, 2022).

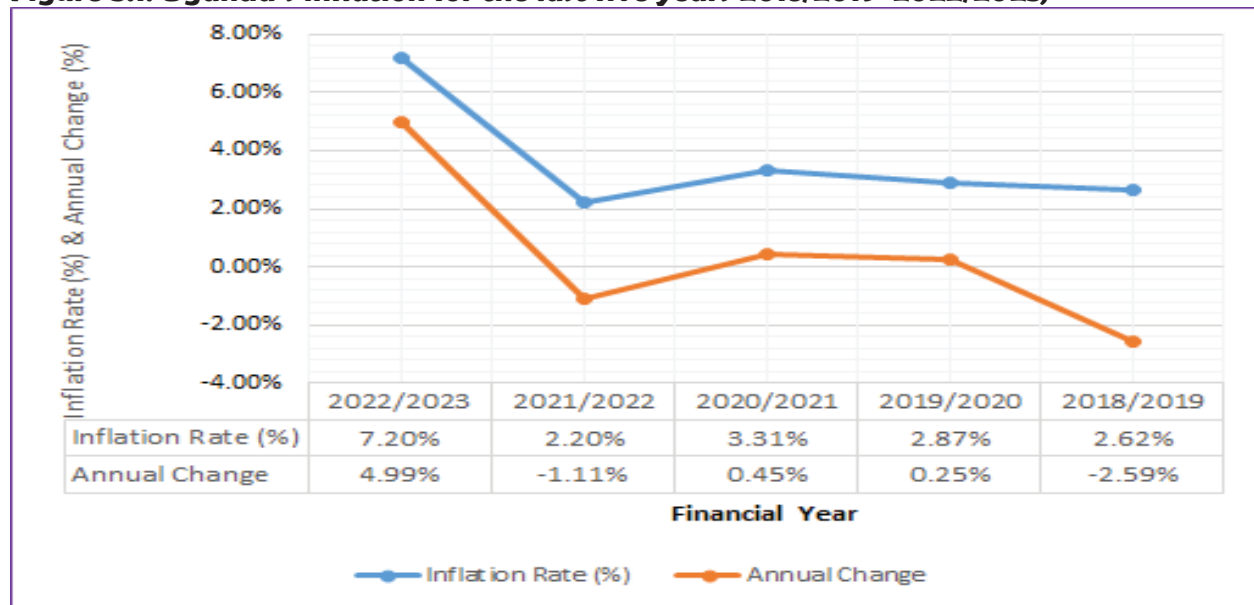
However, despite the annual improvement, the pre-pandemic period had registered a growth rate of 6.8 percent in FY 2018/19. In this regard, the country's growth rate has drastically declined and ranks way below the NDP III target for 2021/22 at 5.99 percent. This was due to the current outstanding macroeconomic shocks that the government has to deal with including the rising global inflation, the high and rising interest rates, depreciation of the shilling against the dollar feeding into domestic inflation and a high debt level. Accordingly, as a result of the above macroeconomic shocks, real incomes have fallen, with household poverty levels on the rise and the cost of borrowing increasing, hence affecting the lives of the most vulnerable.

3.1.2 Inflation

In Uganda, high inflation can disproportionately affect vulnerable groups, especially the low-income earners, both at individual and family level. When prices of goods and services rise rapidly, it can erode the purchasing power of those with limited financial resources. Vulnerable populations may struggle to afford basic necessities such as food, healthcare, and education, which can lead to worsened living conditions and increased poverty rates.

The main components of the Consumer Price Index are: Food and Non-Alcoholic Beverages (27%), Transport (10%), and Housing (10%). Restaurants & Hotels accounts for 9%, Clothing & Footwear for 7% and Education for 6%. The index also includes: Miscellaneous Goods & Services (5%), Recreation & Culture (5%), Furniture & Household Goods (5%), Communication (4%), Alcoholic Beverages, Tobacco and Narcotics (4%), and Medical Care (2%). Figure 3.1 below presents trends of Uganda's inflation for the last five years.

Figure 3.1: Uganda's inflation for the last five years 2018/2019-2022/2023;



Source: Bank of Uganda 2018/2019-2022/2023

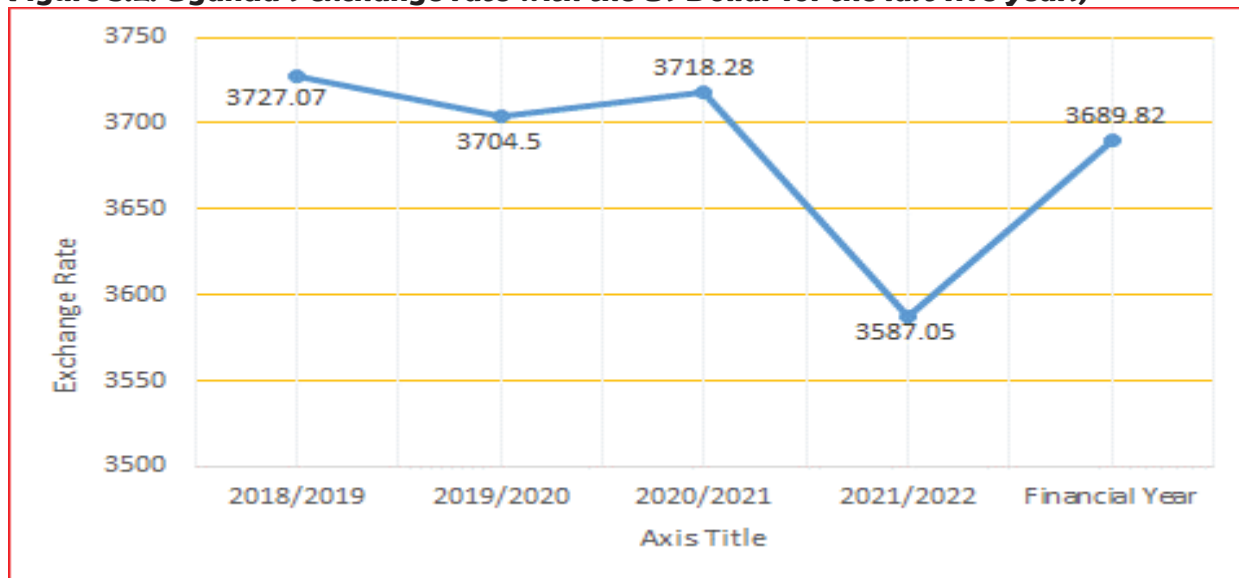
The significant increase in inflation in 2022 (7.20%) is a cause for concern, especially for vulnerable Ugandans. A rapid increase in prices has eroded their purchasing power, making it more difficult to afford essential goods and services. Vulnerable populations, such as those with fixed incomes or limited resources, may find it challenging to keep up with rising prices, particularly for food and fuel, which in turn affect the prices of essential goods hence worsening the living conditions of the already vulnerable populations.

3.1.3 Exchange Rate

Exchange rate fluctuations can impact vulnerable persons in several ways. A weakening local currency can lead to higher import costs, resulting in increased prices for goods that Uganda imports, such as fuel and some food items. This can further contribute to inflation and reduce the affordability of essential items.

In 2022, the exchange rate in Uganda stood at 3,689.8 LCU per US dollars. It increased from 0.1 LCU per US dollars in 1973 to 3,689.8 LCU per US dollars in 2022, growing at an average annual rate of 38.25%. Figure 3.2 below presents Uganda's exchange rate with the US Dollar for the last five years;

Figure 3.2: Uganda's exchange rate with the US Dollar for the last five years;



Source: Bank of Uganda 2018/2019-2019/2020

2018/2019-2019/2020: During this period, the exchange rate remained relatively stable, with only a slight decrease. This stability could be seen as a positive factor for vulnerable populations, as it helps maintain price predictability for imported goods and services. Stable exchange rates can make it easier for vulnerable individuals and households to budget and plan their expenses.

2020/2021 -2022/2023: The increase in the exchange rate during these years implies a depreciation of the Ugandan Shilling against the US dollar. This can have several implications for vulnerable populations:

3.1.4 Interest Rates

Interest rates, especially lending rates from banks, can affect vulnerable persons' access to credit. Higher interest rates can make borrowing more expensive, limiting the ability of individuals and small businesses to invest, expand, or address financial emergencies. This can hinder economic opportunities and growth among vulnerable populations. Interest rate in Uganda decreased to 9.5 % in August 2023. The maximum level was 23 % and the minimum was 6.5 %.

In line with the tight monetary policy stance, lending rates in Uganda have exhibited an upward trend with commercial banks raising their prime lending rates by one percentage point on average, according to the State of the Economy Report of December 2022.

According to the Report, "Overall, the shilling lending rate rose to 18.4 percent in October 2022 from 18.2 percent in September 2022."

3.1.5 Employment

Vulnerable individuals often face challenges in accessing stable and well-paying employment opportunities. They may be employed in the informal sector with low job security, inadequate benefits, and lower wages. Lack of skills, education, and training can also limit their prospects for upward mobility and income growth.

Unemployment remains a big challenge especially among the youth, women and PWDs. It is expected that the unemployment rate will reduce significantly to 9.7% by 2024/2025 from the current baseline of 13.3%. To create jobs, the government plans to enhance value addition in Key Growth Opportunities, strengthen private sector capacity to drive growth and create jobs, among other things, and the interest will be in how well these jobs are distributed among the vulnerable i.e. the youth, women and PWDs. This means that deliberate Gender and Equity (G&E) measures ought to be taken during the planning and budgeting processes to achieve this objective.

Table 3.1 below presents Uganda's performance status on employment and direct income support.

Table 3.1: Uganda's performance status on employment and direct income support

| Indicators | Disaggregation | Baseline | Targets | Status |
|--|----------------|----------|---------|---------|
| | | | 2020/21 | 2020/21 |
| Youth unemployment rate (%) | Total | 13.3 | 12.2 | 13 |
| | Male | | | 13 |
| | Female | | | 13 |
| | Central | | | 8.8 |
| | North | | | 13.3 |
| | East | | | 17.4 |
| | West | | | 16.6 |
| % population receiving direct income support | Total | 0.5 | 0.7 | 13 |
| | Central | | | 6.3 |
| | North | | | 19.0 |

| Indicators | Disaggregation | Baseline | Targets | Status |
|------------|----------------|----------|---------|---------|
| | | | 2020/21 | 2020/21 |
| | East | | | 13.3 |
| | West | | | 12.7 |

Source: UNHS, 2019/2020

Unemployment has reduced by only 0.3% from 13% in FY 2017/2018 to 13.3% in FY 2020/2021, which is below the NDP III target of 12.2%. However, government has instituted several measures to create employment, among which includes the establishment of over 22 industrial parks across the country. Due to COVID-19 and the Global Economic recession, a number of people have lost employment. In addition, the government is effecting the rationalisation of MDAs and already some employees have lost employment.

The Uganda National Household Survey for FY 2019/20 and the National Labour Force Survey of 2021 show a shift in proportion of the working population from agriculture to industry and services sectors. The proportion of the working population employed in Agriculture reduced from 68.1 percent to 61.4 percent while it increased to 13.4 percent and 24.8 percent from 7.2 percent and 23.9 percent in Industry and Services respectively.

3.2 National Planning and Budget Appropriation

3.2.1 National Planning

Equal opportunities in national planning calls for deliberate inclusion of policies, programs, and initiatives that aim to ensure fair access to resources, services, and opportunities for all individuals and groups within society. This includes addressing historical disparities and systemic inequalities that might prevent certain segments of the population from fully participating in the social and economic life of the nation.

3.2.1.1 National Budget Strategy 2022/2023

- i. To mitigate the COVID-19 impact on business activity and livelihood by supporting the recovery of the economy back to normality by increasing access to capital, revamping health infrastructure and health systems; reducing vulnerability and ensuring access to education,
- ii. To speed up recovery of the economy to sustain economic growth for socioeconomic transformation through re-prioritising and delivering impactful

investments and restructuring resources/budget to areas with more value for money and,

- iii. To sustain macro-economic stability, peace and security as key foundations for growth and development by keeping exchange rate stability, inflation control, maintaining an adequate reserve of forex; and mitigating emerging internal and external security threats.

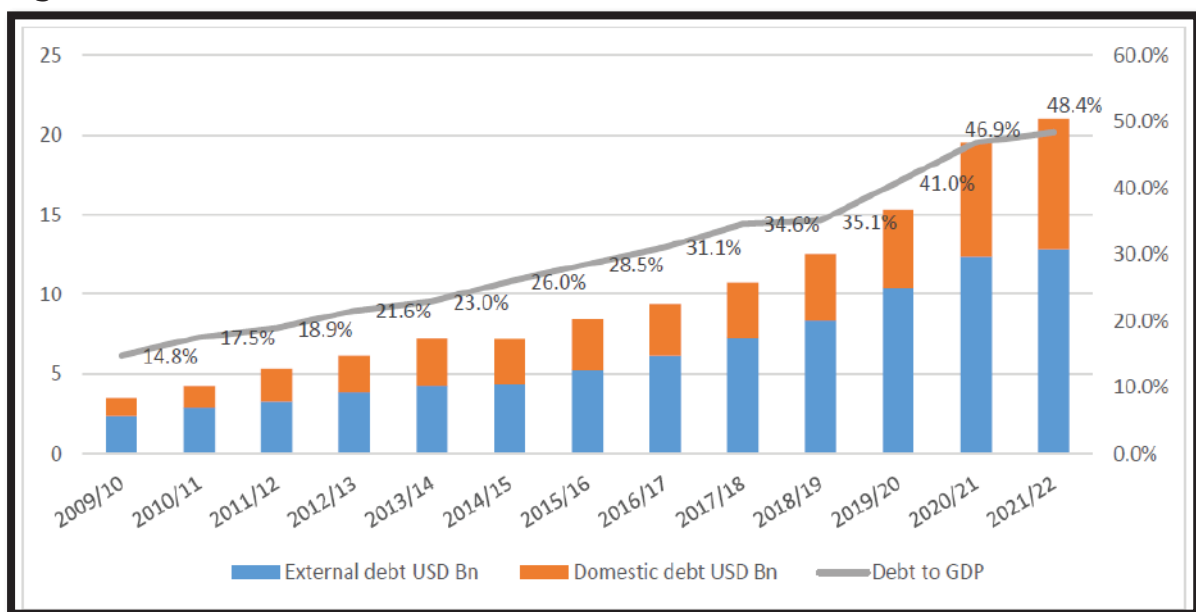
3.2.2 National Budget Appropriation 2022/2023

Equal opportunities in budget appropriation involve allocating resources in a way that prioritizes fairness and reduces inequalities. It means considering the needs of all segments of the population and directing funding to programs that support equitable development.

As communicated in the 1st Budget Call Circular, the Resource Envelop for the FY 2023/2024 amounted to UGX. 49,988.7 billion, compared to UGX. 48,130.7 billion in FY 2022/2023. The above budget included both domestic and external financing.

It is important to note that a sizeable budget of the country is committed towards debt servicing which affects service delivery. In November 2022, Bank of Uganda, reported to Parliament's Finance Committee that the country's public debt had hit Shs 80 trillion as at end of September 2022, which was then approximately 50 per cent of GDP.

Figure 3.3: Status of National Debt



Source: BoU 2021/2022

Uganda's public debt has reached an alarming level. To clear the burden, each of the 45 million Ugandans will need to make a one-off contribution of at least Shs 1.7 million. According to the Budget Committee report for the financial year 2023/24, Uganda's total public debt stood at a staggering Shs 80.7 trillion. Of this amount, Shs 47.7 trillion constitutes external debt, while Shs 30 trillion is domestic debt.

To finance the 2023/2024 financial year's budget of Shs 52 trillion, Uganda may need to borrow an additional Shs 6.16 trillion on top of revenue collections. While the country's debt is deemed sustainable in the medium and long term, there are vulnerabilities that comes along with the increasing debt service burden and the risk of export shocks as significant concerns.

3.2.3 Distribution of the National Budget by Development Programme

Table 3.2 below presents resource allocation by programme for the FYs 2021/22 - 2023/2024.

Table 3.2: Total resource envelope allocated by development programme FYs 2021/22 -2023/2024

| SN | NDPIII Programme | Budget Allocation (in Billions) | | | % age share of the National Budget | % change |
|----|---|---------------------------------|------------|------------|------------------------------------|----------|
| | | FY 2021/22 | FY 2022/23 | FY 2023/24 | | |
| 1 | Agro Industrialization | 1,465.71 | 1,666.900 | 1,329 | 4.2% | 1.9% |
| 2 | Mineral Development | 48.98 | 34.870 | 159 | 0.5% | -0.4% |
| 3 | Sustainable Development of Petroleum Resources | 102.36 | 100.910 | 872 | 2.7% | -2.4% |
| 4 | Tourism Development | 178.96 | 176.890 | 195 | 0.6% | 0.0% |
| 5 | Natural Resources, environment, climate change, land and water management programme | 577.16 | 1,442.720 | 1,519 | 4.8% | 0.5% |
| 6 | Private Sector Development | 588.59 | 698.240 | 1,621 | 5.1% | -2.5% |
| 7 | Manufacturing | 83.00 | 82.550 | 442 | 1.4% | -1.1% |
| 8 | Integrated Transport Infrastructure and Services | 4,960.66 | 4,776.040 | 6,097 | 19.1% | -1.6% |
| 9 | Sustainable Energy Development | 1,103.33 | 1,107.830 | 1,254 | 3.9% | 0.1% |

| SN | NDPIII Programme | Budget Allocation (in Billions) | | | % age share of the National Budget | % change |
|----|--|---------------------------------|------------|------------|------------------------------------|----------|
| | | FY 2021/22 | FY 2022/23 | FY 2023/24 | | |
| 10 | Digital Transformation | 194.70 | 206.730 | 243 | 0.8% | 0.0% |
| 11 | Sustainable Urbanization and Housing | 124.91 | 345.790 | 193 | 0.6% | 0.7% |
| 12 | Human Capital Development | 8,062.05 | 6,461.730 | 8,971 | 28.1% | -4.4% |
| 13 | Innovation Technology Development and Transfer | 285.15 | 228.120 | 230 | 0.7% | 0.1% |
| 14 | Community Mobilization and Mindset Change | 81.84 | 81.020 | 75 | 0.2% | 0.1% |
| 15 | Governance and Security | 6,989.89 | 6,221.090 | 5,904 | 18.5% | 4.3% |
| 16 | Public Sector Transformation | 427.34 | 294.700 | | 0.0% | 1.1% |
| 17 | Regional Development | 1,562.13 | 1,248.040 | 75 | 0.2% | 4.3% |
| 18 | Development Plan Implementation | 1,093.42 | 1,041.060 | 1,433 | 4.5% | -0.7% |
| 19 | Administration of Justice | 373.40 | 371.370 | 400 | 1.3% | 0.1% |
| 20 | Parliamentary Commission | 834.94 | 686.570 | 915 | 2.9% | -0.3% |
| | | 29,138.52 | 27,273.17 | 31,927 | 100.0% | |

Source: 1st BCC, MoFPED 2022/23

3.2.4 Compliance of the National Budget with Gender and Equity Requirements

This section presents the findings of the assessment by quantifying the extent to which the measures to address the needs of the vulnerable and marginalized categories of people are reflected in the budgetary and planning commitments for FY 2023/24. The assessment exercise recognized and scored Gender and Equity compliant parameters at different levels as presented in the sub sections below.

3.2.4.1 Budget Framework Papers (BFPs) assessed for Compliance

In total, the Equal Opportunities Commission received 20 Programme BFPs submitted by the Ministry of Finance, Planning and Economic Development upon approval. This is the 3rd time the Programme BFPs are being assessed following the transition from sector-wide Approach to Programme-based approach of planning and budgeting. Table 3.2 below presents the assessed score for each of the Programme BFP for the FY 2023/24. The Programmes were assessed for compliance with gender and equity requirements as per the Public Finance Management Act, 2015, where the Commission sought to establish if the Programmes provided specific measures to equalize opportunities for men, women, persons with disabilities, youth, older person's children, ethnic minority, hard to reach areas and other marginalized groups.

Table 3.3: Programme BFP Gender and Equity Compliance Scores FYs 2021/2022-2023/24

| S/N | Programme | 2021/22 | 2022/23 | 2023/24 |
|-----|---|---------------|--------------|---------------|
| 1 | Community Mobilization and Mindset Change | 79.00% | 79% | 68.00% |
| 2 | Mineral Development | 63.00% | 59% | 62.00% |
| 3 | Sustainable Urbanization and Housing | 63.00% | 65% | 61.00% |
| 4 | Human Capital Development | 82.00% | 80% | 61.00% |
| 5 | Development Plan Implementation | 63.00% | 73% | 61.00% |
| 6 | Legislation, Oversight and Representation | | 69% | 60.00% |
| 7 | Digital Transformation | 66.00% | 67% | 60.00% |
| 8 | Tourism Development | 61.00% | 63% | 60.00% |
| 9 | Sustainable Development of Petroleum Resources | 58.00% | 59% | 57.00% |
| 10 | Agro-Industrialization | 68.00% | 69% | 56.00% |
| 11 | Governance and Security | 68.00% | 68% | 56.00% |
| 12 | Natural resources, Environment, Climate Change, Land and Water Management Development | 76.00% | 75% | 55.00% |
| 13 | Integrated Transport and Infrastructure Services | 66.00% | 68% | 54.00% |
| 14 | Public Sector Transformation | 62.00% | 70% | 53.00% |
| 15 | Sustainable Energy Development | 57.00% | 54% | 53.00% |
| 16 | Innovation, Technology Development and Transfer | 70.00% | 69% | 52.00% |
| 17 | Private Sector Development | 62.00% | 61% | 51.00% |
| 18 | Administration of Justice | | 70% | 50.00% |
| 19 | Regional Development | 63.00% | 65% | 31.00% |
| 20 | Manufacturing | 59.00% | 68% | 26.00% |
| | Average | 65.75% | 67.6% | 54.35% |

Out of the 20 programme BFPs, only 18 met the minimum requirements and these are;

- i. Community Mobilization and Mindset Change
- ii. Mineral Development
- iii. Sustainable Urbanization and Housing
- iv. Human Capital Development
- v. Development Plan Implementation
- vi. Legislation, Oversight and Representation
- vii. Digital Transformation
- viii. Tourism Development
- ix. Sustainable Development of Petroleum Resources
- x. Agro-Industrialization
- xi. Governance and Security
- xii. Natural resources, Environment, Climate Change, Land and Water Management Development
- xiii. Integrated Transport and Infrastructure Services
- xiv. Public Sector Transformation
- xv. Sustainable Energy Development
- xvi. Innovation, Technology Development and Transfer
- xvii. Private Sector Development
- xviii. Administration of Justice

On the other hand, two (2) of the programme BFPs did not initially meet the requirements of 50% but after further engagement with the Commission, they were supported and re-assessed and later on they qualified. These were;

- i. Regional Development
- ii. Manufacturing

3.2.4.2 Compliance of vote Ministerial Policy Statements (MPS) with G&E Requirements FY 2021/2022-2023/24

Financial Year 2023/2024 marks the 4th Financial Year of implementing the Third National Development Plan. The sub sections below present the compliance levels of Ministerial Policy Statements pursuant to Section 13(15) of the Public Finance Management Act, 2015.

3.2.4.2.1 Vote Ministerial Policy Statement Compliance with Gender and Equity Requirements

Committing to plans and budgets that are gender and equity responsive improves capabilities and opportunities of the vulnerable and marginalised populace which eventually contributes to equalisation of opportunities. To address challenges in the economic, political, social and environmental spheres, the nexus between inclusion and development must be achieved. Table 3.4 below shows the overall Vote Ministerial Policy Statement Compliance with Gender and Equity Requirements for the FYs 2020/21-2023/2024 by assessment areas;

Table 3.4: Overall Compliance of Vote MPSs with gender and equity requirements for the FYs 2020/2021-2023/2024 by assessment areas

| S/N | Assessment Area/MPS Section | 2020/21 | 2021/22 | 2022/23 | 2023/2024 |
|-----|---|--------------|------------|---------------|------------|
| 1 | Vote contribution to the NDP from a G&E perspective | 94% | 96% | 90.80% | 90% |
| 2 | Responsiveness of Vote Objective to G&E | 68% | 70% | 71.70% | 70% |
| 3 | Reflection of performance on G&E outcome indicators | 55% | 54% | 50% | 52% |
| 4 | Reflection of performance on G&E specific outputs | 65% | 66% | 62% | 59% |
| 5 | Medium Term G&E interventions 2017/2018-2019/2020 | 64% | 67% | 61% | 60% |
| 6 | Responsiveness of Planned outputs to G&E | 68% | 65% | 64.20% | 60% |
| 7 | Reflection of challenges to addressing G&E | 80% | 85% | 76.70% | 73% |
| | National Compliance Average | 65.71 | 66% | 65.20% | 67% |

Source: EOC G&E Assessment FY 2023/2024

Results in Table 3.4 above reveal improvements in the commitments by the votes to equalise opportunities to; Women, Youth, PWDs, Older Persons, Children and the hard-to-reach places (Islands, areas for Ethnic Minorities, mountainous areas, poor communities and Remote rural areas) when developing plans and budgets.

During the period under review, the commitment of the 158 Vote MPs to deliver Services to vulnerable people and hard-to-reach areas improved from 65.2% (FY 2022/2023) to 67% (FY 2023/2024). Whereas there is registered improvement, a reflection of performance on G&E outcome indicators remains a challenge for majority of the MDAs, with an overall rating of 52%.

3.4 Commitment to address needs of the Marginalised FY 2023/2024

The Commission examined the Vote Ministerial Policy Statements for the FY 2023/2024 to establish the commitment by MDAs to address the needs of Women, Older Persons, Youth, Children, Persons with Disabilities, and geographically disadvantaged locations (*hard-to-reach, historically disadvantaged regions, urban slums, rural areas, mountainous areas, Islands among others*). Table 3.5 below shows the overall Commitment of MDAs to address the needs of the Marginalised Persons and hard to reach areas in the FY 2023/2024.

Table 3.5: Overall Commitment of MDAs to address the needs of the Marginalised Persons and hard to reach places in the FY 2023/2024

| S/N | Areas of Assessment | Level of Commitment | | | | |
|-----|---|---------------------|---------|---------|---------|---------|
| | | 2019/20 | 2020/21 | 2021/22 | 2022/23 | 2023/24 |
| | Gender | | | | | |
| 1 | Reporting on specific achievements for women, men, boys and girls | 80% | 82% | 83% | 84% | 84% |
| 2 | Reporting the amount of funds spent on outputs for women, men, boys and girls | 67% | 70% | 71% | 70% | 71% |
| 3 | Commitment to Medium Term interventions | 61% | 64% | 64% | 60% | 63% |
| 4 | Committing on specific outputs that address the needs of women, men, boys and girls | 66% | 66% | 65% | 64% | 66% |
| 5 | Committing specific funds on specific outputs that address the needs of women, men, boys and girls | 63% | 65% | 66% | 64% | 66% |
| 6 | Commitment to Indicators that measure change realised by the Votes towards the women, men, boys and girls | 62% | 62% | 63% | 65% | 64% |
| 7 | Commitment to the disaggregation of Indicators that measure change realised by the | 9% | 15% | 20% | 33% | 36% |

| S/N | Areas of Assessment | Level of Commitment | | | | |
|-----|---|---------------------|--------------|------------|------------|------------|
| | | 2019/20 | 2020/21 | 2021/22 | 2022/23 | 2023/24 |
| | Votes towards the women, men, boys and girls | | | | | |
| | Average | 58% | 61% | 62% | 63% | 64% |
| | Children | | | | | |
| 1 | Reporting on achievements that targeted Children | 51% | 55% | 56% | 54% | 55% |
| 2 | Reporting the amount of funds spent on outputs that explicitly targeted Children | 43% | 50% | 54% | 55% | 53% |
| 3 | Committing to outputs that address the needs of Children | 43% | 48% | 50% | 52% | 54% |
| 4 | Committing specific funds on specific outputs that address the needs of Children | 44% | 45% | 55% | 51% | 55% |
| | Average | 45% | 50% | 54% | 53% | 54% |
| | Youth | | | | | |
| 1 | Reporting on achievements that targeted the Youth | 70% | 73% | 72% | 72% | 75% |
| 2 | Reporting the amount of funds spent on outputs that explicitly targeted the Youth | 62% | 66% | 65% | 61% | 66% |
| 3 | Committing to outputs that address the needs of the Youth | 72% | 74% | 75% | 77% | 76% |
| 4 | Committing specific funds on specific outputs that address the needs of Youth | 69% | 68% | 70% | 69% | 71% |
| | Average | 68% | 70.3% | 71% | 70% | 72% |
| | Older Persons | | | | | |
| 1 | Reporting on achievements that targeted Older Persons | 44% | 47% | 50% | 46% | 48% |
| 2 | Reporting the amount of funds spent on outputs that explicitly targeted Older Persons | 36% | 40% | 43% | 41% | 45% |
| 3 | Committing to outputs that address the needs of Older Persons | 37% | 41% | 45% | 40% | 48% |
| 4 | Committing specific funds on specific outputs that address needs of the Older Persons | 34% | 39% | 40% | 41% | 44% |
| | Average | 38% | 42% | 45% | 42% | 46% |

| S/N | Areas of Assessment | Level of Commitment | | | | |
|-----|---|---------------------|------------|------------|------------|------------|
| | | 2019/20 | 2020/21 | 2021/22 | 2022/23 | 2023/24 |
| | All Age Categories | | | | | |
| 1 | Commitment to Medium Term interventions targeting all ages | 67% | 66% | 64% | 65% | 66% |
| 2 | Commitment to Indicators that measure change realised in all ages | 41% | 43% | 43% | 44% | 44% |
| 3 | Commitment to disaggregation of Indicators that measure change realised in all ages | 7% | 15% | 17% | 20% | 23% |
| | Average | 38% | 41% | 41% | 43% | 44% |
| | Persons with Disabilities | | | | | |
| 1 | Reporting on achievements that targeted Persons with Disabilities | 33% | 35% | 36% | 38% | 40% |
| 2 | Reporting the amount of funds spent on outputs that explicitly targeted Persons with Disabilities | 27% | 31% | 33% | 30% | 35% |
| 3 | Commitment to Medium Term interventions targeting Persons with Disabilities | 30% | 29% | 32% | 31% | 34% |
| 4 | Committing to outputs that address the needs of Persons with Disabilities | 36% | 37% | 40% | 40% | 43% |
| 5 | Committing specific funds on specific outputs that address needs of the Persons with Disabilities | 37% | 36% | 35% | 34% | 38% |
| 6 | Commitment to Indicators that measure change realised by the Vote towards Persons with Disabilities | 15% | 20% | 21% | 18% | 19% |
| | Average | 30% | 31% | 31% | 32% | 35% |
| | Geographical Locations | | | | | |
| 1 | Reporting on achievements that targeted various locations | 93% | 91% | 95% | 96% | 96.4% |
| 2 | Reporting the amount of funds spent on outputs that explicitly targeted various locations | 90% | 92% | 89% | 90% | 91% |
| 3 | Commitment to Medium Term interventions targeting various locations | 90% | 94% | 93% | 90% | 92% |
| 4 | Committing to outputs that address the needs of Persons in various locations | 85% | 89% | 90% | 88% | 93% |
| 5 | Committing specific funds on specific outputs that address | 86% | 88% | 87% | 85% | 86% |

| S/N | Areas of Assessment | Level of Commitment | | | | |
|----------------|--|---------------------|------------|------------|------------|------------|
| | | 2019/20 | 2020/21 | 2021/22 | 2022/23 | 2023/24 |
| | needs of the Persons in various locations | | | | | |
| 6 | Commitment to Indicators that measure change realised by the Vote in various locations | 75% | 74% | 70% | 71% | 72% |
| 7 | Commitment to the disaggregation of Indicators that measure change realised by the Vote in various locations | 13% | 18% | 22% | 20% | 25% |
| Average | | 76% | 78% | 87% | 77% | 79% |

Source: EOC G&E Assessment of MPs FY 2023/2024

Table 2.5 reveals positive commitment by MDAs in addressing the needs of various locations with emphasis on hard-to-reach places with a performance rating of 79% and Gender at 64%. The commitments targeting Children and Youth have a performance rating of 72% and 54% respectively. On the other hand, the MDAs commitment to specific concerns for Persons with Disabilities (35%) and Older Persons (46%) is still low.

The following are some of the gender and equity measures in a few selected programmes.

3.4.1 Sustainable Urbanization and Housing Programme

- i. Support housing development through preparing and issuance of free, low-cost Prototype plans in 12 (twelve) selected districts across the country targeting the elderly, Persons with Disabilities, women, and other vulnerable groups of people.
- ii. Due to inadequate houses among the civil servants, the programme commits to develop decent housing facilities starting with government institutions such as Uganda Police, Uganda Peoples Defense Forces, schools and health facilities.
- iii. The programme will carry out a comprehensive inclusive housing needs assessment in four selected cities in the country to guide on appropriate housing developments taking into account the elderly, Persons with Disabilities, women, and other vulnerable groups of people.
- iv. In a bid to reduce the slums in four cities of Mbale, Mbarara, Hoima and Gulu, the programme will identify, map and profile slum areas and develop strategies

for their development. In addition, the Ministry of Lands will develop guidelines for preparation and implementation of Physical Development Plans. The Ministry will as well disseminate the plans to 16 (sixteen) Districts of Bugiri, Butaleja, Kibuku, Butebo, Mityana, Kassanda, Mubende, Kyegegwa, Pader, Gulu, Amuru, Nwoya, Kumi, Ngora, Katakwi, Soroti and Serere.

3.4.2 Legislature Programme

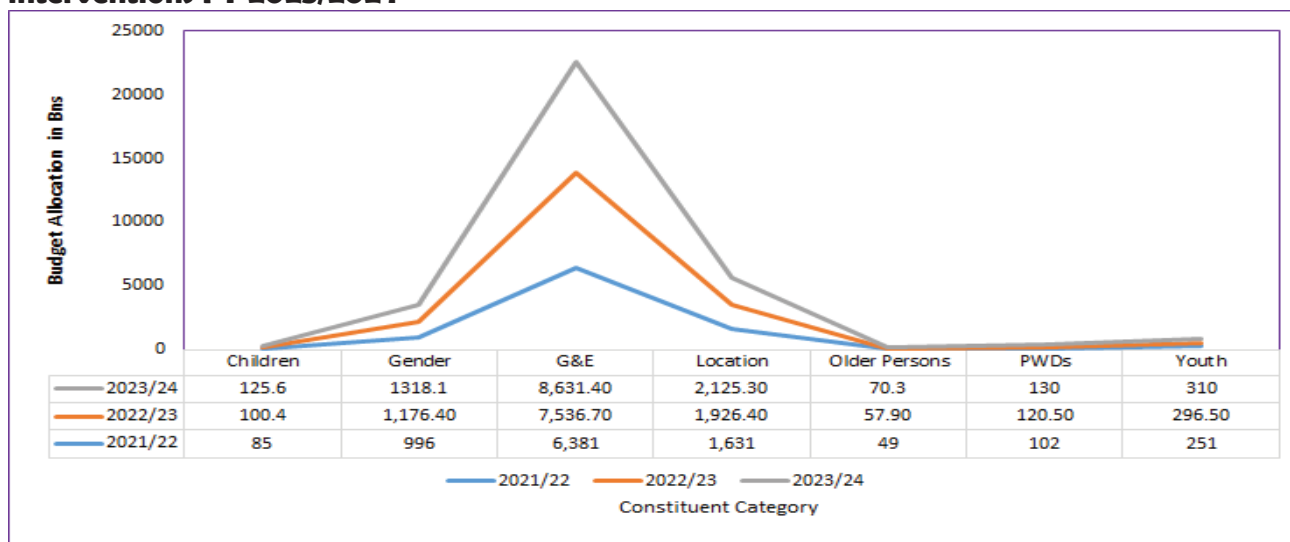
The programme committed to undertake the following gender and equity measures:

- i. The legislature, oversight and representation programme commits to improve citizen engagement and participation to increase input by the population, especially the vulnerable groups, in legislative processes. This will guide in passing laws which address the needs of the vulnerable and disadvantaged communities.
- ii. The programme established a gender unit of parliament and as a result, in FY 2023/24, it will facilitate the training of Members and staff of Parliament in gender and equity planning and budgeting among other government programmes.
- iii. The programme will facilitate the Equal Opportunities and HIVAIDS Committees of Parliament to conduct oversight in hard-to-reach areas for evidence-based oversight.
- iv. As part of promoting gender and equity at the workplace, the programme commits to produce and disseminate Gender and Equality strategy for Parliament. In addition, a capacity development plan for Members of Parliament and staff will be developed to facilitate inclusive legislation.

3.5 Budgetary Commitment towards G&E Responsive Interventions

Budgetary Commitment towards gender and equity responsive interventions for the FY 2023/2024 is derived from the mandatory requirement of gender and equity responsive planning and budgeting. Figure 3.4 below presents the national budgetary commitment towards gender and equity responsive interventions for the FY 2023/2024.

Figure 3.4: National Budgetary Commitment towards gender and equity responsive interventions FY 2023/2024



Source: Computed by EOC using MPSs and work plans for the FY 2023/24

The estimated national budget for FY 2023/2024 stood at UGX 50.871 Billion, out of which UGX 30.4687 Trillion was appropriated to the twenty Development Programmes under NDPIII. A total of UGX 12,711 Billion (41.7%) is allocated towards gender and equity interventions.

The highest share (68%) of the budget was allocated towards interventions that inclusively address the needs of the various vulnerable categories at the same time. This was followed by interventions targeting disadvantaged locations (17%) and women and girls with a share of 10%. The youth were allocated 2% while the rest of the categories, including children, older persons and persons with disabilities, were each allocated 1%-2%.

3.6 Compliance of Ministerial Policy Statements (MPs) for the FY 2020/21-2023/24

In total, the Equal Opportunities Commission assessed 158 Ministerial Policy Statements (100%). Of these, 136 passed the assessment (85%). Table 3.6 below presents the list of MDAs that passed the gender and equity assessment requirements;

Table 3.6: list of MDAs that passed the gender and equity assessment requirements for the FY 2023/2024

| S/N | MDA | 2020/21 | 2021/22 | 2022/23 | 2023/24 |
|-----|--|---------|---------|---------|---------|
| 1 | Ministry of Health | 72.40% | 78.00% | 65% | 91% |
| 2 | Equal Opportunities Commission | 90.10% | 90.00% | 81.89% | 91% |
| 3 | Ministry of Gender, Labour and Social Development | 95.10% | 96.00% | 92% | 86% |
| 4 | Ministry of Education and Sports | 80.10% | 81.00% | 73.10% | 84% |
| 5 | National Medical Stores | 67.10% | 60.00% | 62.09% | 82% |
| 6 | Parliamentary Commission | 70.40% | 70.00% | 73.89% | 82% |
| 7 | Kyambogo University | 82.40% | 70.00% | 79.62% | 80% |
| 8 | Ministry of Defence | 57.10% | 70.00% | 61.64% | 80% |
| 9 | Ministry of Finance, Planning & Economic Dev. | 70.70% | 70.00% | 74.35% | 80% |
| 10 | Ministry of Justice & Constitutional Affairs | 69.10% | 70.00% | 67.55% | 77% |
| 11 | Ministry of Agriculture, Animal & Fisheries | 74.10% | 84.00% | 61.64% | 77% |
| 12 | Mulago National Referral Hospital | 65.70% | 66.00% | 63.85% | 77% |
| 13 | Soroti University | 60.10% | 61.00% | 68.45% | 77% |
| 14 | External Security Organisation | 54.70% | 62.00% | 61.35% | 75% |
| 15 | Uganda National Roads Authority | 67.40% | 65.00% | 63.91% | 75% |
| 16 | Ministry of Works and Transport | 67.00% | 68.00% | 68.95% | 74% |
| 17 | Judicial Service Commission | 59.70% | 61.00% | 62.35% | 73% |
| 18 | Judiciary | 72.70% | 70.00% | 72.15% | 73% |
| 19 | Kampala Capital City Authority | 78.10% | 79.00% | 76.89% | 73% |
| 20 | Lira Regional Referral Hospital | 77.10% | 78.00% | 59.36% | 73% |
| 21 | Ministry of Energy and Mineral Development | 65.10% | 67.00% | 64.05% | 73% |
| 22 | National Agricultural Research Organisation | 67.70% | 69.00% | 76.07% | 73% |
| 23 | National Forestry Authority | 65% | 63.10% | 62% | 73% |
| 24 | National Identification and Registration Authority | 50.40% | 67.00% | 66% | 73% |
| 25 | Office of the President-ISO | | | 76% | 73% |
| 26 | Uganda Human Rights Commission | 75.40% | 76.00% | 76.50% | 73% |
| 27 | Uganda Industrial Research Institute | 60.70% | 61.00% | 62.85% | 73% |
| 28 | Uganda Police Force | 73.10% | 66.00% | 71.23% | 73% |
| 29 | Office of the President | 67.40% | 68.00% | 65.70% | 70% |
| 30 | Office of the Prime Minister | 80.10% | 75.00% | 75.80% | 70% |
| 31 | Arua Regional Referral Hospital | 64.10% | 66.00% | 63.05% | 70% |
| 32 | Gulu Regional Referral Hospital | 63.10% | 69.00% | 64.05% | 70% |
| 33 | Ministry of Lands, Housing & Urban Development | 77.80% | 70.00% | 74.70% | 70% |

| S/N | MDA | 2020/21 | 2021/22 | 2022/23 | 2023/24 |
|-----|---|---------|---------|---------|---------|
| 34 | Ministry of Tourism, Wildlife and Antiquities | 59.40% | 82.00% | 80.62% | 70% |
| 35 | PPDA | 63.70% | 69.00% | 64.35% | 70% |
| 36 | Public Service Commission | 70.40% | 68.00% | 67.20% | 70% |
| 37 | Uganda National Bureau of Standards | 64.40% | 66.00% | 61.64% | 70% |
| 38 | Uganda Prisons | 75.40% | 76.00% | 74.50% | 70% |
| 39 | URA | 51.10% | 64.00% | 66.18% | 70% |
| 40 | Butabika National Referral Hospital | 66.40% | 67.00% | 64.70% | 68% |
| 41 | Financial Intelligence Authority | 61.70% | 65.00% | 66.18% | 68% |
| 42 | Fort Portal Regional Referral Hospital | 64.10% | 64.00% | 59.36% | 68% |
| 43 | Kabale University | 78.80% | 68.00% | 68.95% | 68% |
| 44 | Law Reform Commission | 67.10% | 72.00% | 67.55% | 68% |
| 45 | Ministry of East African Community Affairs | 59.40% | 44.00% | 63.90% | 68% |
| 46 | National Planning Authority | 63.70% | 64.00% | 61.85% | 68% |
| 47 | State House | 63.40% | 68.00% | 63.70% | 68% |
| 48 | Yumbe Referral Hospital | | | 61% | 68% |
| 49 | Directorate of Government Analytical Laboratory | 59.00% | 60.00% | 62.50% | 66% |
| 50 | Hoima Regional Referral Hospital | 59.70% | 72.00% | 63.85% | 66% |
| 51 | Kabale Regional Referral Hospital | 70.10% | 71.00% | 71.05% | 66% |
| 52 | Muni University | 69.40% | 70.00% | 67.70% | 66% |
| 53 | Naguru Referral Hospital | 68.10% | 70.00% | 66.10% | 66% |
| 54 | National Citizenship and Immigration Control | 68.10% | 76.00% | 72.85% | 66% |
| 55 | Uganda Cancer Institute | 68.40% | 60.00% | 62.20% | 66% |
| 56 | Dairy Development Authority | 66.70% | 68.00% | 58.27% | 64% |
| 57 | Directorate of Public Prosecutions | 55.70% | 60.00% | 60.85% | 64% |
| 58 | Ministry of Internal Affairs | 72.10% | 60.00% | 64.05% | 64% |
| 59 | Ministry of Local Government | 70.10% | 68.00% | 67.05% | 64% |
| 60 | Ministry of Public Service | 70.40% | 70.00% | 70.70% | 64% |
| 61 | Ministry of Water and Environment | 81.40% | 82.00% | 82.16% | 64% |
| 62 | Mission in Japan | 60.10% | 61.00% | 62.55% | 64% |
| 63 | National Animal Genetic Res. Centre and Data Bank | 56.70% | 67.00% | 63.85% | 64% |
| 64 | Soroti Regional Referral Hospital | 75.40% | 76.00% | 76.50% | 64% |
| 65 | Uganda AIDS Commission | 61.70% | 63.00% | 60.35% | 64% |
| 66 | Busitema University | 75.70% | 70.00% | 59% | 61% |
| 67 | Ministry of Kampala Capital City and Metropolitan Affairs | | 79.00% | 73.80% | 61% |
| 68 | Ministry of Trade, Industry and Co-operatives | 72.70% | 68.00% | 70.85% | 61% |
| 69 | National Curriculum Development Center | 60.40% | 70.00% | 63.20% | 61% |
| 70 | National Information Technology Authority | 68.40% | 74.00% | 76.00% | 61% |
| 71 | Uganda Free Zones Authority | | | 58% | 61% |
| 72 | Uganda Heart Institute | 60.10% | 60.00% | 62.05% | 61% |
| 73 | Uganda National Meteorological Authority | 64.40% | 62.00% | 61.20% | 61% |
| 74 | Mbale Regional Referral Hospital | 66.40% | 68.00% | 61.64% | 59% |

| S/N | MDA | 2020/21 | 2021/22 | 2022/23 | 2023/24 |
|-----|--|---------|---------|---------|---------|
| 75 | Ministry of Foreign Affairs | 68.10% | 65.00% | 59% | 59% |
| 76 | Mission in South Africa | 38.00% | 52.00% | 55.00% | 59% |
| 77 | Uganda Tourism Board | 67.40% | 69.00% | 66.20% | 59% |
| 78 | Kawempe Referral Hospital | 67.40% | 66.00% | 68.95% | 57% |
| 79 | Ministry of ICT and National Guidance | 60.00% | 60.00% | 68.95% | 57% |
| 80 | Mission in Nigeria | 65.10% | 67.00% | 64.05% | 57% |
| 81 | Moroto Regional Referral Hospital | 64.40% | 66.00% | 63.20% | 57% |
| 82 | National Environment Management Authority | 71% | 66.10% | 64% | 57% |
| 83 | Uganda Business & Technical Examination Board | | | 62% | 57% |
| 84 | Uganda Registration Services Bureau | 62.40% | 64.00% | 61.20% | 57% |
| 85 | Uganda Retirements Benefits Regulatory Authority | | | 63% | 57% |
| 86 | Uganda Investment Authority | 69.40% | 70.00% | 67.70% | 56.82% |
| 87 | Education Service Commission | 53.40% | 67.00% | 62.20% | 55% |
| 88 | Electoral Commission | 60.40% | 69.00% | 62.70% | 55% |
| 89 | Gulu University | 67.70% | 69.00% | 59.82% | 55% |
| 90 | Health Service Commission | 70.10% | 60.00% | 63.05% | 55% |
| 91 | Kiruddu Referral Hospital | 59.70% | 60.00% | 61.64% | 55% |
| 92 | Law Development Center | 72.40% | 60.00% | 64.20% | 55% |
| 93 | Mbarara Regional Referral Hospital | 79.10% | 80.00% | 71.53% | 55% |
| 94 | Mission in Abu Dhabi | 54.70% | 58.00% | 59.35% | 55% |
| 95 | Mission in Juba | 63.70% | 72.00% | 65.85% | 55% |
| 96 | Mubende Regional Referral Hospital | 67.40% | 63.00% | 63.20% | 55% |
| 97 | Uganda Blood Transfusion Service (UBTS) | 54.70% | 61.00% | 60.85% | 55% |
| 98 | Uganda Bureau of Statistics | 75.40% | 76.00% | 76.07% | 55% |
| 99 | Uganda Export Promotion Board | 64.40% | 58.00% | 63.20% | 55% |
| 100 | Uganda Management Institute | 59.40% | 72.00% | 61.64% | 55% |
| 101 | Entebbe Regional Referral Hospital | 52.40% | 69.00% | 71.20% | 52.27% |
| 102 | Auditor General | 52.70% | 55.00% | 64.70% | 52% |
| 103 | Inspectorate of Government (IG) | 59.70% | 68.00% | 76.07% | 52% |
| 104 | Jinja Regional Referral Hospital | 72.70% | 74.00% | 74.15% | 52% |
| 105 | Lira University | 77.10% | 78.00% | 76.35% | 52% |
| 106 | Local Government Finance Commission | 66.40% | 67.00% | 64.70% | 52% |
| 107 | Makerere University Business School | 62.40% | 69.00% | 63.70% | 52% |
| 108 | Mbarara University | 79.10% | 76.00% | 76.35% | 52% |
| 109 | Mission in Rwanda | 57.70% | 59.00% | 63.90% | 52% |
| 110 | Mission in Tanzania | 64.10% | 66.00% | 63.05% | 52% |
| 111 | Mulago Specialised Women and Neonatal Hospital | 70.40% | 71.00% | 63.91% | 52% |
| 112 | NAADS Secretariat | 69.40% | 69.00% | 59.82% | 52% |
| 113 | National Population Council | | | 61% | 52% |
| 114 | Uganda Embassy in Doha, Qatar | 40.00% | 54.00% | 51.50% | 52% |
| 115 | Mission in Washington | 58.40% | 59.00% | 61.70% | 51% |

| S/N | MDA | 2020/21 | 2021/22 | 2022/23 | 2023/24 |
|-----|--|---------|---------|---------|---------|
| 116 | Capital Markets Authority | 0.00% | 52.00% | 59.00% | 50% |
| 117 | Kayunga Referral Hospital | | | 62% | 50% |
| 118 | Makerere University | 65.40% | 67.00% | 64.20% | 50% |
| 119 | Masaka Regional Referral Hospital | 68.70% | 61.00% | 62.85% | 50% |
| 120 | Mission in Ankara | 67.40% | 65.00% | 64.20% | 50% |
| 121 | Mission in Bujumbura | 57.40% | 58.00% | 60.70% | 50% |
| 122 | Mission in China | 51.40% | 58.00% | 57.70% | 50% |
| 123 | Mission in DR Congo | 65.10% | 67.00% | 64.05% | 50% |
| 124 | Mission in Egypt | 52.70% | 57.00% | 57.85% | 50% |
| 125 | Mission in England | 53.10% | 58.00% | 58.55% | 50% |
| 126 | Mission in Ethiopia | 62.40% | 64.00% | 63.90% | 50% |
| 127 | Mission in India | 51.40% | 57.00% | 57.20% | 50% |
| 128 | Mission in Italy | 63.10% | 65.00% | 62.05% | 50% |
| 129 | Mission in Kenya | 69.40% | 70.00% | 67.70% | 50% |
| 130 | Mission in Malaysia | 44.00% | 50.00% | 51.50% | 50% |
| 131 | Mission in Saudi Arabia | 61.40% | 63.00% | 64.20% | 50% |
| 132 | National Lotteries and Gaming Regulatory Board | 0.00% | 54.00% | 59% | 50% |
| 133 | Road Fund | 63.70% | 65.00% | 57.55% | 50% |
| 134 | Uganda Coffee Development Authority | 71.40% | 60.00% | 59.82% | 50% |
| 135 | Uganda Cotton Development Organisation | 69.70% | 65.00% | 57.55% | 50% |
| 136 | Uganda National Examinations Board (UNEB) | 61.40% | 70.00% | 63.70% | 50% |
| 137 | Mission in Canberra | 56.70% | 58.00% | 60.35% | 43% |
| 138 | Mission in Geneva | 63.40% | 65.00% | 63.90% | 43% |
| 139 | Mission in New York | 54.40% | 57.00% | 58.70% | 43% |
| 140 | Petroleum Authority of Uganda | 53.40% | 57.00% | 58.20% | 43% |
| 141 | Consulate in Mombasa | 65.10% | 67.00% | 64.05% | 41% |
| 142 | Ethics and Integrity | 64.10% | 65.00% | 62.55% | 41% |
| 143 | Mission in Belgium | 46.00% | 50.00% | 52.50% | 41% |
| 144 | Mission in Germany | 55.70% | 56.00% | 58.85% | 41% |
| 145 | National Council of Sports | | | 58% | 41% |
| 146 | Uganda Embassy in Algeria, Algiers | 71.10% | 62.00% | 64.55% | 41% |
| 147 | Uganda Land Commission | 61.70% | 60.00% | 62.85% | 41% |
| 148 | Uganda Microfinance Regulatory Authority | | | 64% | 41% |
| 149 | Mission in Russia | 61.40% | 63.00% | 64.20% | 39% |
| 150 | Mission in France | 54.40% | 58.00% | 59.20% | 36% |
| 151 | Mission in Canada | 65.10% | 67.00% | 64.05% | 34% |
| 152 | Mission in Somalia | 48.00% | 52.00% | 54.50% | 34% |
| 153 | Mission in Sudan | 63.70% | 65.00% | 62.35% | 34% |
| 154 | Consulate in Guangzhou | 62.40% | 64.00% | 61.20% | 32% |
| 155 | Mission in Denmark | 59.40% | 60.00% | 62.70% | 32% |
| 156 | Mission in Iran | 69.70% | 61.00% | 63.35% | 32% |

| S/N | MDA | 2020/21 | 2021/22 | 2022/23 | 2023/24 |
|-----|---------------------------------------|---------------|---------------|------------|------------|
| 157 | National Council for Higher Education | | | 62% | 27% |
| 158 | Uganda Virus Research Institute | 54.10% | 54.00% | 66.18% | 14% |
| | | 63.93% | 66.08% | 65% | 67% |

Source: EOC MPS G&E Assessment FY 2020/21-2023/24

Out of the 158 votes, 136 vote policy statements met the minimum requirements and were thus recommended to the Minister responsible for Finance, Planning and Economic Development to be issued a certificate of compliance having obtained a minimum score of at least 50%.

A total of 48 MDAs (30%) registered improvement in the FY 2023/2024 as compared to their performance in the FY 2022/2023. The MDAs that registered 10%+ increment in the level of compliance included: Ministry of Health (25.91%); National Medical Stores (19.73%); Ministry of Defence (17.91%); Ministry of Agriculture, Animal Industry and Fisheries (15.63%); External Security Organisation (13.65%); Mulago National Referral Hospital (13.42%); Lira Regional Referral Hospital (13.37%); Uganda National Roads Authority (11.09%); Ministry of Education and Sports (10.99%); and National Forestry Authority (10.73%). Others were: Judicial Service Commission (10.38%); Uganda Industrial Research Institute (10%); and Ministry of Justice and Constitutional Affairs (10%).

The above improvement is attributed to the various tools developed and the capacity development programmes run by the Commission with funding from the government of Uganda, and Development Partners such as European Union and UN Women.

On the other hand, a total of 12 MDAs registered a decline in performance of 24%+ and these included; Lira University (24.08%); Mbarara University (24.08%); Mission in Russia (25.56%); Mission in Sudan (28.26%); Consulate in Guangzhou (29.38%); Mission in Canada (29.96%); Mission in Denmark (30.88%) and Mission in Iran (31.53%). Others were: National Council for Higher Education (34.73%); Entebbe Regional Referral Hospital (50.75%); Uganda Virus Research Institute (52.54%); and Uganda Investment Authority (67.70%).

3.7 Votes not Recommended to be Issued a Certificate FY 2020/2021-2023/2024

The Commission received 158 Vote Policy Statements for assessment. Of these, 22 scored below the 50% pass mark. Table 3.7 below presents a list of the 22 MDAs (15%) that did not qualify to be issued a gender and equity compliance certificate.

Table 3.7: List of MDAs not recommended to be issued a certificate of Compliance for the FY 2023/2024

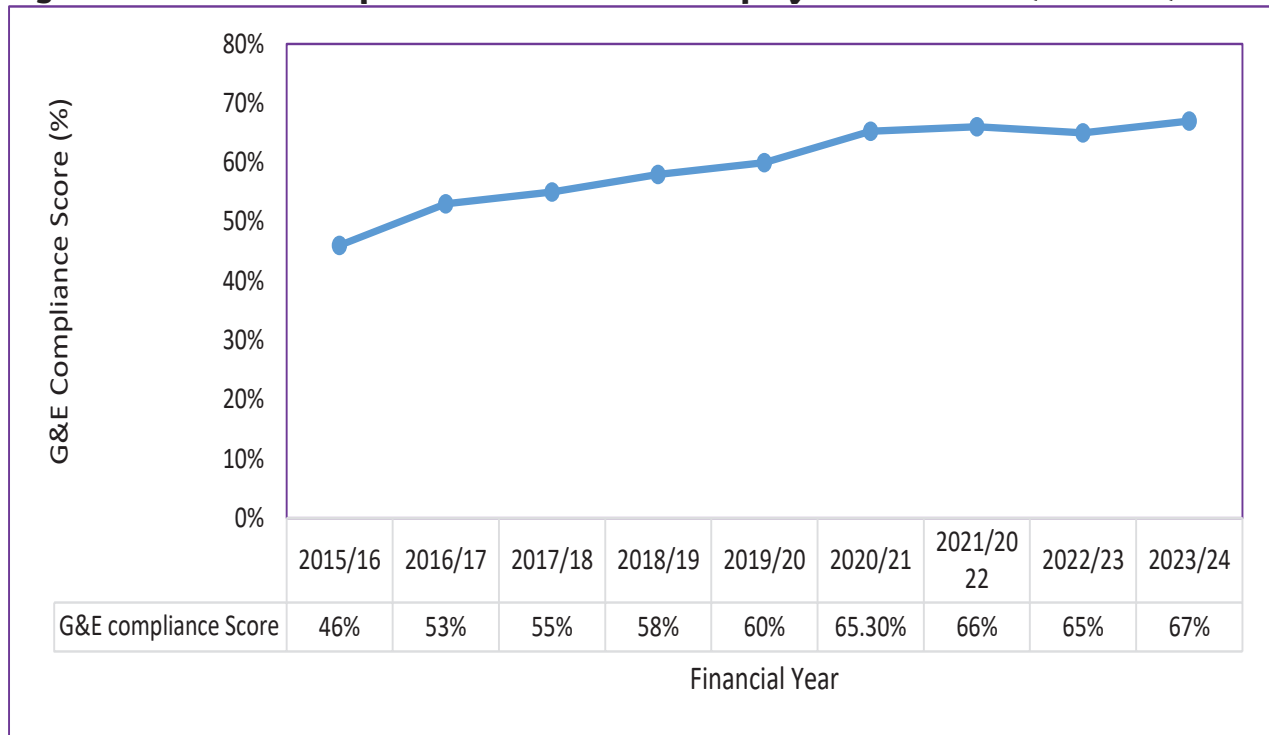
| S/N | MDA | 2020/21 | 2021/22 | 2022/23 | 2023/24 |
|-----|--|---------|---------|---------|---------|
| 1 | Mission in Canberra | 56.70% | 58.00% | 60.35% | 43% |
| 2 | Mission in Geneva | 63.40% | 65.00% | 63.90% | 43% |
| 3 | Mission in New York | 54.40% | 57.00% | 58.70% | 43% |
| 4 | Petroleum Authority of Uganda | 53.40% | 57.00% | 58.20% | 43% |
| 5 | Consulate in Mombasa | 65.10% | 67.00% | 64.05% | 41% |
| 6 | Ethics and Integrity | 64.10% | 65.00% | 62.55% | 41% |
| 7 | Mission in Belgium | 46.00% | 50.00% | 52.50% | 41% |
| 8 | Mission in Germany | 55.70% | 56.00% | 58.85% | 41% |
| 9 | National Council of Sports | | | 58% | 41% |
| 10 | Uganda Embassy in Algeria, Algiers | 71.10% | 62.00% | 64.55% | 41% |
| 11 | Uganda Land Commission | 61.70% | 60.00% | 62.85% | 41% |
| 12 | Uganda Microfinance Regulatory Authority | | | 64% | 41% |
| 13 | Mission in Russia | 61.40% | 63.00% | 64.20% | 39% |
| 14 | Mission in France | 54.40% | 58.00% | 59.20% | 36% |
| 15 | Mission in Canada | 65.10% | 67.00% | 64.05% | 34% |
| 16 | Mission in Somalia | 48.00% | 52.00% | 54.50% | 34% |
| 17 | Mission in Sudan | 63.70% | 65.00% | 62.35% | 34% |
| 18 | Consulate in Guangzhou | 62.40% | 64.00% | 61.20% | 32% |
| 19 | Mission in Denmark | 59.40% | 60.00% | 62.70% | 32% |
| 20 | Mission in Iran | 69.70% | 61.00% | 63.35% | 32% |
| 21 | National Council for Higher Education | | | 62% | 27% |
| 22 | Uganda Virus Research Institute | 54.10% | 54.00% | 66.18% | 14% |

Source: EOC MPS G&E Assessment FY 2020/21-2023/2024

3.8 Trends on Compliance of MPs with G&E Requirements

Overall, there has been increase in the level of compliance of Ministerial Policy Statements with gender and equity requirements in the FY 2023/2024 of 2%age points (from 65% in 2022/2023 to 67% in the FY 2023/2024). Figure 3.5 below presents National Compliance with Gender and Equity for the FYs 2015/2016 - 2023/2024.

Figure 3.5: National Compliance with Gender and Equity for the FYs 2015/16 - 2023/24



Source: EOC MPS G&E Assessment FY 2019/2020-2023/2024

3.9 Key Observations

- i. **Inadequate Budget Allocations:** Budget allocations for programs aimed at equal opportunities and affirmative action have often been insufficient. This can result in the underfunding of critical initiatives related to education, healthcare, and social protection, which are essential for reducing disparities.
- ii. **Data and Monitoring Gaps:** Reliable and up-to-date data on the situation of marginalized groups are often lacking. Without accurate data, it becomes challenging to plan, target resources effectively and monitor progress towards achieving equal opportunities and affirmative action goals.
- iii. **Limited Access to Education:** Despite efforts to improve access to education, barriers such as high school drop-out rates, insufficient infrastructure, and lack of quality education in rural areas continue to affect marginalized communities, including girls and children with disabilities.
- iv. **Gender Inequality:** Gender disparities persist in Uganda, particularly in terms of women's participation in decision-making, access to economic opportunities, and protection from gender-based violence. Gender mainstreaming efforts may not be fully integrated into planning and budgeting.
- v. **Youth Unemployment:** Youth unemployment remains a significant challenge. While there are programs aimed at youth employment, the demand for jobs

still outpaces the available opportunities, leading to frustrations among young people.

- vi. **Healthcare Disparities:** Unequal access to healthcare services, especially in rural areas, has resulted in disparities in health outcomes. Budget allocations may not be sufficient to improve healthcare infrastructure and services in underserved regions.
- vii. **Limited Focus on Disability Inclusion:** Persons with disabilities face various barriers to inclusion, including limited access to education, employment, and healthcare. Efforts to address these challenges may not receive adequate budgetary support.
- viii. **Urban-Rural Disparities:** Urban areas often receive more attention and investment than rural areas, exacerbating disparities in infrastructure, services, and economic opportunities.
- ix. **Corruption and Accountability:** Corruption can divert resources away from programs aimed at equal opportunities and affirmative action. Ensuring transparency, accountability, and effective monitoring of budget utilization is critical.
- x. **Lack of Awareness and Advocacy:** There may be gaps in public awareness and advocacy for equal opportunities and affirmative action, which can affect the prioritization of these issues in planning and budgeting processes.

CHAPTER FOUR

STATE OF EQUAL OPPORTUNITIES IN POLITICAL PARTICIPATION

4.0 Introduction

For more than two decades after independence, Uganda experienced political instability under highly centralised single-party and military dictatorships. At the heat of the instability characterised by civil wars and coups d'états was systematic political exclusion and intra-elite struggles for power (Golooba-Mutebi, 2023).

It was against this background that the National Resistance Movement (NRM) came to power with a broad agenda of reforms, entailing, among other things, the creation of a democratic, multi-tier system of local government, decentralisation of power, responsibilities and resources from the central government to its local counterparts, and improvement of people's standards of living. Among the services for which responsibility was decentralised included; education, health, production, physical planning, works and technical services among others.

In 1995, a new Constitution was promulgated bearing significant provisions on gender and equity which have also been provided for in other laws such as the EOC Act 2007, the Local Government Act of 1997 (as amended). The Constitution, the Local Government Act and other legislations provide for guaranteed quotas for special interest group representatives (*women, workers, UPDF, youth, older persons, persons with disabilities, workers*) in Parliament and at the Local Government levels which have made several gains for the country in terms of participation of the vulnerable groups in the political arena.

For instance, Article 38 of the Constitution grants citizens the right to participate in the governance affairs of the country¹⁷. In addition, the NDP III and Vision 2040, which are Uganda's overarching planning and development frameworks, provide for inclusiveness and good governance as indispensable principles for ensuring rule of law and constitutional democracy. Similarly, by adopting the SDGs, including goal 5, Uganda committed to ensuring women's full and effective participation and equal opportunities for leadership at all decision-making levels in political life. All the seventeen SDGs have explicitly featured the three aspects of: equality, sustainability and inclusion of everybody so that no one is left behind.

¹⁷ Rasheed Ti-Jo Research Series; "Good Governance in CSO: Contextualization and Global Experience", 2020 [Vol 2], p5

Consequently, equal participation for all especially the vulnerable groups in decision-making processes is critical for prioritising their needs on the National Agenda. In addition, the participation of the vulnerable groups in political affairs sets a direct path towards gender equality, poverty eradication, inclusive and sustainable development.

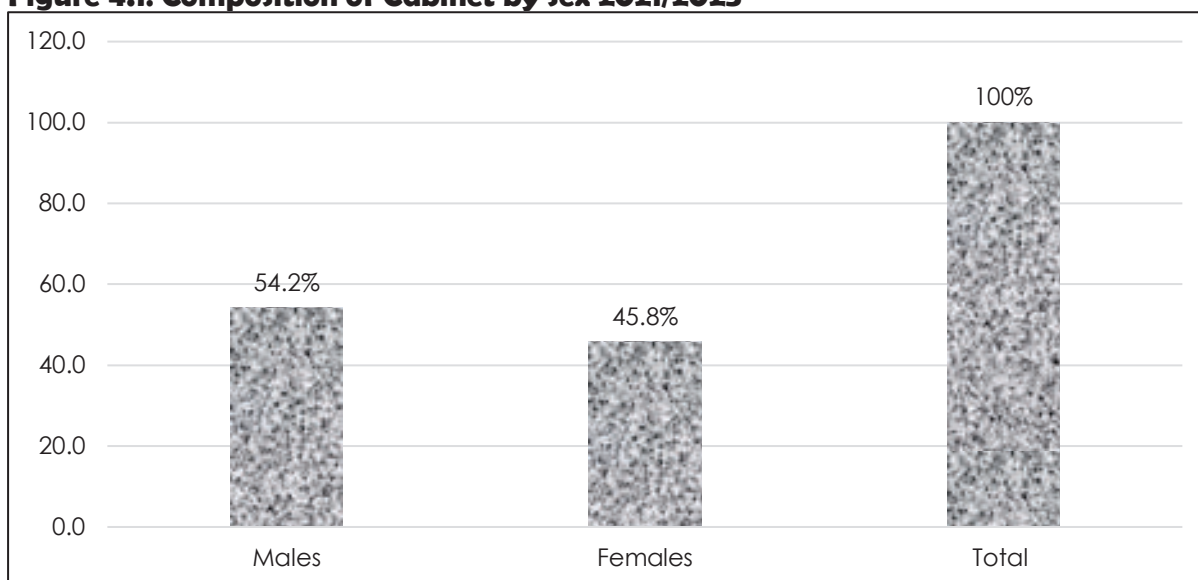
This chapter therefore presents the state of equal opportunities in political participation focusing on; Composition of Cabinet, Political Representation in Parliament, Political Representation at Local Government as well as equity analysis of Cities and Municipalities distribution.

4.1 Composition of Cabinet by Sex

The Cabinet is one of the most influential organs of a government charged with the functions to determine, formulate, implement the policy of the government and to perform such other functions as may be conferred by the constitution or any other law.

Article 111(1) of the Constitution provides that "There shall be a Cabinet which shall consist of the President, the Vice President, the Prime Minister and such number of Ministers as may appear to the President to be reasonably necessary for the efficient running of the State" (Infogram, 2023). Figure 4.1 below presents the current composition of women and men in Cabinet.

Figure 4.1: Composition of Cabinet by sex 2021/2025



| S/N | Cabinet position | Female | | Male | | Total | |
|--------------------|-------------------|-----------|--------------|-----------|--------------|-----------|-------------|
| | | Number | % | Number | % | Number | % |
| 1 | President | 0 | 0 | 1 | 100% | 1 | 100% |
| 2 | Vice President | 1 | 100% | 0 | 0% | 1 | 100% |
| 3 | Prime Minister | 1 | 100% | 0 | 0% | 1 | 100% |
| 4 | Cabinet Ministers | 12 | 40% | 18 | 60% | 30 | 100% |
| 5 | State Ministers | 24 | 48% | 26 | 52% | 50 | 100% |
| Grand Total | | 38 | 45.8% | 45 | 54.2% | 83 | 100% |

Source: PoU Cabinet data set, May 2023

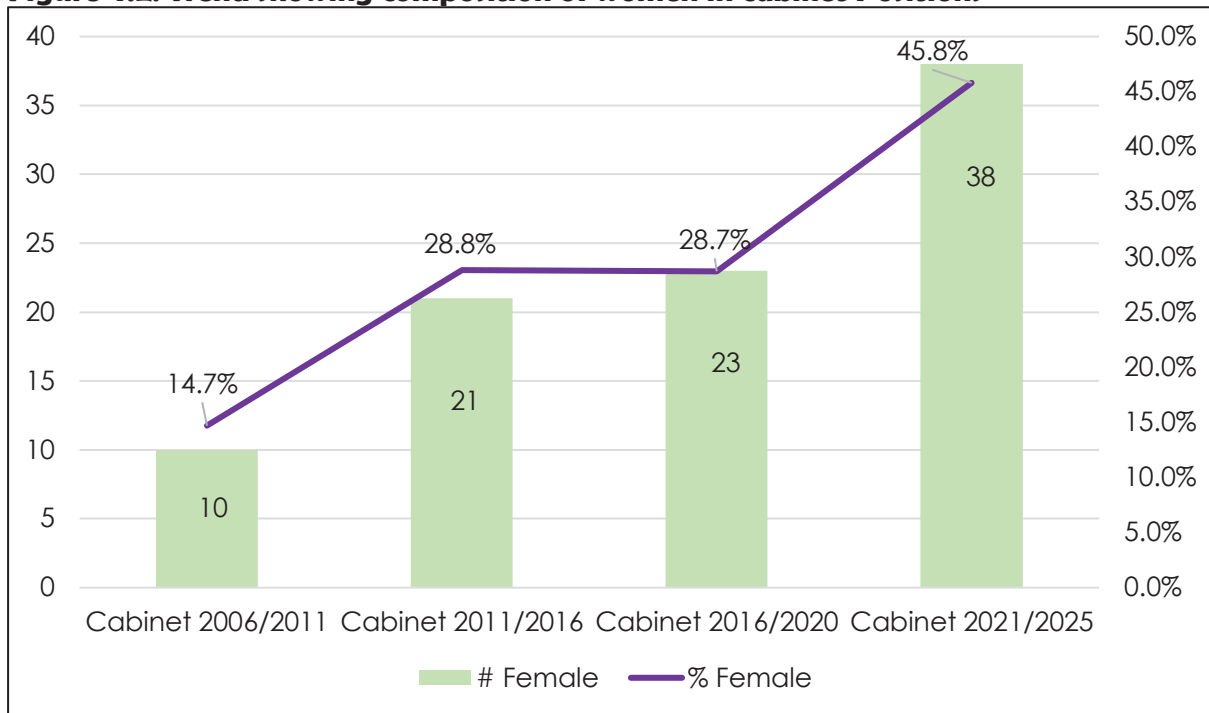
Analysis of the Figure 4.1 above shows that women constitute 45.8% of Uganda's Cabinet as compared to 54.2% of the men. Further analysis reveals that out of the 30 Cabinet Ministers, 12 are female with a percentage share of 40% while out of 50 State Ministers, 24 are female with a percentage share of 48%.

The above status is above the minimum recommended target of 30% composition of women in positions of decision-making levels which is in line with the Beijing Declaration and Platform for Action to which Uganda is a state party. This shows that Uganda is making positive strides with regard to inclusion of women in representation at higher political positions.

4.1.1 Trends on composition of women in Cabinet positions

Further analysis was made to assess the trends in as far as the composition of women in the Cabinet positions over the four terms is concerned. The findings are presented in Figure 4.2 below.

Figure 4.2: Trend showing composition of women in cabinet Positions



| Term of service | # Female | % Female | # Male | % Male | Total # | Total % |
|-------------------|----------|----------|--------|--------|---------|---------|
| Cabinet 2006/2011 | 10 | 14.7% | 58 | 85.3 | 68 | 100 |
| Cabinet 2011/2016 | 21 | 28.8% | 52 | 71.2 | 73 | 100 |
| Cabinet 2016/2020 | 23 | 28.7% | 57 | 71.3 | 80 | 100 |
| Cabinet 2021/2025 | 38 | 45.8% | 45 | 54.2 | 83 | 100 |

Source: PoU 2023

Analysis of Figure 4.2 above shows that overtime, there has been increase in the number of women appointed to serve in Cabinet. In the 2006 Cabinet, there were only 10 women (14.7%) while in 2021/2025, the proportion of women in Cabinet has since more than tripled to 38 (45.8%).

The Commission applauds the President of the Republic of Uganda for his commitment to promotion of equal opportunities and affirmative action. This will undoubtedly contribute towards women empowerment and enhance their participation in the governance process thereby achieving the aspirations of inclusive development.

4.1.2 Political Representation in Parliament

Under Article 79 of the 1995 Constitution of the Republic of Uganda (as amended), Parliament has the sole mandate to make laws on any matter for the peace, order, development and good governance of Uganda. Parliament also debates matters of State concern, including those highlighted in the Annual President's State of the Nation address.

Essentially, the functions of Parliament¹⁸ among others include:

- i. Enacting laws for the good governance of Uganda.
- ii. Providing, by giving legislative sanctions to taxation and acquisition of loans, the means of carrying out the work of Government.
- iii. Scrutinising Government policy and administration through the following:
 - ✓ Pre-legislative scrutiny of Bills referred to Committees of Parliament;
 - ✓ Scrutinising of the various objects of expenditure and the sums to be spent on each;
 - ✓ Assuring transparency and accountability in the application of public funds; and
 - ✓ Monitoring the implementation of Government programmes and projects.

All these functions require fair representation of all special interest groups in Parliament of Uganda for purposes of equal participation in decision making processes on issues that affect them.

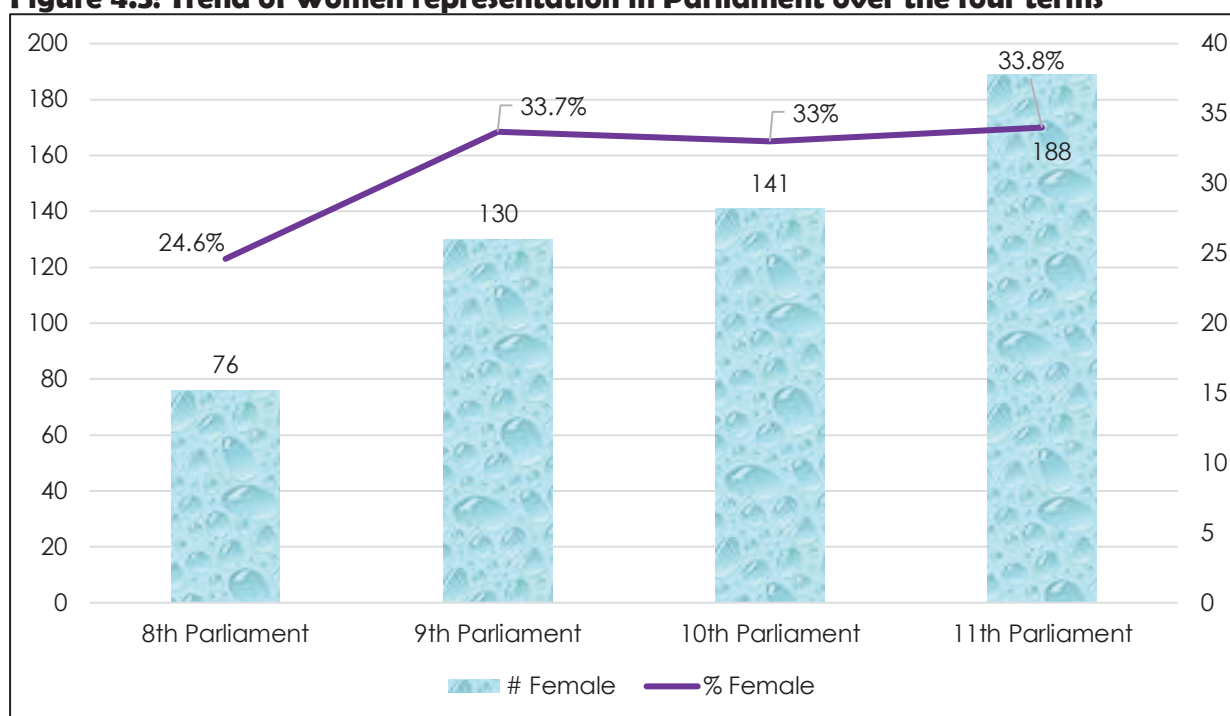
The subsections below present composition of women in Parliament of the Republic of Uganda, as well as trends on composition of female Members of Parliament over the years.

i. Women

The general belief is that women's participation in leadership and politics leads to social economic transformation. Figure 4.3 below shows the trend of Women representation in Parliament over the four terms.

¹⁸ <https://www.parliament.go.ug/page/functions-parliament>

Figure 4.3: Trend of Women representation in Parliament over the four terms



Over the years, the numbers of women in Parliament (2006 – 2021) as shown in Figure 4.3 above have been increasing. The 11th Parliament of Uganda comprises of 556 members, 188 of whom are women (33.8%).

The 188 women MPs include¹⁹:

| S/N | | NO. | REMARKS |
|-----|--|-----|---|
| 1 | District Women Representatives | 146 | (135 elected from the districts; 1 from the capital city and 10 others from the new cities i.e., City Women Representatives). |
| 2 | Youth Representatives | 2 | |
| 3 | Representatives of persons with disabilities | 3 | |
| 4 | Workers Representatives | 2 | |
| 5 | Representatives of older persons | 3 | |
| 6 | Representatives of the Uganda People's Defence Force | 3 | |
| 7 | Constituency Representatives | 14 | |
| 8 | ex officio members appointed by the President subsequently (out of the total 27) | 15 | |

¹⁹ IPU Parline (2023) Global Data on National Parliaments. Available at: https://data.ipu.org/node/180/data-on-women?chamber_id=13479#

Generally, as shown above, the numbers of women in Parliament are boosted by affirmative action which provides for a woman representative for each district. The current parliament has 146 women representing districts and cities. Important to note is that only a smaller number of women (14) won the election against men for the direct constituency elections.

In Uganda, the participation of women in politics has always been a process burdened with patriarchal tendencies that often marginalise women. However, on assuming state power in 1986, the National Resistance Movement introduced a number of opportunities through affirmative action policies that have enabled more women to participate in politics from grassroots to parliament much as the progress is slow.

4.1.3 Women vs Men representation in Parliament

The 1995 Beijing Platform for Action to which Uganda is a state party flagged 12 critical areas of concern where urgent action was needed to ensure greater equality and opportunities for women and men, girls and boys. These included having equal participation in politics, accessing education, having an income and living in societies free from violence and discrimination. Therefore, the findings in Table 4.1 below present women and male participation in parliamentary elections over the years.

Table 4.1: Women vs Men representation in Parliament

| Term of Office in Parliament | Female MPs | | | | | Male MPs | | | |
|---------------------------------|-------------------|------|---------------------|------|-----------------|-------------|-----------|-----------|--------------------------|
| | Elected on A.A | | Directly elected | | # Femal e | % Female | # Male | % Male | Tot al # of MPs |
| 8th Parliament | 69 | 90.8 | 7 | 9.2 | 76 | 24.6 | 233 | 75.4 | 309 |
| 9th Parliament | 11 | 86.9 | 16 | 13.1 | 130 | 33.7 | 254 | 66.3 | 383 |
| 10th Parliament | 11 | 78.7 | 30 | 21.3 | 141 | 33 | 286 | 67 | 427 |
| 11th Parliament | 17 | 92.5 | 14 | 7.4 | 188 | 33.8 | 368 | 66.2 | 556 |

In the current Parliament, 33.8% of the members are female while 66.2% are male. Despite the fact that the proportion of women members of the 10th Parliament is low at 33.8%, it's slightly above the 30% target set during the Beijing Platform for action. This means that Uganda is making significant strides in advancing women's political representation in Parliament.

However, since majority of the women who go to parliament do so on the affirmative action ticket, this has become a disadvantage to women as many people believe that this is the only way they can be elected to parliament, and hence reserve the direct seats for the men. Therefore, more needs to be done with regards to empowerment of women to ensure equal competition and representation of men and women as directly elected Parliamentarians.

4.1.4 Comparison of Women representation in Parliament with selected African Countries

The Commission made a comparison of women representation in Uganda with other African countries and the findings are presented in Table 4.2 below.

Table 4.2: Comparison of Women representation in Parliament with other African Countries

| S/N | Country | Elections | Seats | Women | % of women in Parliament | Global Rank |
|----------|---------------|----------------|------------|------------|--------------------------|------------------------|
| 1 | Rwanda | 09. 2018 | 80 | 49 | 61.3% | 1 st |
| 2 | South Africa | 05. 2019 | 400 | 185 | 46.3% | 11 th |
| 3 | Senegal | 07. 2022 | 165 | 76 | 46.1% | 14 th |
| 4 | Namibia | 11. 2019 | 104 | 46 | 44.2% | 17 th |
| 5 | Mozambique | 10. 2019 | 250 | 108 | 43.2% | 19 th |
| 6 | Uganda | 01.2021 | 556 | 188 | 33.8% | 49th |
| 7 | Botswana | 10.2019 | 63 | 07 | 11.1% | 157 th |
| 8 | Liberia | 10.2017 | 73 | 08 | 10.9% | 159 th |
| 9 | Guinea-Bissau | 06.2023 | 102 | 10 | 9.8% | 165 th |
| 10 | Gambia | 04.2022 | 58 | 05 | 8.6% | 166 th |
| 11 | Nigeria | 02.2023 | 358 | 14 | 3.9% | 180 th |

Source: (IPU, 2023)

The findings in Table 4.2 above reveal that at a global rank of 49 out of 195 countries, Uganda is fairing quite well with regard to women representation in parliament. Fair

women representation in parliament helps to promote issues of women, strengthen the advocacy skills of women leaders to curb corruption, improve policy outcomes, and promote the inclusiveness of minority groups in public spheres, (UNDP, 2017).

On the other hand, with 33.8% representation of women in Parliament, Uganda is slightly behind the African countries with highest female representation, like Rwanda (61.3% women), South Africa (46.3%), Senegal (46.1%) Namibia (44.2%) and Mozambique (43.2 %). Notably, the data above also tells a story about the size of Uganda's parliament relative to other African countries.

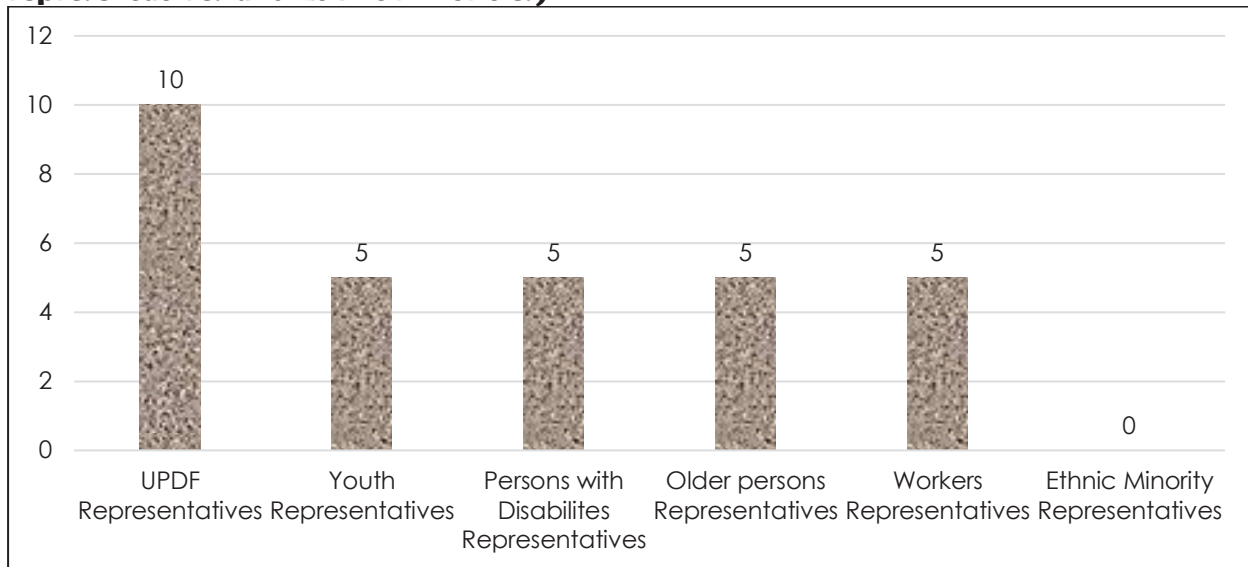
Women competing for elective positions in the country report to face numerous challenges including discrimination or cultural beliefs that limit their participation in politics in society, balancing private, family and political life, commercialization of politics, gaining support from political parties and securing campaign funding. Sometimes, they face harassment and intimidation. Some women may even be discouraged from running for office hence leaving men in the positions of power.

Whilst the Commission applauds the government for introducing affirmative action policies that have seen women's representation at different levels improve, more needs to be done so as to match the neighboring African countries. This change is possible if political commitment, mindset change and adequate legal and policy frameworks are put in place to provide an equal ground for participation of both women and men.

ii. Other special interest groups; (Youth, Persons with Disabilities, Older persons, UPDF representatives, worker's representatives and Ethnic minorities)

Analysis was made to ascertain representation of selected vulnerable groups in Parliament of Uganda and the findings are presented below.

Figure 4.4: Distribution of other special interest groups representatives in Parliament (Youth, Persons with Disabilities, Older persons UPDF representatives, Workers representatives and Ethnic minorities)



Source: PoU of Uganda data sets May, 2023

Findings in Figure 4.4 above reveal that other special interest groups have representation in Parliament much as the quotas are low when compared to the total populations they represent. For example, the youth and persons with disabilities make up 19% (approximately 8,786,892 million) and 5.4% (approximately 5,780,850) of the entire population in Uganda respectively.

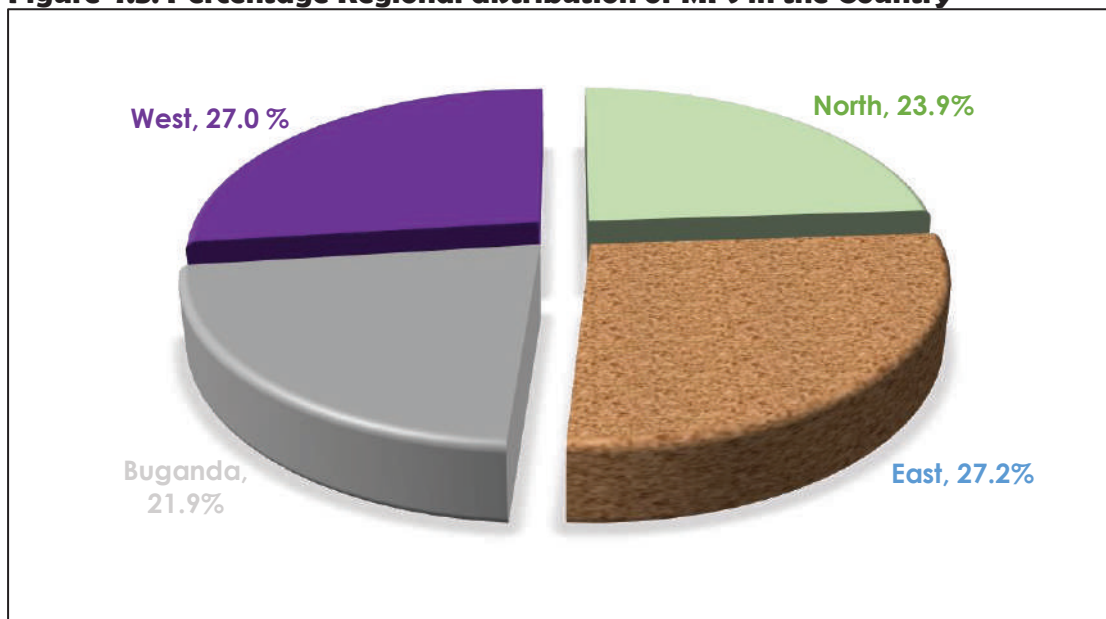
In addition, important to note is that ethnic minorities do not have any representation in Parliament at all, as well as in the local governments they occupy. They have been left out with regard to access to national services and resources due to lack of representation in the political space among the other factors.

Research shows that there is a close correlation between representation in Parliament and addressing constituents concerns in the law. As the number of representatives for vulnerable groups in legislature increases, the opportunities for these leaders to promote legislation related to their constituent's issues similarly increases. Therefore, quotas for ethnic minorities should also be provided in Parliament for fair and equal representation of all vulnerable groups at a national level.

4.1.5 Regional distribution of 556 Members of Parliament in the Country

Regional distribution of MPs in the country was analysed and the findings are presented in Figure 4.5 below.

Figure 4.5: Percentage Regional distribution of MPs in the Country



MoLG data sets 2023

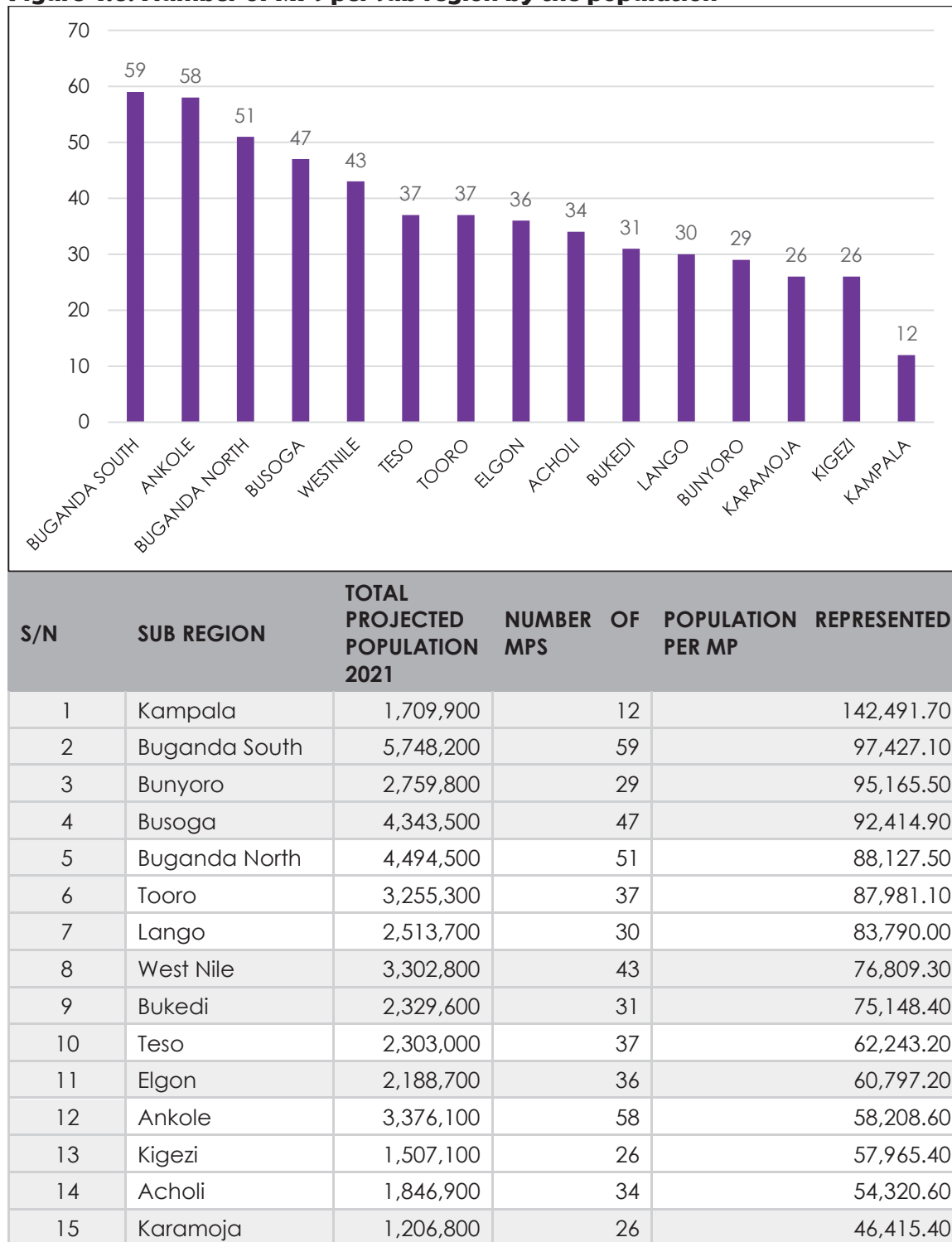
The findings in the figure above reveal that majority of the MPs were from Eastern and Western regions, with each region accounting for 27.2% and 27% of the legislators respectively. These were followed by MPs from the northern region (23.9%). Buganda region had the least representation in Parliament at 21.9%.

This shows inequitable representation at the national level when compared to populations of the respective regions. For example, Buganda region has the highest population in the country (approximately 11,952,600 million) and yet it has the least proportion of MPs in Parliament.

4.1.6 Analysis of Number of MPs by the average population represented

Analysis was made to ascertain the levels of equity in distribution of MPs per district, city and sub region by the population and the findings are presented in Figure 4.5 below.

Figure 4.6: Number of MPs per sub region by the population



Source: MoLG data sets 2023

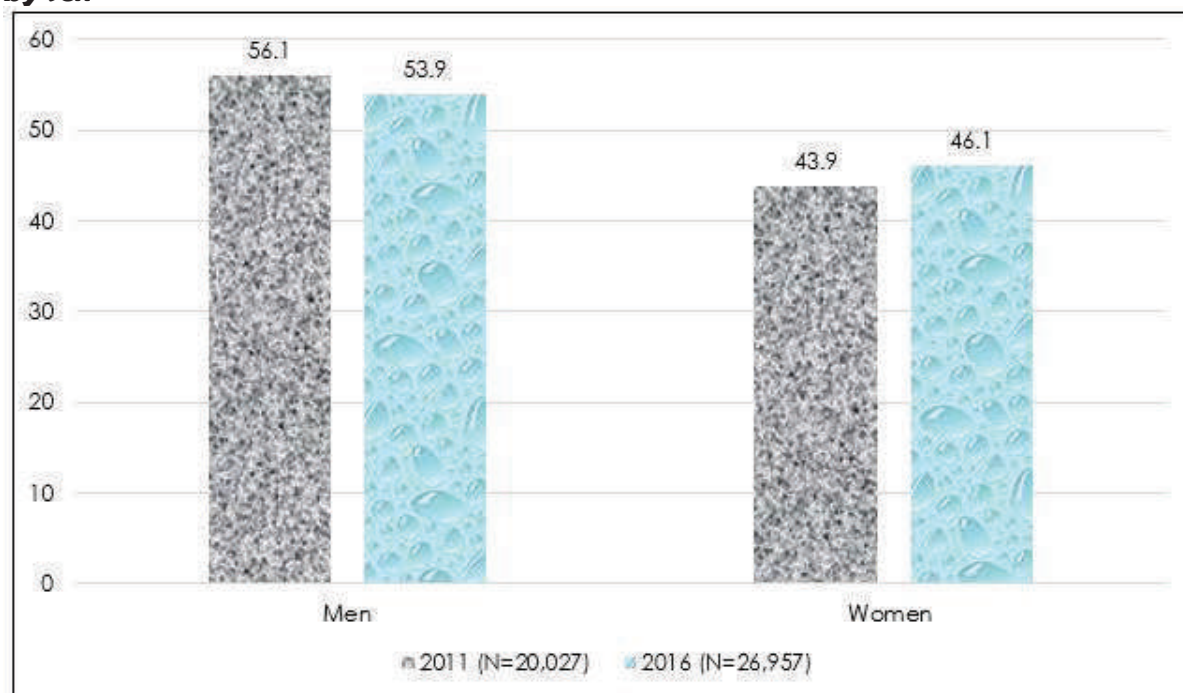
Analysis of the data above in figure 4.6 above reveals that regions such as Karamoja, Acholi, Kigezi and Ankole have a higher number of MPs compared to the population represented.

For instance, this shows that on average 1 MP in Karamoja Sub region represents 46,415 people while 1 MP in Buganda South represents 97,427 people.

4.2 Political Participation at Local Government Level

The LG Act, 1997 (as amended) provides for equal participation by women and men who are registered voters and who meet all the requirements to contest for a given local government political office. In addition, Section 117(1) of the Act provides for gazetted positions for women, youth, persons with disabilities, workers and older persons, in all local council elections.

Figure 4.7: Percentage distribution of elective political positions at local government by sex

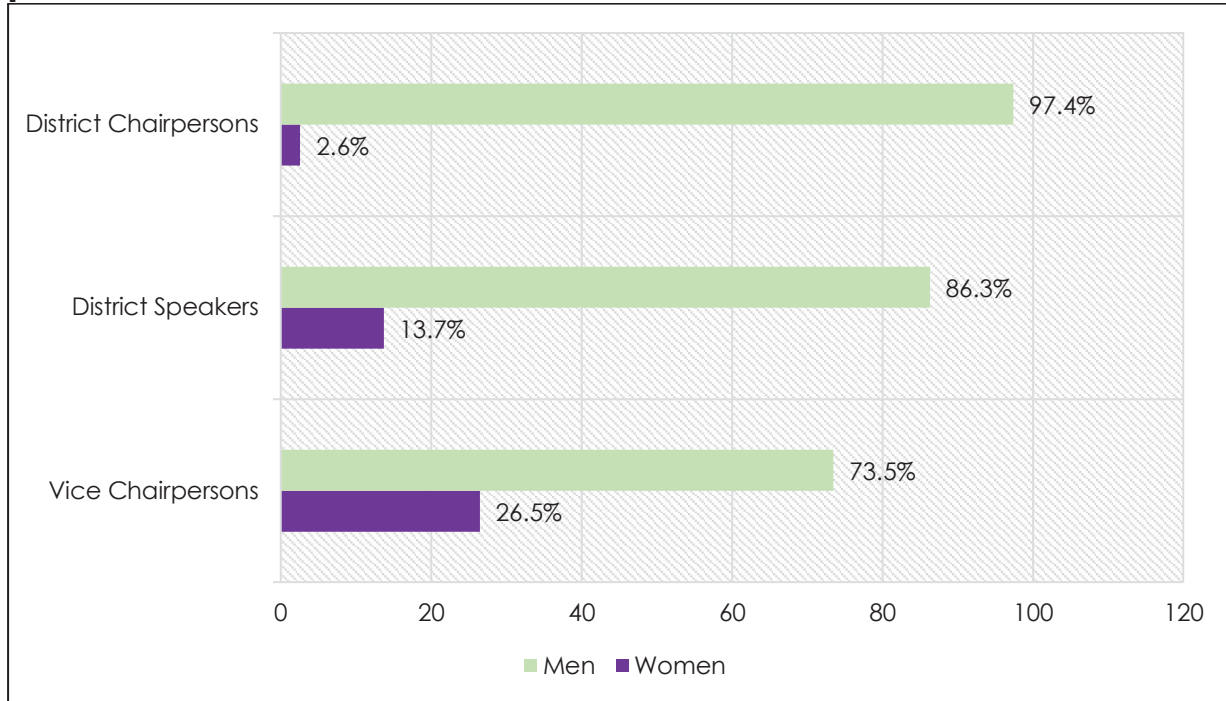


Source: EPRC (2021) citing Electoral Commission; 2011 & 2016 Local Government Elections

As seen in the figure above, the participation of both women and men as candidates for elective political positions at the local government level is fairly equitable. However, this picture fades for top leadership positions at the local government level. A study by FOWODE in 2020 observed that the composition of leaders in primary

leadership positions in the local governance structure are still dominated by men, with women representation considerably low, especially for the top positions. See Figure 4.8 below.

Figure 4.8: Percentages of women representation in the top district leadership positions



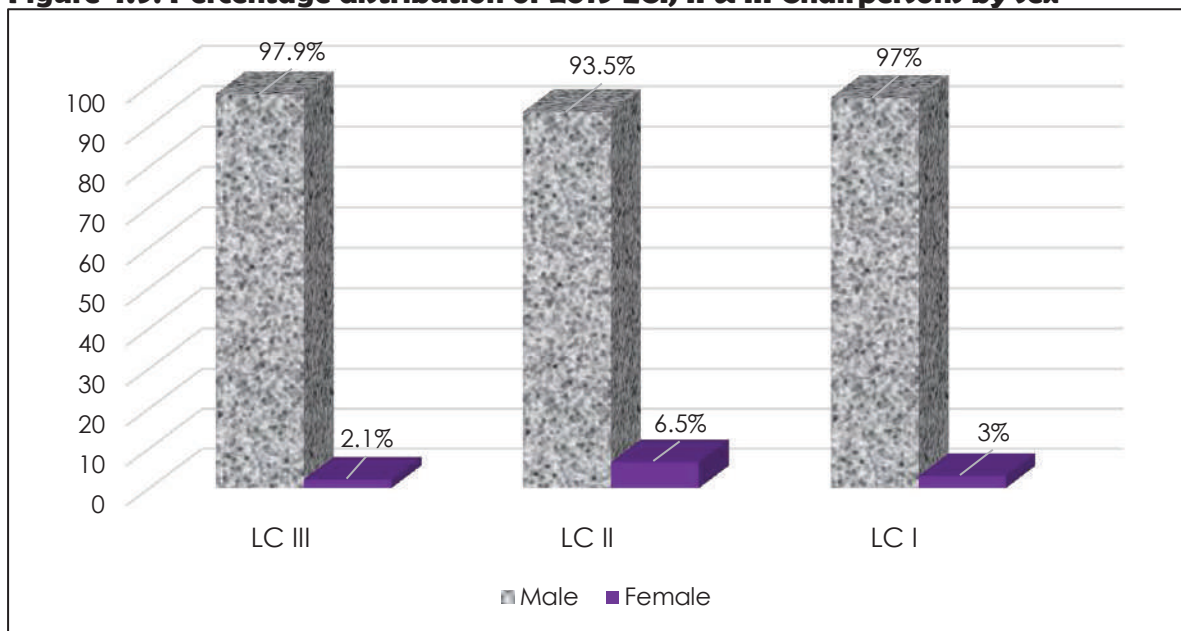
Source: EPRC (2021) citing FOWODE (2020)

The level of women's participation in top district leadership positions remains low, notwithstanding the promising national legal and policy frameworks for women's political participation at the local government level. The small proportion of women relative to men occupying top district leadership positions implies a lot in terms of involvement in critical decision-making processes. Women's voices remain far from being expressed at this level of leadership.

4.2.1 Representation at the Local Council levels (LCI, LCII, LCIII)

Further analysis with regard to representation at the Local Council levels was made and the findings are presented below. At the local council level, the low participation of women is further manifested as shown in Figure 4.9 below;

Figure 4.9: Percentage distribution of 2019 LCI, II & III Chairpersons by sex



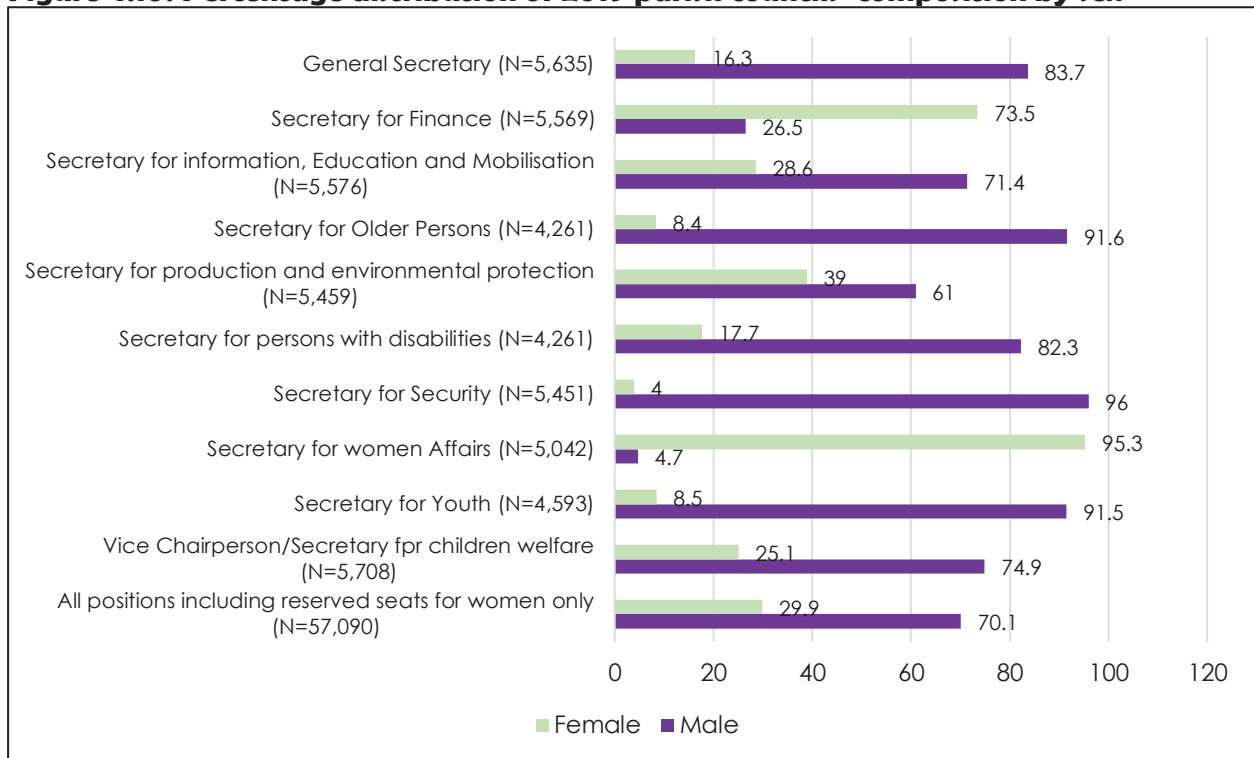
Source: EPRC (2021) citing Electoral Commission

As shown in Figure 4.9 above, Local Council Chairpersons' seats are dominated by men at the different levels, with 97.9% (at LC III level), 93.5% (at LC II level) and 97% (at LC I level). A limited number of women occupied Chairperson positions at the different levels. There were only 3% at the LC III level, 6.5% at the LC II level and 3% at the LC I level. The situation is similar with regard to representation at the parish council levels (See Figure 4.10 below).

Generally, the results as per the LG elections have shown that women remain under-represented in local government politics. Having disproportionately fewer women than men in LG politics offers them an unfair advantage, ultimately overshadowing them in decision-making. This also implies that the issues that specifically affect women may not be prioritised during planning and budgeting at the local government level.

By adopting the SDGs, including goal 5, Uganda committed to ensuring women's full and effective participation and equal opportunities for leadership at all decision-making levels. Despite affirmative action, women in Uganda remain under-represented in LGs. With the advent of the Parish Development Model (PDM), parishes are the lowest unit of planning for service delivery and poverty alleviation in LGs. Therefore, positioning women in parish councils becomes vital in ensuring gender equality and equity concerns are adequately mainstreamed in development projects.

Figure 4.10: Percentage distribution of 2019 parish councils' composition by sex



Source: Electoral Commission; 2019 parish council elections

4.3 Impact of Special interest groups representation at National and LG levels

Addressing the development concerns of the marginalized groups requires that the representatives proactively raise all-round issues that affect the well-being of their constituents, follow them up for redress in order to create impact, equity and inclusion for all persons. Some of the pertinent impacts registered by the representatives are highlighted below;

4.3.1 Impact of Women representation at National and LG levels

Pursuant to the gender responsive provisions in the constitution, inclusion of women in leadership at national and local government levels has had some positive impacts in Uganda. Women are powerful agents of change, and the benefits of inclusion of women in leadership and decision-making are increasingly recognized in all spheres. These include;

- i. Women leaders have advocated for laws that have helped address historical discrimination faced by girls and women for example, in laws giving preference to the male child in cases of inheritance and land ownership. Currently, inheritance land rights and laws now recognize women and girls as entitled to land and property.
- ii. Women in Parliament championed G&E responsive legislation, planning and budgeting which has enabled all MDAs and LGs to ensure that public resources are used to meet the needs of the poorest and most vulnerable women and men, girls and boys equitably hence improving their livelihoods through better education, better health outcomes, engagement in gainful employment among others.
- iii. Women leaders have used their own personal experiences to help shape the lives of the new generation of Ugandan society. Successful women leaders have served as powerful mentors and role models to younger women and girls which has enhanced girl's confidence, self-esteem, broken down stereo types and barriers, which has enabled the girls to pursue leadership roles, better careers, among others.
- iv. Women leaders have amplified awareness creation on social, cultural and traditional practices offensive to women and girls such as female genital mutilation, forced and unlawful marriages, child sex abuse, domestic abuse, human trafficking and sexual violence. These vices have reduced in the

country overtime and are now punishable by law due to increased awareness, among others.

- v. Women in leadership positions have advocated for designing, implementation and inclusion of women in special programs and projects so as to advance women economic advancement, for example, UWEP, PDM, YLP Emyooga, among others. This has improved household livelihoods since women are accessing and benefiting from these programmes and contributing to the money economy as well.
- vi. Women leaders have encouraged women to join savings groups which have offered a space where women learn to engage better and be able to associate and improve on their wellbeing and that of their families.
- vii. Women in leadership positions act as inspirational leaders to young girls, which has helped increase access to education among young girls in Uganda since they usually aspire to be like these women in the future. Girls keeping in school, among other interventions, has helped to reduce on teenage pregnancies, poverty and disease. Girls are now empowered to make better long-term decisions that affect their lives, families, and communities.
- viii. Women leaders have championed male leaders as allies and not competitors to get support to all help women and girls advance economically. In this way, male champions have served as agents in a concerted effort to cause change for the inclusion and effective participation of women in all programmes, at all levels and across all sectors including the home.

4.3.2 Impact of Persons with Disabilities representation at National and LG levels

The Government of Uganda has made provision for, and implemented affirmative action in the form of political self-representation for persons with disabilities at all levels of governance. Leaders for persons with disabilities at the national and LG levels have had some positive impacts in Uganda among which include;

- i. Through the representation of persons with disabilities at the national and LG levels, there is improvement and transformation in how individuals with disabilities are perceived and treated hence reduced stigma. This has also had a positive impact on persons with disabilities in terms of recognizing their own capabilities through their leaders.
- ii. Leaders for persons with disabilities requested to be allocated a specific ceiling under the Parish Development Model (PDM) Programme as affirmative action. They mentioned that their constituents could not favorably compete with those who are not physically handicapped. Persons with disabilities can now access 10% of the PDM funds through PDM SACCOS.
- iii. In 2021, leaders for persons with disabilities requested for an increment in the allocation for the National Special Grant for Persons with Disabilities to at least UGX 17 billion to cater for the 31 local Governments that had not benefited from the grant. The budget for the Programme was enhanced from UGX 9.6 billion to UGX 16.6 billion in the FY 2022/23 and a total of 2,656 PWD groups in 16,000 households benefitted from the programme and through starting up income generating activities (MoGLSD, 2022).
- iv. Leaders for persons with disabilities have tirelessly lobbied for devices needed by their constituents. For example, school beds, wheelchairs, white canes and artificial limbs for both school-going children with disabilities and adults. Between 2016 and 2020, 10 beds of children with disabilities; 6 wheel chairs; 50 white canes; and 10 artificial limbs were procured and distributed to various inclusive schools and communities in Kabale district through their leaders which have helped aid easy mobility (NUDIPU, 2021).
- v. In Nebbi, all the buildings at the district headquarters have ramps to facilitate easy access and/or independent mobility for persons with physical impairments, visual impairments, expectant mothers, older persons and any others who may be physically weak. This was not the status until the councilors

representing persons with disabilities advocated for accessible ramps at entrances of key district offices (NUDIPU, 2021).

- vi. Leaders for persons with disabilities have played a big role in mobilising their constituents to form self-help groups which has made awareness-creation easier. Particularly, awareness has been made on health, education and economic rights of persons with disabilities; i.e., access to assistive devices; medical care; inclusive education; access to agricultural inputs; and access to soft loans by government initiatives, among other rights and entitlements.
- vii. Persons with disabilities in leadership positions act as inspirational leaders which among others has helped improve on access to education among their constituents since they usually aspire to be like their leaders.

4.3.3 Impact of Youth representation at National and LG levels

In accordance with the provisions of the constitution, inclusion of youth in leadership at national and local government levels has had some positive impacts in Uganda. Some of the achievements include;

- i. The youth MPs also contributed to advocating for the Youth Venture Capital Fund worth UGX. 25 billion, aimed at supporting the growth of business ventures owned by youths. This venture helped some of the youth beneficiaries to start up income generating projects hence reducing on the unemployment rates of youth in the country.
- ii. Youth MPs influenced the conceptualisation and passing of the Higher Education Financing Act of 2011, which set up the University students' loan scheme. This scheme has enabled academically deserving but financially needy students to access higher education.
- iii. The 9th Parliament youth MPs were credited for contributing to the formation of the Youth Livelihood Programme (YLP) under the Ministry of Gender, Labour and Social Development. This fund has helped youth in skills development, livelihood support, and institutional support which components have been essential in the drive to alleviate poverty and unemployment among the youth.
- iv. In the 9th Parliament (2011– 2016), youth MPs contributed to the development of the National Youth Manifesto 2011–2016, which highlighted

four major policy issues concerning youth, namely: youth participation in decision making, improvement in health, education and employment.

4.3.4 Impact of Older person's representation at National and LG levels

In accordance with the provisions of the constitution, inclusion of older persons in leadership at national and local government levels has had some positive impacts in Uganda. However, it is important to note that the MPs for older persons are the latest special interest group to enter parliament on Affirmative action policy. Some traceable impacts of the older persons in Uganda include;

- i. In 2010, leaders including those for older persons, advocated for a grant specifically for older persons since the Vulnerable Family Grant was not well accepted by the community. Government introduced the SAGE Programme specifically for older persons which has since then helped to: Improve welfare of the older persons and their families through improved food security, access and uptake of health services; improved savings and investment, for example, beneficiaries have formed savings and loan groups, which savings are used to cover emergencies; increased social inclusion and empowerment where by older persons consistently report improved participation in community affairs, sense of self-esteem and empowerment.
- ii. Leaders for older persons have continuously advocated for the target age for SAGE beneficiaries to be lowered so as to benefit all older persons aged 60 years and above as per the Constitution of the Republic of Uganda. The leaders highlight that the package being given is very eliminative and discriminative as far as the age bracket is concerned. To address this challenge, the Government initiated the Special Enterprise Grant for Older Persons (SEGO) aged 60-79 years that are not enrolled onto the SAGE programme. This will help older persons who had been left out of SAGE to start income generating enterprises to support their households.
- iii. Leaders for older persons requested to be allocated a specific ceiling under the Parish Development Model (PDM) Programme as affirmative action. They mentioned that their constituents could not favorably compete with the younger people for these resources. Government revised the PDM model guidelines to include 10% allocation for older persons enterprises and this will

enable them be active in the money economy through starting up self-help projects or boosting the ones in existence.

Generally, despite the strides registered in improving special interest groups representation at National and Local Government levels, a myriad of challenges have persisted. These include;

i. Societal and cultural barriers

Societal and cultural barriers for particularly youths, persons with disabilities and women hinder their participation in decision making processes. For example, youths are often discriminated due to their age and their views and opinions are ignored due to lack of experience, whereas older persons are regarded as lacking vigor and knowledge to handle contemporary issues affecting marginalized groups.

On the other hand, it was revealed that the societal patriarchal value system favors sexually segregated roles, which hinder the advancement, progress and participation of women in any political/decision making processes. In addition, societal perception about leadership ability of women and women's lack of assertiveness are some of the barriers that hinder their participation. Culturally, there is a belief that women are supposed to be led but not to lead. Therefore, men usually undermine the ideas presented by the women. This in turn makes the women have low self-esteem and in the end fail to effectively participate in some of the decision making processes.

ii. Economic barriers

Limited access to financial resources among women, youth, older persons, persons with disabilities to a greater extent hinders their participation and representation in political decision-making process. They also generally lack economic resources to fully sustain election campaigns and therefore are often at a disadvantage to compete with their male counterparts. Similarly, even when they are elected into positions, they face unique financial obstacles in reaching out to their constituents who are normally widely spread geographically in remote rural areas.

For example, during an interview with the Woman Councilor from Pallisa district, she recounted that women lack access to resources and yet Councilors are not paid for their services as representatives of the marginalized groups. The councilors further mentioned that their kind of work involves a lot of expenses in mobilization among

other activities. As a result, they fail to meet their constituents regularly. Similarly, the majority of the youths and persons with disabilities, on the other hand, are unemployed and therefore lack access to means of production, yet finances have a direct relationship and influence on their participation in political engagements.

iii. Limited sharing of feedback & information

The representatives of the marginalized and vulnerable groups do not regularly interface with their constituents. There is a communication gap across all levels of governance which has limited opportunities for youth, women, PWDs and older persons to adequately express views and concerns directly to their representatives.

Interactions with civil society organizations at the national level revealed that the youths Members of Parliament hardly hold any dialogues with them on emerging issues affecting youths. There is a perception that the MPs are not bothered since they will not seek re-election as youth representatives due to age restrictions. During FGD interactions in some districts such as Kole, it was also revealed that community members only meet their representatives during social events such as burials and that the members are never consulted on any of the decisions that were made concerning the community.

iv. Lack of Access to information

Full engagement of Special Interest Groups in decision-making processes is still hard due to ignorance of these persons and the lack of access to information to enable them make informed decisions. The persons with disabilities particularly face peculiar challenges with inaccessible buildings, information sources, lack of brailled material and lack of sign language interpreters, among others.

v. Mode of communication during council meetings

The mode of communication in most districts and sub county council meetings is English since it's the official language of Uganda. Hence the council resolutions as well as budgets are documented in English language. This, however, has made it difficult for some councilors representing marginalized groups to present their issues effectively since they are not in position to express themselves very fluently in English. Therefore, they are merely engaged for purposes of realizing quorum and serving to rubber stamp the views of the elite legislators, and as such there is no value added in terms

of influencing effective planning, budgeting and decision-making processes to uplift their livelihoods. As a respondent noted,

... While there are many factors at play, failure to communicate effectively non-education stands out as one of the key reasons for the lack of participation among the vulnerable and marginalised groups, DCDO, Budaka district.

vi. Lack of awareness on rights to equal opportunities and representation

It was found out that there is low level of awareness among vulnerable and marginalized groups as duty holders on their rights to equal opportunities and representation. Therefore, the youths, women, persons with disabilities and older persons especially at grass root level are unable to hold their representatives (duty-bearers) accountable.

vii. Inaccessibility to council halls & chambers for Persons with disabilities

The majority of local government buildings lack standard ramps and the internal environment is also not fully accessible for persons with disabilities. In addition, persons with visual and hearing impairment are often treated as homogeneous to those with physical mobility disabilities and are not catered for. This ultimately hinders their effective participation in decision-making processes, and therefore unable to air out their peculiar concerns.

viii. Inadequate allowances for councilors with disabilities

It was established that all local government councilors receive the same allowances including sitting, transport, lunch, and safari day and night allowances; while no extra support is given to persons with disabilities for their accessibility needs (such as sign language interpreters, guides and helpers).

4.4 Equity analysis of distribution of Cities and Municipalities

The Government of Uganda gazetted Cities, Municipal Councils, Town Councils and Town Boards as a launch-pad for urbanization. In Uganda, the gazetted cities, municipalities and town councils are defined as urban areas as per section (1)(s) of the Local Government Act 2000.

4.4.1 Equity in distribution of cities by sub regions in Uganda

Article 179 of the Constitution of Uganda and Section 7 (2)(a) of the Local Governments Act, 1997 (as amended) mandate parliament to create cities through alteration of boundaries of the existing districts. The National Urban Policy, 2017 classifies a City if an urban area satisfies the following criteria:

- i. Has a population of at least 300,000 residents within a minimum area of 50 square kilometers with a minimum density of 6,000 persons per square kilometer and a maximum density of 20,000 persons per square kilometer in an area not exceeding 100 square kilometres.
- ii. Has an integrated City Development Plan in accordance with the policy.
- iii. Has demonstrable capacity to generate sufficient revenue to sustain its operations.
- iv. Has the capacity to effectively and efficiently deliver essential services to its residents as shall be provided for in the Urban Development law.
- v. Has institutionalized active participation by its residents in the management of its affairs.
- vi. Has infrastructural facilities, including but not limited to roads, street lighting, market, fire stations, and an adequate capacity for disaster management.
- vii. Has a capacity for functional and effective waste management system.

The Commission made an investigation on equity in distribution of cities by sub region and the findings are shown below.

Table 4.3: Equity in distribution of cities by sub regions in Uganda

| S/N | Sub region | No. of cities | Population Projections UBOS 2022 | Name of the City |
|-----|---------------|---------------|----------------------------------|------------------|
| 1 | West Nile | 1 | 380,100 | Arua city |
| 2 | Elgon | 1 | 339,000 | Mbale city |
| 3 | Busoga | 1 | 277,500 | Jinja city |
| 4 | Lango | 1 | 256,000 | Lira city |
| 5 | Buganda South | 1 | 233,000 | Masaka city |
| 6 | Ankole | 1 | 229,800 | Mbarara city |
| 7 | Acholi | 1 | 219,800 | Gulu city |
| 8 | Bunyoro | 1 | 131,000 | Hoima city |
| 9 | Tooro | 1 | 119,900 | Fort portal city |
| 10 | Teso | 1 | 74,800 | Soroti city |
| 11 | Buganda North | 0 | | |
| 12 | Bukedi | 0 | | |
| 13 | Kigezi | 0 | | |
| 14 | Karamoja | 0 | | |

Source: MoLG data sets 2023

As highlighted above, for an area to be given a City status, it should, among others, have a population of at least 300,000 residents however, findings in Table 4.2 above reveal that with regard to population, it is only Arua (380,100) and Mbale (339,000) that qualify to be cities.

Further analysis revealed that 10 sub regions have cities while four sub regions of Bukedi, Kigezi, Karamoja and Buganda North do not have any. This shows that there is inequitable distribution of cities among sub regions.

The MoLG revealed that Parliament granted that the last batch for creation of cities that will commence on July 1, 2023 will include: Nakasongola, Moroto; Kabale, and Wakiso. However, with this decision, Bukedi sub region, where Tororo is expected to attain this status, was left out.

It is widely 'anticipated' that for City to be an elevation from a Municipal Council Status, it should be set up with consideration of stature, prominence, population size, level of development. Looking at the selective nature behind the creation of cities, it is easy to deduce the balancing act of the Cabinet decision in ensuring each region was represented with at least a city selected to each of the 14 sub regions of Uganda regardless of the other considerations. If indeed, cities were created with regional

balancing considerations, it would have comforted other regions that missed out, (ACODE, 2020).

It should be noted that Cities are important drivers of development and poverty reduction in both urban and rural areas because they are places where entrepreneurship, technological innovation and other economic activities can flourish (United Nations, 2014). This means that inequitable distribution of cities may result into some sub regions developing more than the others.

In Uganda, urbanization has been looked at a prerequisite for the country to achieve the upper-middle-income status as part of achieving Vision 2040, as well as SDG 11 (*building sustainable cities and communities*) hence the need to equalize distribution of cities in all the sub regions.

Further analysis was made to ascertain the level of equity in the distribution of Municipal councils by sub regions in Uganda and the findings are shown in Table 4.4 below.

Table 4.4: Equity in distribution of Municipal councils by sub regions in Uganda

| S/N | Sub Region | No. of Municipal Councils | Total Population 2021 | Projected |
|-----|---------------|------------------------------|-----------------------|-------------------|
| 1 | Buganda North | 5 | 4,494,500 | |
| 2 | Buganda South | (NB: all in Wakiso) 4 | | 5,748,200 |
| 3 | Ankole | 4 | | 3,376,100 |
| 4 | Busoga | 3 | | 4,343,500 |
| 5 | Kigezi | 3 | | 1,507,100 |
| 6 | Bukedi | 2 | | 2,329,600 |
| 7 | Karamoja | 2 | | 1,206,800 |
| 8 | West Nile | 2 | | 3,302,800 |
| 9 | Acholi | 1 | | 1,846,900 |
| 10 | Bunyoro | 1 | | 2,759,800 |
| 11 | Elgon | 1 | | 2,188,700 |
| 12 | Lango | 1 | | 2,513,700 |
| 13 | Teso | 1 | | 2,303,000 |
| 14 | Tooro | 1 | | 3,255,300 |
| 15 | Total | 31 | | 42,885,900 |

Source: MoLG data sets 2023 & UBOS projected population 2021

It should be noted that municipalities are created in accordance with the guidelines issued by the MoLG which are based on population, geographical size, infrastructure, generation of revenue, and participation of citizens.

With regard to population size, the distribution of Municipal councils was found to be inequitable as shown in Table 4.4 above. In addition, all Municipal councils in Buganda South region were only located in Wakiso district.

Sub regions with higher numbers of municipal councils receive more resources compared to those with less municipal councils, leading to inequitable development within the different sub regions in the country.

4.5 Key Observations on political participation

- i. Ethnic minorities do not have any representation in Parliament as well as in the local governments.
- ii. Ethnic minorities on account of their small population do not have the ability to be elected in Parliament using any of the available platforms. They suffer from domination and cultural imperialism of the dominant tribes. Some of the ethnic minorities such as the Maragoli in Kiryandongo and Bennet in Sebei are still struggling to be recognized as citizens of Uganda by ethnicity.
- iii. Quotas for persons with disabilities and youth are low in relation to their population.
- iv. There is low representation of women at both the lower and upper local governments. For example, the number of women elected as chairpersons LCI, LCII, LC III and LCV is still very low.
- v. Ten sub regions have operational cities while four cities in the sub regions of Kigezi, Karamoja, Buganda North and Buganda South are pending operationalization (*Wakiso, Nakasongola, Kabale and Moroto*).
- vi. In Bukedi sub region, no district has been identified to house a city according to Parliament's decision on cities identified to be created in the last batch.

4.6 Recommendations

- i. Government through the MoLG should expedite the process of creating identified cities and municipalities.
- ii. The establishment of cities and municipalities should strictly be based on the laid down technical criteria, taking into account the population, geographical size, revenue generation, infrastructure facilities, level of urbanization, among others. There should be a uniform criterion for creation of all constituents in Uganda.
- iii. Representation of special interest groups in parliament should be based on a ratio of 1:1,000,000. For example, for every 1 million youth, there should be 1 representative.
- iv. Parliament should enact special measures and legislation to guarantee marginalized groups (*in particular ethnic minorities*) access to the legislature as well as local councils and decision-making positions, through reserved seats so as to ensure fair and equal representation of all vulnerable groups at a national and local government levels.
- v. The MoLG should periodically sensitize, train and backstop Councilors representing the youths, women, and Persons with Disabilities and Older Persons at local government level on a quarterly basis. This will enable them to reflect on their performance and enhance their skills and approach to strategically represent and advocate for the concerns of their constituents.
- vi. The MoLG should develop and implement a plan for the technical adaptation of buildings associated with the decision-making process as well as improve the internal environment for inclusive participation at the district and local councils, taking into account the standards to ensure accessibility for all persons, especially persons with disabilities.
- vii. The district and sub county level Councils should allow the use of local dialects during deliberations in council meetings as well as interpretation of resolutions for the benefit and active participation of those that may not be in position to communicate effectively in the English language.
- viii. Based on the analysis on the availability of inclusive infrastructure, further development of cities and municipalities should be cognizant of gender and equity needs for all categories of people.

CHAPTER FIVE

STATE OF EQUAL OPPORTUNITIES UNDER HUMAN CAPITAL DEVELOPMENT

5.0 Introduction

Human Capital Development is one of the 20 programmes of the NDP III and it operationalizes objective four that seeks to “*Enhance the productivity and social wellbeing of the population*”. The Programme aims at increasing productivity of the population for increased competitiveness and better quality of life for all.

Investment in Human Capital Development is essential for countries to grow their economies and improve the well-being of their citizens. Uganda has made significant progress in human development in the last three decades. Between 1990 and 2021, Uganda's HDI value improved from 0.329 to 0.525, representing an increase of 59.6 percent.

However, Uganda is ranked among the countries in the lowest quartile of the Human Capital Index (HCI) distribution, with an index slightly lower than the average for the Sub-Saharan Africa region. Uganda's low ranking in the HCI is mainly due to the country's low education and health outcomes.

In that regard, the Commission conducted an assessment on the State of Equal Opportunities Under Human Capital Development mainly focusing on state of equal opportunities in; primary and secondary education, access to the University Students Loans Scheme Programme and access to health services in Uganda.

STATE OF EQUAL OPPORTUNITIES IN ACCESS TO PRIMARY AND SECONDARY SCHOOL EDUCATION IN UGANDA



5.1 Introduction

Equal opportunity and access to education is a central theme in the political agenda of government of Uganda. Indeed, equitable access to quality education, promotion of lifelong learning opportunities and skills revolution underpinned by science, technology and innovation is a Sustainable Development Goal 4 (SDG4) which governments world over, including Uganda, are striving to achieve.

The education sector is one of the key drivers to spur long term economic development in Uganda more so as it seeks to attain Vision 2040 that envisions "A Transformed Ugandan Society from a Peasant to a Modern and Prosperous Country within 30 years", NDP III, as well as the NRM manifesto objectives. In this regard, access and benefit from education programmes should be inclusive to benefit everyone while reducing the challenges faced by the disadvantaged.

The NRM pioneered the Education-for-All policy through the Universal Primary Education (UPE) and Universal Secondary Education (USE) programmes. As a result, there has been a rise in school enrolment at all levels of education. Access to education for all has helped bridge the gender gap as more females are going to school and attaining academic qualifications, enabling them to get well-paying jobs just like their male counterparts (NRM Manifesto 2021-2026).

However, in spite of the significant gains, there are still regional as well as other gender and equity issues in access to primary and secondary school education. Vulnerable students still face several challenges, including barriers to education, Lack of relevant skills, which oftentimes cause a mismatch between the skills provided in training institutions and the labor markets, poor performance, school drop outs, among others.

Educational inequality comprises of unequal distribution of educational resources among different groups in society. This in the long run leads to lower levels of innovation, lower levels of production efficiency, and a tendency to transmit poverty across generations (World Bank, 2015).

This subsection therefore presents the findings regarding access to primary and secondary education focusing on: Primary Leaving Examinations (PLE) Performance by Sub-region 2022, PLE Performance by Local Government (Main District LGs and Municipalities), Best and Poor Performing Local Governments in PLE 2022, Uganda

Certificate of Education (UCE) Performance Index by sub region, Best and Poor performing Local Governments in UCE 2022, Uganda Advanced Certificate of Education (UACE) Performance Index by sub region, Best and Poor Performing Local Governments in UACE 2022, and the general reasons why the Eastern and Northern regions are performing poorly at all levels of primary and secondary education, Performance of Learners with Special Needs in PLE & UCE 2022, Challenges faced by students with disabilities and the New Teaching Curriculum.

5.2 Primary Leaving Examinations Performance by Sub-region 2022

Annually, Primary Leaving Examinations have been administered since 1966 by the Uganda National Examinations Board (UNEB) in both government and private schools in Uganda. In Uganda and across the globe, equitable access to education has been identified as a key factor in economic and social development, and a crucial objective of development policy. In this regard, the Commission conducted an analysis of PLE performance by sub region and the findings are presented in Table 5.1 below;

Table 5.1: PLE Performance Index by Sub-region (2022)

| Sub region | Total Performance Index | Male Performance Index | Female Performance Index |
|-----------------|-------------------------|------------------------|--------------------------|
| Kampala | 75% | 77% | 74% |
| Ankole | 73% | 74% | 72% |
| Buganda South | 68% | 69% | 67% |
| Tooro | 66% | 67% | 66% |
| Kigezi | 61% | 64% | 58% |
| Buganda North | 59% | 61% | 58% |
| Karamoja | 58% | 61% | 54% |
| Bunyoro | 57% | 60% | 55% |
| National | 59% | 60% | 58% |
| Busoga | 52% | 53% | 51% |
| West Nile | 49% | 52% | 46% |
| Teso | 48% | 50% | 46% |
| Lango | 46% | 48% | 44% |
| Acholi | 46% | 49% | 43% |
| Bukedi | 45% | 46% | 43% |
| Elgon | 43% | 45% | 42% |

Source: Computed by EOC using 2022 PLE UNEB Results

Analysis of the 2022 PLE UNEB results reveals that the National performance index was at 59%, with male students performing better than female students with performance indices of 60% and 58% respectively.

At a regional level, the best PLE performing sub regions were; Kampala, Ankole, Buganda South, Tooro, Kigezi, Buganda North, Karamoja and Bunyoro. Despite the fact that Karamoja is still disadvantaged socio-economically, the sub-region's performance index was fairly close to the national performance index at 58%. This is partly attributed to the efforts from a number of NGOs and government interventions supporting primary education in the district as well as the peace the region has experienced after decades of conflicts which were jeopardising government programmes (K.I, Amudat district).

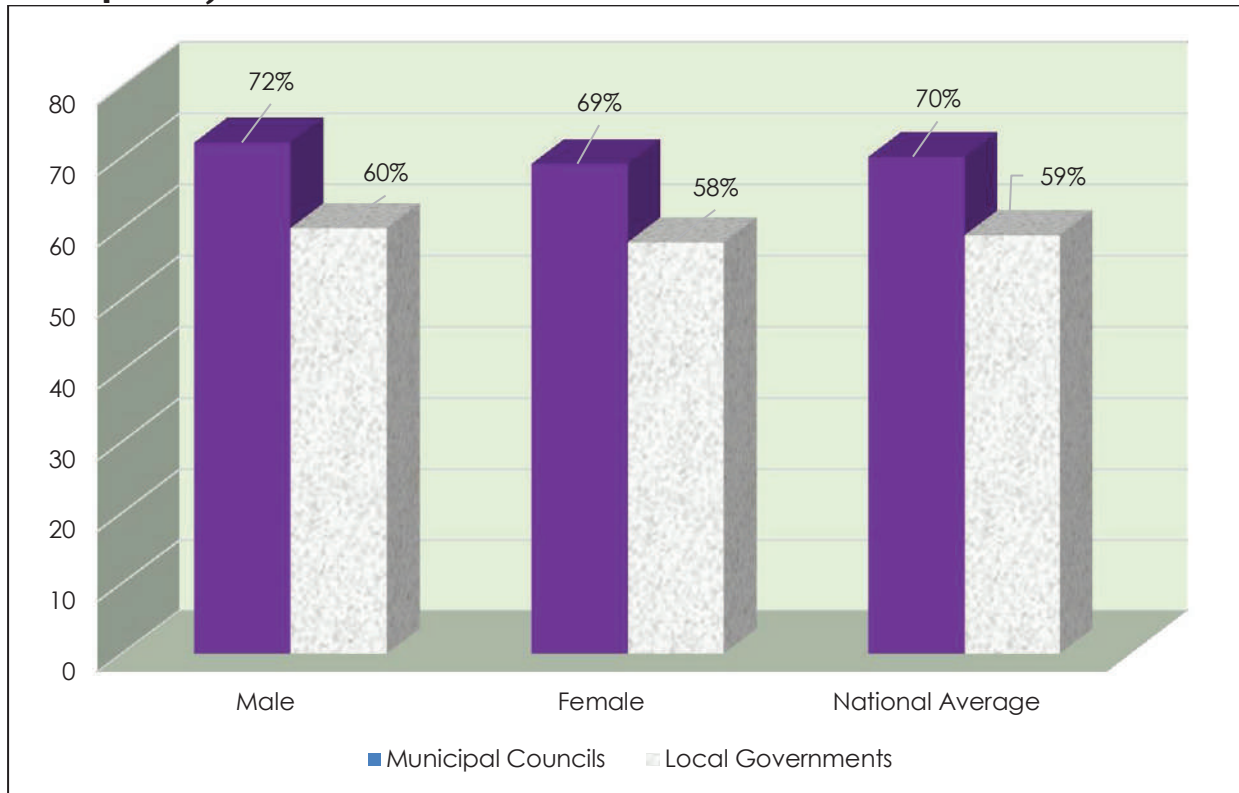
On the other hand, all the poorer performing sub-regions were located in the Eastern and Northern regions and these were; Elgon, Bukedi, Acholi, Lango, Teso, West Nile, and Busoga as shown in Table 5.1 above.

Generally, Buganda and Western regions are performing better in PLE compared to the Northern and Eastern regions, which disparities have greater implications in the regions with poor performances. For instance, when individuals are competing for employment opportunities, there is no special consideration made for those coming from the disadvantaged areas. Hence it is important that quality of education is improved across all regions to enable all persons compete favourably for employment opportunities, regardless of where they are coming from.

5.2.1 PLE Performance by Local Government (Main District LGs and Municipalities)

An assessment was made to ascertain PLE performance of Main District Local Governments in comparison with the Municipalities. The findings are presented in Figure 5.1 below.

Figure 5.1: PLE Performance by Local Government (Main District LGs and Municipalities)



Source: computed by EOC using UNEB data sets 2022

According to the findings in Figure 5.1 above and Table 5.2 below, there are PLE performance disparities between urban areas and rural areas. Generally, all Municipal Councils were performing better in PLE compared to the main district local governments. For instance, in the 2022 PLE examinations, schools in the municipalities had a higher performance index (70%) compared to those in the main district local governments (59%) with a performance disparity of 11%.

Table 5.2: PLE Performance by Local Government (Main District LGs and Municipalities)

| SUB REGION | DISTRICT | Local Government | Municipal Council/City |
|---------------|------------------------|------------------|------------------------|
| Ankole | Bushenyi | 78% | 88% |
| Ankole | Ntungamo | 67% | 86% |
| Kigezi | Kisoro | 55% | 84% |
| Kigezi | Rukungiri | 69% | 83% |
| Ankole | Mbarara | 81% | 83% |
| Kigezi | Kabale | 66% | 80% |
| Buganda North | Mukono | 70% | 80% |
| Buganda South | Kira M/C | | 79% |
| Buganda South | Makindye Ssabagabo M/C | | 78% |
| Tooro | Kasese | 63% | 78% |
| Acholi | Kitgum | 45% | 78% |
| Buganda South | Entebbe M/C | | 76% |
| Ankole | Sheema | 76% | 76% |
| Bunyoro | Masindi | 62% | 72% |
| Buganda South | Nansana M/C | | 72% |
| Ankole | Ibanda | 71% | 72% |
| Busoga | Iganga | 58% | 71% |
| Bukedi | Busia | 56% | 71% |
| Teso | Kumi | 49% | 70% |
| Lango | Lira | 58% | 69% |
| Bunyoro | Hoima | 57% | 69% |
| Acholi | Gulu | 63% | 68% |
| Karamoja | Kotido | 65% | 68% |
| Busoga | Bugiri | 51% | 67% |
| Busoga | Jinja | 61% | 66% |
| Busoga | Kamuli | 52% | 66% |
| Buganda North | Mityana | 64% | 65% |
| Buganda North | Njeru M/C | | 64% |
| Buganda North | Lugazi M/C | | 63% |
| Elgon | Mbale | 55% | 61% |
| West Nile | Nebbi M/C | 54% | 60% |
| Lango | Apac | 53% | 60% |
| Teso | Soroti | 49% | 60% |
| Buganda North | Mubende | 56% | 60% |
| West Nile | Koboko | 55% | 60% |
| Elgon | Kapchorwa | 45% | 58% |
| Bukedi | Tororo | 46% | 57% |
| West Nile | Arua | 53% | 56% |

As shown in Table 5.2 above, Kitgum and Kumi Municipal councils were among the best local governments in PLE across the country and at the same time, the main

districts of Kitgum and Kumi were among the poor performers. If left unaddressed, the above trend could enhance marginalisation and inequalities between rural and urban schools in the same districts.

Poor performance in rural schools is attributed to poor quality of education, inadequate number of teachers and equipment among others, to meet the growing classroom population in these schools. It is critical to note that the lack of access to key educational requirements has a bearing on the innate ability for rural pupils to perform. Given adequate resources and opportunities, pupils in rural areas could perform just as well as their counterparts in the urban areas (KII, DEO Iganga district).

Furthermore, the disparities in performance between urban and rural pupils highlight that economically better-off parents are more likely to take their children to town-based schools with better educational facilities and resources.

Majority of the students in the rural areas remain disadvantaged because their parents cannot afford school dues in urban areas and also lack the means to provide their children with basic school necessities such as scholastic materials, lunch, sanitary pads for girls, etc. Parents in the rural areas are often times too poor to afford any of these requirements which enhance the performance in schools and hence widening the gap in performance between urban and rural children.

5.2.2 Best and Poor Performing Local Governments in PLE 2022

The Commission examined the 2022 PLE results by Local government and found noteworthy disparities in performance among local governments. The computation was based on performance indices below 44% and above 59% thresholds. Table 5.3 and 5.4 below presents the best and poor performing local governments in PLE for the year 2022.

Table 5.3: Best Performing Local Governments in PLE 2022

| S/N | SUB REGION | DISTRICT | Male PLE PI | Female PLE PI | Total PLE PI |
|-----------|-----------------------------------|------------|-------------|---------------|--------------|
| 1 | Ankole | Mbarara | 83% | 79% | 81% |
| 2 | Tooro | Kabarole | 80% | 80% | 80% |
| 3 | Tooro | Bunyangabu | 78% | 78% | 78% |
| 4 | Ankole | Bushenyi | 77% | 78% | 78% |
| 5 | Ankole | Mitooma | 78% | 75% | 77% |
| 6 | Ankole | Sheema | 77% | 75% | 76% |
| 7 | Ankole | Rwampara | 78% | 74% | 75% |
| 8 | Kampala | Kampala | 77% | 74% | 75% |
| 9 | Ankole | Kiruhura | 76% | 74% | 75% |
| 10 | Ankole | Rubirizi | 75% | 74% | 75% |
| 11 | Buganda South | Wakiso | 75% | 73% | 74% |
| 12 | Buganda South | Kyotera | 75% | 73% | 74% |
| 13 | Buganda South | Masaka | 75% | 72% | 74% |
| 14 | Buganda South | Kalangala | 74% | 71% | 73% |
| 15 | Buganda North | Mukono | 72% | 69% | 70% |
| 16 | Ankole | Kazo | 71% | 69% | 70% |
| 17 | National performance index | | 60% | 58% | 59% |

Source: Computed by EOC using 2022 PLE UNEB Results

The findings in Table 5.3 above reveal that out of the 16 highest-performing districts, 10 (62.5%) of them were from the West. These include; Mbarara, Kabarole, Bunyangabu, Bushenyi, Mitooma, Sheema, Rwampara, Kiruhura, Rubirizi and Kazo. These were followed by districts from Buganda region (6) i.e. Kampala, Wakiso, Kyotera, Masaka, Kalangala and Mukono.

Table 5.4: Poor Performing Local Governments in PLE 2022

| S/N | SUB REGION | DISTRICT | M PLE PI | F PLE PI | T PLE PI |
|-----------|-----------------------------------|-------------|------------|------------|------------|
| 1 | West Nile | Madi Okollo | 37% | 30% | 34% |
| 2 | Acholi | Agago | 40% | 31% | 36% |
| 3 | Elgon | Bukwo | 39% | 36% | 37% |
| 4 | Elgon | Namisindwa | 40% | 36% | 38% |
| 5 | Bukedi | Pallisa | 41% | 36% | 39% |
| 6 | Lango | Oyam | 41% | 36% | 39% |
| 7 | Bukedi | Kibuku | 40% | 39% | 40% |
| 8 | Acholi | Pader | 43% | 36% | 40% |
| 9 | Elgon | Sironko | 42% | 39% | 40% |
| 10 | Elgon | Bulambuli | 42% | 39% | 41% |
| 11 | Lango | Dokolo | 43% | 38% | 41% |
| 12 | Elgon | Manafwa | 41% | 41% | 41% |
| 13 | Teso | Serere | 43% | 39% | 41% |
| 14 | Lango | Alebtong | 44% | 39% | 42% |
| 15 | Lango | Otuke | 45% | 38% | 42% |
| 16 | Acholi | Lamwo | 45% | 39% | 42% |
| 17 | Lango | Amolatar | 45% | 40% | 43% |
| 18 | Bukedi | Butebo | 44% | 42% | 43% |
| 19 | Bukedi | Butaleja | 45% | 41% | 43% |
| 20 | National performance index | | 60% | 58% | 59% |

Source: Computed by EOC using 2022 PLE UNEB Results

Eastern region contributed 52.6% of the 19 poor performing districts, of which 5 of the districts were in Elgon (Sironko, Bulambuli, Manafwa, Namisindwa, and Bukwo), 4 in Bukedi (Pallisa, Kibuku, Butebo and Butaleja), and 1 in Teso (Serere). Similarly, the Northern region followed with 9 (47.4%) of the districts ranking among the poor performers. These were Madi Okollo, Agago, Oyam, Pader, Dokolo, Alebtong, Otuke, Lamwo and Amolatar.

The findings further reveal that pupils from the poor performing districts largely from the Northern and Eastern regions remain disadvantaged with regard to education, among other areas, due to high levels of poverty. Poverty levels were recorded highest in the North (36.6%), followed by the Eastern region with a percentage share of 33.3%. (UNHS 2019/20).

5.3 Uganda Certificate of Education (UCE)

Lower secondary education is regarded as a foundation for life-long learning and human development since it offers more practical/skill-oriented instruction. Therefore, equity in access to lower secondary education is central to achieving a number of educational outcomes in the country (James Wokadala, 2012).

5.3.1 Uganda Certificate of Education (UCE) Performance Index by sub region

The Commission made an assessment on the performance in lower secondary education by sex and sub region. The findings are presented in Table 5.5 below.

Table 5.5: Uganda Certificate of Education (UCE) Performance Index by sex and sub region

| SUB REGION | MALE P.I | FEMALE P.I | TOTAL |
|-------------------------|------------|------------|------------|
| Kampala | 60% | 58% | 59% |
| Ankole | 58% | 53% | 55% |
| Kigezi | 57% | 51% | 54% |
| Buganda South | 56% | 51% | 54% |
| Buganda North | 54% | 49% | 51% |
| National Average | 54% | 49% | 51% |
| Bunyoro | 53% | 45% | 49% |
| Acholi | 51% | 42% | 48% |
| Teso | 50% | 43% | 47% |
| Lango | 50% | 40% | 46% |
| Karamoja | 47% | 37% | 44% |
| Busoga | 46% | 40% | 43% |
| Tooro | 45% | 39% | 42% |
| Bukedi | 42% | 39% | 41% |
| West Nile | 42% | 34% | 40% |
| Elgon | 40% | 34% | 38% |

Source: Computed by EOC using 2022 UCE UNEB Results

Analysis of the 2022 UCE UNEB results using the Performance Index as shown in Table 5.5 above reveals that on average, total performance index was at 51%. Kampala (59%), Ankole (55%), Kigezi (54%), and Buganda South (54%) sub regions registered a fair performance while Elgon (38%), West Nile (40%), Bukedi (41%), Tooro (42%), Busoga (43%) and Karamoja sub regions (44%) performed below the National total performance index of 51%. With regard to gender, male students in secondary schools (54%) in all sub regions registered better performance as compared to their female counterparts (49%).

Generally, the performance in UCE examinations was low. It was further lower for females in selected districts due to poverty and socio-cultural factors as compared to their male counterparts. For example, in districts like Amolatar, Amudat, Kaabong, Madi Okollo, Maracha, Moroto, Nabilatuk, no single female student passed in Division one. See Table 5.6 below.

Table 5.6: Students who passed with division 1 by sex and district

| District | D1M | D1F | Total | District | D1M | D1F | Total |
|---------------|-----|-----|-------|-----------|------|------|-------|
| Amolatar | 19 | 0 | 19 | Wakiso | 4731 | 4214 | 8945 |
| Amudat | 2 | 0 | 2 | Kampala | 2232 | 2331 | 4563 |
| Kaabong | 12 | 0 | 12 | Mukono | 2323 | 1904 | 4227 |
| Madi Okollo | 2 | 0 | 2 | Luweero | 866 | 666 | 1532 |
| Maracha | 28 | 0 | 28 | Bushenyi | 733 | 728 | 1461 |
| Moroto | 30 | 0 | 30 | Mbarara | 835 | 473 | 1308 |
| Nabilatuk | 2 | 0 | 2 | Buikwe | 590 | 469 | 1059 |
| Nakapiripirit | 0 | 0 | 0 | Masaka | 691 | 363 | 1054 |
| Zombo | 12 | 0 | 12 | Jinja | 729 | 310 | 1039 |
| Agago | 38 | 1 | 39 | Mpigi | 517 | 465 | 982 |
| Bukwo | 7 | 1 | 8 | Ntungamo | 515 | 321 | 836 |
| Bundibugyo | 20 | 1 | 21 | Iganga | 394 | 425 | 819 |
| Kotido | 15 | 1 | 16 | Mityana | 422 | 365 | 787 |
| Obongi | 8 | 1 | 9 | Sheema | 414 | 351 | 765 |
| Terego | 1 | 1 | 2 | Hoima | 480 | 266 | 746 |
| Apac | 19 | 2 | 21 | Rukungiri | 257 | 450 | 707 |
| Buvuma | 8 | 2 | 10 | Tororo | 323 | 338 | 661 |
| Karenga | 13 | 2 | 15 | Kalungu | 304 | 354 | 658 |
| Lamwo | 19 | 2 | 21 | Kabale | 424 | 222 | 646 |
| Namisindwa | 25 | 2 | 27 | Soroti | 440 | 165 | 605 |
| Ntoroko | 2 | 2 | 4 | Lira | 404 | 194 | 598 |
| Otuke | 26 | 2 | 28 | Kyotera | 293 | 250 | 543 |

Source: Computed by EOC using 2022 UCE UNEB Results

5.3.2 Best and Poor performing Local Governments in UCE 2022

The Commission examined the 2022 UCE results by local government and found significant disparities in performance at that level. The computation was based on performance indices below 40% and above 51% thresholds. Table 5.7 and 5.8 below presents the best and worst performing local governments in UCE for the year 2022.

Table 5.7: Best Performing Local Governments in UCE 2022

| SUB REGION | DISTRICT | M UCE PI | F UCE PI | T UCE PI |
|---------------|-------------|----------|----------|----------|
| Ankole | Bushenyi | 67% | 63% | 65% |
| Buganda North | Mukono | 67% | 61% | 64% |
| Ankole | Rubirizi | 64% | 58% | 61% |
| Buganda South | Wakiso | 62% | 58% | 60% |
| Ankole | Sheema | 62% | 58% | 59% |
| Buganda South | Kalungu | 61% | 58% | 59% |
| Buganda South | Kyotera | 63% | 56% | 59% |
| Ankole | Mbarara | 62% | 55% | 59% |
| Kampala | Kampala | 60% | 58% | 59% |
| Buganda South | Masaka | 63% | 55% | 59% |
| Buganda South | Kalangala | 61% | 55% | 58% |
| Kigezi | Kabale | 62% | 54% | 58% |
| Ankole | Ntungamo | 61% | 54% | 57% |
| Buganda South | Mpigi | 59% | 55% | 56% |
| Kigezi | Rukungiri | 54% | 57% | 56% |
| Ankole | Rwampara | 60% | 53% | 56% |
| Buganda North | Buikwe | 58% | 54% | 56% |
| Ankole | Ibanda | 59% | 52% | 56% |
| Acholi | Amuru | 60% | 49% | 56% |
| Bunyoro | Hoima | 60% | 51% | 55% |
| Buganda North | Luweero | 58% | 52% | 55% |
| Buganda North | Mityana | 56% | 52% | 54% |
| Lango | Lira | 58% | 49% | 54% |
| Kigezi | Kisoro | 58% | 49% | 54% |
| Bunyoro | Kakumiro | 57% | 50% | 54% |
| Karamoja | Karenga | 62% | 42% | 53% |
| Bunyoro | Kiryandongo | 56% | 49% | 53% |
| Kigezi | Kanungu | 57% | 49% | 53% |
| Kigezi | Rubanda | 54% | 51% | 53% |
| Teso | Ngora | 55% | 50% | 53% |
| Buganda North | Nakaseke | 55% | 51% | 53% |
| Ankole | Mitooma | 57% | 49% | 53% |
| Teso | Soroti | 56% | 48% | 52% |
| Buganda South | Lyantonde | 55% | 50% | 52% |
| Buganda North | Kayunga | 55% | 48% | 52% |
| Buganda South | Lwengo | 55% | 49% | 52% |
| Lango | Kole | 54% | 48% | 52% |

Source: Computed by EOC using UCE UNEB data set 2022

The findings in Table 5.7 above reveal that out of the 37 highest-performing districts, 17 of them (45.9%) were from the West. These were Bushenyi, Rubirizi, Sheema, Mbarara, Kabale, Ntungamo, Rukungiri, Rwampara, Ibanda, Kakumiro, Hoima, Kisoro, Kakumiro, Kiryandongo, Kanungu, Rubanda and Mitooma. These were followed by

14 districts from Buganda with a percentage share of 37.8%. These included; Mukono, Wakiso, Kalungu, Kyotera, Kampala, Masaka, Kalangala, Mpigi, Luweero, Mityana, Nakaseke, Lyantonde, Kayunga and Lwengo.



Students in Kyamuhunga secondary school Bushenyi district revising with adequate text books

Table 5.8: Poor Performing Local Governments in UCE 2022

| SUB REGION | DISTRICT | M UCE PI | F UCE PI | T UCE PI |
|-------------------------|-------------|------------|------------|------------|
| Karamoja | Amudat | 34% | 13% | 25% |
| Tooro | Bundibugyo | 32% | 25% | 30% |
| Elgon | Bukwo | 33% | 27% | 30% |
| West Nile | Obongi | 34% | 26% | 31% |
| Bukedi | Butaleja | 33% | 30% | 32% |
| Tooro | Ntoroko | 34% | 30% | 32% |
| Elgon | Kween | 36% | 30% | 33% |
| West Nile | Terego | 36% | 26% | 34% |
| West Nile | Yumbe | 37% | 32% | 35% |
| Elgon | Namisindwa | 38% | 32% | 36% |
| Elgon | Sironko | 38% | 32% | 36% |
| West Nile | Madi Okollo | 39% | 29% | 36% |
| Elgon | Bulambuli | 39% | 33% | 37% |
| West Nile | Zombo | 40% | 33% | 37% |
| Busoga | Luuka | 41% | 35% | 38% |
| Bukedi | Busia | 40% | 35% | 38% |
| West Nile | Pakwach | 43% | 30% | 38% |
| Karamoja | Nabilatuk | 41% | 35% | 39% |
| Busoga | Namutumba | 41% | 36% | 39% |
| West Nile | Adjumani | 41% | 36% | 39% |
| Elgon | Kapchorwa | 43% | 35% | 39% |
| National Average | | 54% | 49% | 51% |

Source: Computed by EOC using 2022 UCE UNEB Results

In the 2022 UCE results, poor performance was still recorded by mainly districts in eastern and northern Uganda with districts such as Amudat, Bukwo, Obongi, Butaleja, Kween, Terego, Yumbe, Namisindwa, Sironko, Madi Okollo, Bulambuli, Zombo, Luuka, Busia, Pakwach, Nabilatuk, Namutumba, Adjumani and Kapchorwa featuring prominently among the poor performers. The hard-to-reach districts in Western region such as Bundibugyo and Ntoroko were also registered among the poor performers in the 2022 UCE results.

Analysis shows that majority of the poor performing districts have peculiar characteristics of inequities like hard to reach, hard to stay, high poverty rates, among others. These need affirmative action in distribution of education personnel, supplies of appropriate teaching and learning materials, infrastructure, laboratories, among other equipment needed by schools to excel. This will result into better access to education within these districts which will help reduce the extremes of education inequity within the districts related to extreme poverty. In addition, reducing the

hidden costs of schooling and making education affordable for poor families will help to improve access and performance in the afore mentioned districts.

5.4 Uganda Advanced Certificate of Education (UACE)

Increased access to education, especially higher secondary education levels, by all Ugandans helps middle-and lower-income groups realize the full potential of their talent, increasing the level of productivity, innovation, and investment in society and by inference, increasing the level of welfare of its population.

5.4.1 Uganda Advanced Certificate of Education (UACE) Performance Index by sub region

The Commission made an assessment on performance in higher secondary education by sex and sub region. The findings are presented in Table 5.9 below.

Table 5.9: Uganda Advanced Certificate of Education (UACE) Performance Index by sex and sub region

| SUB REGION | MALE P.I | FEMALE P.I | TOTAL |
|-----------------|------------|------------|------------|
| Buganda South | 67% | 70% | 68% |
| Ankole | 65% | 68% | 66% |
| Kigezi | 64% | 70% | 66% |
| Buganda North | 66% | 67% | 66% |
| Kampala | 63% | 68% | 66% |
| National | 63% | 69% | 65% |
| Busoga | 60% | 64% | 61% |
| Bunyoro | 60% | 60% | 60% |
| Tooro | 58% | 65% | 60% |
| Teso | 55% | 60% | 56% |
| Acholi | 50% | 71% | 55% |
| Lango | 52% | 58% | 54% |
| Bukedi | 51% | 57% | 53% |
| Karamoja | 41% | 45% | 50% |
| Elgon | 46% | 53% | 48% |
| West Nile | 39% | 39% | 40% |

Source: Computed by EOC using 2022 UACE UNEB Results

Analysis of the 2022 UACE UNEB results using the performance index reveals that the National performance index was at 65% with female students performing better than male students, with performance indices of 69% and 63% respectively.

At a regional level, the best UACE performing sub regions were Buganda South, Ankole, Kigezi, Buganda North and Kampala.

On the other hand, all the poorest performing sub-regions were located in the Eastern and Northern regions and these were; West Nile, Elgon, Karamoja, Bukedi, Lango and Acholi.

5.4.2 Best and Poor Performing Local Governments in UACE 2022

The Commission examined the 2022 UACE results by Local government and found significant disparities in performance at that level. The computation was based on performance indices below 50% and above 64% thresholds. Table 5.10 and 5.11 below presents the best and poor performing local governments in UACE for the year 2022.

Table 5.10: Best Performing Local Governments in UACE 2022

| SUB REGION | DISTRICT | MALE P.I | FEMALE P.I | TOTAL |
|---------------|-------------|----------|------------|-------|
| Ankole | Ibanda | 73% | 76% | 74% |
| Busoga | Namayingo | 71% | 79% | 73% |
| Ankole | Rubirizi | 72% | 73% | 73% |
| Ankole | Bushenyi | 68% | 77% | 72% |
| Buganda South | Lyantonde | 71% | 74% | 72% |
| Buganda North | Nakaseke | 69% | 76% | 72% |
| Buganda South | Kalangala | 72% | 70% | 71% |
| Ankole | Ntungamo | 70% | 73% | 71% |
| Buganda South | Mpigi | 71% | 71% | 71% |
| Bunyoro | Hoima | 71% | 72% | 71% |
| Buganda North | Mukono | 69% | 73% | 71% |
| Buganda North | Buikwe | 70% | 72% | 71% |
| Buganda North | Kiboga | 67% | 76% | 71% |
| Buganda South | Rakai | 69% | 73% | 70% |
| Buganda North | Nakasongola | 69% | 73% | 70% |
| Buganda South | Kyotera | 70% | 70% | 70% |
| Buganda South | Wakiso | 68% | 71% | 70% |
| Kigezi | Rukungiri | 63% | 75% | 70% |
| Tooro | Kitagwenda | 69% | 69% | 69% |
| Kigezi | Kabale | 69% | 69% | 69% |
| Tooro | Kyegegwa | 65% | 77% | 69% |
| Ankole | Sheema | 66% | 72% | 69% |
| Buganda South | Butambala | 65% | 72% | 69% |
| Kigezi | Rubanda | 67% | 70% | 68% |
| Buganda South | Kalungu | 64% | 72% | 68% |
| Tooro | Kamwenge | 65% | 74% | 68% |
| Acholi | Agago | 62% | 82% | 68% |
| Buganda North | Mityana | 65% | 70% | 67% |
| Acholi | Amuru | 59% | 82% | 67% |
| Buganda North | Gomba | 62% | 74% | 67% |
| Lango | Apac | 72% | 57% | 67% |

| SUB REGION | DISTRICT | MALE P.I | FEMALE P.I | TOTAL |
|---------------|--------------|----------|------------|-------|
| Ankole | Mitooma | 64% | 70% | 67% |
| Buganda South | Lwengo | 65% | 69% | 67% |
| Lango | Kole | 68% | 64% | 67% |
| Teso | Bukedea | 62% | 77% | 66% |
| Buganda North | Luweero | 65% | 68% | 66% |
| Ankole | Kiruhura | 68% | 61% | 66% |
| Kigezi | Rukiga | 62% | 71% | 66% |
| Kampala | Kampala | 63% | 68% | 66% |
| Bunyoro | Kakumiro | 66% | 65% | 66% |
| Buganda South | Masaka | 67% | 63% | 65% |
| Busoga | Namutumba | 63% | 69% | 65% |
| Buganda South | Bukomansimbi | 59% | 73% | 65% |
| Busoga | Iganga | 57% | 75% | 65% |

Source: Computed by EOC using 2022 UCE UNEB Results

The findings in Table 5.10 above reveal that out of the 44 highest-performing districts, 20 (45.5%) of them were from Buganda region. These were Lyantonde, Nakaseke, Kalangala, Mpigi, Mukono, Buikwe, Kiboga, Rakai, Nakasongola, Kyotera, Wakiso, Butambala, Kalungu, Mityana, Gomba, Lwengo, Luweero, Kampala, Masaka and Bukomansimbi. These were followed by 16 districts from Western region with a percentage share of 36.4%. These were Ibanda, Rubirizi, Bushenyi, Ntungamo, Hoima, Rukungiri, Kitagwenda, Kabale, Kyegegwa, Sheema, Rubanda, Kamwenge, Mitooma, Kiruhura, Rukiga and Kakumiro.

Table 5.11: Poor Performing Local Governments in UACE 2022

| SUB REGION | DISTRICT | MALE UACE PI | FEMALE UACE PI | TOTAL UACE PI |
|------------|-------------|--------------|----------------|---------------|
| Karamoja | Nabilatuk | 0% | 0% | 0% |
| West Nile | Terego | 0% | 0% | 0% |
| West Nile | Madi Okollo | 28% | 0% | 28% |
| Bukedi | Butebo | 37% | 40% | 38% |
| Acholi | Pader | 34% | 53% | 39% |
| West Nile | Obongi | 42% | 25% | 39% |
| Karamoja | Kotido | 42% | 25% | 40% |
| West Nile | Zombo | 38% | 50% | 40% |
| West Nile | Maracha | 41% | 38% | 41% |
| Elgon | Kween | 38% | 52% | 41% |
| Elgon | Bukwo | 43% | 40% | 42% |
| Elgon | Sironko | 41% | 49% | 43% |
| Lango | Otuke | 42% | 49% | 43% |
| West Nile | Moyo | 41% | 51% | 44% |
| Teso | Katakwi | 44% | 43% | 44% |
| Tooro | Ntoroko | 42% | 58% | 46% |
| Karamoja | Amudat | 46% | 50% | 46% |
| Bukedi | Butaleja | 43% | 53% | 46% |
| Elgon | Bududa | 47% | 45% | 47% |
| West Nile | Yumbe | 47% | 43% | 47% |
| West Nile | Arua | 43% | 54% | 47% |
| Lango | Amolatar | 48% | 39% | 47% |
| Acholi | Kitgum | 43% | 59% | 47% |
| West Nile | Pakwach | 47% | 48% | 47% |
| Acholi | Lamwo | 45% | 56% | 47% |
| Teso | Kaberamaido | 51% | 39% | 48% |
| Lango | Oyam | 46% | 53% | 48% |
| Elgon | Kapchorwa | 45% | 53% | 48% |
| Elgon | Namisindwa | 48% | 51% | 48% |
| West Nile | Adjumani | 44% | 59% | 49% |
| West Nile | Nebbi | 49% | 46% | 49% |
| Bunyoro | Kagadi | 46% | 55% | 49% |
| Elgon | Bulambuli | 48% | 55% | 49% |

Source: Computed by EOC using 2022 UCE UNEB Results

In the 2022 UACE results, poor performance was still recorded by mainly districts in eastern and northern regions of Uganda. The hard-to-reach districts in Western region such as Ntoroko were also registered among the poor performers in the 2022 UACE results. Important to note was that Nabilatuk and Terego districts did not register any candidate in UACE 2022 examinations while Madi Okollo did not register any female candidate.

5.4.3 General reasons why majority of districts in Eastern and Northern regions are performing poorly at all levels of primary and secondary education

There is shortage of classrooms in a number of schools in East and Northern regions. Increase in enrolment is not matched with increase in the number of new classrooms constructed. Most of the schools in our district have inadequate structures: (KII, Pader district).

Children are subjected to poor learning conditions since they operate in dilapidated structures and overcrowded classrooms. It was found that some of the classrooms did not have windows and hence subjecting pupils and teachers to absenteeism and other related risks of wind and rain during the rainy seasons.



A dilapidated classroom without desks at Paipir primary school, Pader district

In addition, it was found out that over six children shared one desk while the others sat on bare ground in congested classrooms.



Students in Ajali Lajwa primary school Agago district sited on bare ground during classes

In some districts, parents prefer engaging their children in businesses like mining, vegetable hawking, gardening, sugarcane growing, among others. This makes learners miss out on some lessons or do not attend school at all hence the poor performances (KIs Jinja and Namisindwa district).

Most people live in absolute poverty, and therefore unable to provide for educational requirements which are a necessity at school. Below are a few voices from the respondents concerning poverty.

“Lack of money for buying scholastic requirements is our major problem here in Agago. We the poor, cannot even provide the required meals a child needs to keep in school” (FGD Women, Agago district).

“Poverty is a very big factor here, the parents most times fail to provide basics like uniforms, food, Medicare, scholastic materials. The most serious part is that girls are very sensitive to poor performance if they are not provided for and in most cases end up performing poorly, dropping out of school and getting married off among others” (in-depth interview with DEO, Luuka district).

Teachers are not motivated to teach children. Lack of motivation makes them not to teach the children well and, in most cases, do not care whether children attend school or not after all they see no use of struggling in educating other people's

children while theirs are at home may be due to lack of necessary requirements. Teachers complain that the salary that they are paid is not enough to sustain their families, they have poor housing facilities and sometimes have to cater for housing on the meagre salary they receive. As a result, they have to look for money elsewhere in order to sustain them which leads to missing class and hence poor performance of students (FGD, Jinja).



Staff quarters at Jinja Army Primary boarding school in Kimaka Sub County.

5.5 Factors contributing to poor performance among girls

- **Gender roles**

In most parts of the country, women and girls are expected to do the majority of the domestic labor, often leaving little time to attend school and hence poor performance. In some areas, girls are actively discouraged from attending school and instead told that education is for boys. These beliefs are sometimes perpetuated in the classrooms especially if they are held by teachers, peers and eventually the girls themselves.

- **Teenage pregnancy**

The current teenage pregnancy rate in Uganda at 25% is the highest in East Africa and accounts for 22.3 per cent of school dropouts among girls aged between 14 to 18 years. Only 8 per cent of the girls that drop out of school are given a second chance to re-enroll (MOES, 2020) and these in most cases usually perform poorly due to added responsibilities. Teenage pregnancy has far reaching implications not only for the girls themselves but also on their children, their families and society at large. It denies girls their childhood, disrupts their education, limits opportunities, increases their

risks of violence and abuse and has profound effects on the health and lives of young women (UNFPA 2020).

- **Menstrual hygiene and management (Lack of basic necessities like knickers, sanitary towels etc.)**

The lack of proper sanitation and privacy in most schools makes it difficult for girls to attend school while menstruating. As many girls lack access to affordable hygienic menstrual products, they are forced to improvise with rags or leaves. Affordability and availability of sanitary towels in rural areas have been a challenge due to high poverty rates making girls go through their periods without the items needed, thus subjecting them to stigma and embarrassment from peers and other members of the society. This situation has highly affected the performance of most girls in rural areas because most of them miss classes during their menstrual periods.

- **Gender-based violence**

Gender-based violence can take many forms, including physical and sexual abuse, harassment, and bullying. Surviving rape, coercion, discrimination, and other types of abuse affects girls' enrollment, lowers their participation and achievements, and increases absenteeism hence poor performance and dropout rates. A number of girls and boys are harassed and abused on their way to school every year, but the former are disproportionately targeted.

- **Long distance to schools**

Long school distance is among the factors that affect girls' performance in school and contribute to the persistence of gender disparities in access to education. Girls are more vulnerable to the problem of long school distances compared to boys because of biological formation and socially constructed beliefs about gender roles. School distance encourages the prevalence of sexual harassment, early sexual relations and teenage pregnancy among schoolgirls, all of which lead to poor academic performance and or school dropout.

5.6 Performance of Students with Special Needs in PLE & UCE 2022

The government of Uganda has been instrumental in promoting inclusive education for all. However, despite the efforts, challenges still exist at all levels. The Commission assessed the performance of children with disabilities at PLE and UCE. The findings are presented in the sub sections below.

5.6.1 Primary Leaving Examinations

The number of learners with special needs completing primary education increased, according to the Uganda National Examinations Board (UNEB, 2023). Available statistics show that the examinations body registered 2,436 learners with special needs last year, including those with visual and hearing impairments, the physically handicapped, and dyslexics. This is the highest number recorded at PLE in Uganda indicating a 52.3 percent increase from the 1,599 registered in 2020.

84.8% of the candidates passed the examinations and therefore qualified to join post primary institutions.

Further analysis showed that those who were partially blind had the highest performance. 80 out of the 461 learners got first grade, 209 (second grade), 71 (third grade) and 59 (fourth grade), while only 42 were not graded.

Learners with hearing impairments performed poorly compared to other categories. None of the 263 students with hearing impairments passed in division one. In addition, 116 out of the 263 candidates with hearing impairments were ungraded.

5.6.2 Uganda Certificate of Education

UNEB reported a reduction in the failure rate after the candidates who sat for the 2022 Uganda Certificate of Education (UCE) posted better performance than their colleagues who sat for the same examinations in 2020.

Children with low vision registered better performance in UCE 2022 compared to their counterparts. Out of the 154 students who sat for the exams, 41 passed in division one, 38 in division two, 35 in division three and 39 in division four. Only one student got division nine.

The physically handicapped category had 179 students and 22 of them passed in division one, 32 in division two, 41 in division three, 65 in division four, while 19 failed.

With regard to children with hearing disabilities (deaf), the biggest number passed in division four. Out of the 120 deaf students who sat for the exams, only 5 passed in division one, 10 in division two, and 10 in division three, while the majority (74) passed in division four and 21 failed.

Looking at other categories of special needs children, 46 visually impaired children sat for the exams, and out of these, only two got division one.

5.6.3 Challenges faced by students with disabilities

It should be noted that the government has been instrumental in promoting inclusive education for all. However, in spite of all these efforts, challenges in access to inclusive education still exist at all levels. These include;

- i. Learners with disabilities require more time for instruction, demonstration, and illustration. While the Ministry of Education allocates 40 minutes per lesson for learners without disabilities, it takes teachers about two days to teach the same lesson to learners with hearing impairments.
- ii. Poor performance of the learners with hearing impairments is attributed to various factors such as late enrollment as well as comprehending the language used in the classroom which impacts their performance.
- iii. Majority of the schools have inadequate SNE teachers and yet they are fundamental in enabling students with special needs attain inclusive education since they are at the forefront of teaching in class and providing support to the children. This has consequently contributed to poor performance among children with disabilities over the years.
- iv. Majority of the schools lack adequate SNE learning materials such as braille, disability-friendly software-gadgets, among others. Some of the key informants stated that the government distributes a few materials which cannot sustain students for a school term. The only option parents have is to procure these materials themselves. Unfortunately, majority of the students are from impoverished households and cannot afford the learning materials they need. In the long run, these students face hardships due to failure to access equitable education like their counterparts who do not have disabilities and this oftentimes results into poor performances as well as school dropout.

- v. Many school buildings across the country lack ramps and the stairs at the main entrances have no handrails and tactile markings to make them accessible to children with disabilities. This limits their accessibility to schools which results into absenteeism and hence poor performance.

5.7 New Teaching Curriculum

The government rolled out the new lower secondary education curriculum (LSC) in a phased-out approach starting in February 2020 with Senior one students. 90 National Facilitators, 1 600 Master Trainers and 20,000 teachers of senior one were trained. An average of 4-5 Teachers from each school, both Government aided and Private were trained and a total of 6020 schools (both Gov't & Private) received syllabi books distributed by NCDC between October to December 2019, (NCDC 2023).

According to an official from NCDC,

The new curriculum was introduced to improve on the quality of education at secondary level. The old curriculum was producing graduates with inadequate and or no practical skills to meet the demands in the labor market. He further mentioned that the need to review the curriculum was overdue since it had not been revisited from the time the colonial education system was introduced.

Some of the advantages of the new curriculum include;

- i. Address the social and economic needs of the country by meeting the educational needs of the learners aspiring for higher academic learning as well as those that wish to transit to the labour market.
- ii. Promote effective learning and acquisition of skills by developing a curriculum that builds meta-cognitive abilities and skills so that individuals are better placed to adapt to their evolving roles in society and the dynamic workplace.
- iii. Address the needs of all students and lay a foundation for improved teaching and assessment procedures that allow learners to realise their full potential more effectively.
- iv. Allow flexibility to absorb emerging fields of knowledge in the areas of Science and Technology.
- v. Address the 21st-century skills required in the world of work.

Challenges in implementation:

Like any other new programme, the curriculum has had some challenges and there are still gaps in implementation. These include;

- i. The ratio of students to the learning materials especially text books is still very high. In some schools, over ten learners or more are using one book. This means that the curriculum cannot achieve its intended objectives if learners do not have adequate learning materials especially those in the rural areas.
- ii. There is great scarcity of materials especially for vocational training and hands on teaching and learning. These include; computers, internet, among others which are inaccessible by majority of the vulnerable students.
- iii. There is still a gap in teacher orientation and some are not implementing the curriculum as expected. The NCDC trains a few teachers for every school with hope that these teachers will go back and orient others, not only in the school but also in a specific region. However, this has not been delivered as expected.
- iv. High degree of resistance that is still prevailing among some teachers, school administrators and school owners. There are schools that are still using old methodologies of delivering the curriculum regarding teaching, classroom management and even assessment which is affecting effective implementation of the programme.
- v. When the curriculum was rolled out, we hoped that, the stakeholders would in the shortest time possible be able to access the needs and requirements for implementing the curriculum. As NCDC, we advised schools to choose those subjects which they have capacity to manage the subjects. However, this is not the case. For example; some schools offer prevocational subjects but do not have space for prevocational activities.

During the EOC audits, respondents were asked how prepared the districts were with regard to the new teaching curriculum and if it was favourable for all including the vulnerable students. The findings are presented below;

'The district always appreciates the interventions by GOU. However, the nature of schools and the economic standards of the parents in Mpigi district is not conducive for the implementation of the new school curriculum. This is attributed to the high technological requirements needed for the curriculum to be implemented and yet most of the students in the district are vulnerable' (KII Mpigi district).

'Due to the nature of the curriculum, some of the teachers have resorted to teaching the old curriculum because they are not well prepared to implement it and do not have the required materials or skills' (KII Kyenjojo district).

'Majority of the schools in the district have not yet received books from Government to implement the new teaching curriculum and hence have resorted back to the old teaching curriculum. In addition, we often lack electricity as well as internet connectivity and yet the new curriculum will need a lot of research, we do not know if it will be affordable for the students in the vulnerable families. Government needs to do more research to enable all students access this project equitably' (KII Pader district).

'The curriculum was simply imposed on the students and implementation effected instantly which act has caused confusion between the parents, students and teachers who are still trying to grasp it' (KII Masaka district).

'The curriculum has created a clear divide between the haves and have nots as some parents strive to pay the tuition of their children while they have additional funds to spend on laptops, iPads and other learning materials due to the new learning curriculum' (KII Agago district).

Schools across the country have responded positively to the new competency-based lower secondary school curriculum that incorporates vocational aspects of learning as the country moves away from theory-based teaching. The new lower secondary curriculum fits well in the paradigm shift as demonstrated in the skilling Uganda programme. However, a lot more needs to be done by the Government to enable equitable access to the programme to all learners in the country.

5.8 Recommendations

- i. The government of the Republic of Uganda should increase the budgetary allocation for the education sector to enable the Ministry of Education and Sports provide the basic infrastructure and the other facilities needed in the primary and secondary schools, especially in the Eastern and Northern regions of Uganda.
- ii. Given the complexities involved in the use of the locally spoken language in a particular district or region, there is still need to make use of English as another mode of instruction at the lower primary level. This would help in addressing the challenges posed by use of the local language alone for the lower classes where the thematic curriculum is being implemented.
- iii. The Local Governments through the District Education Officers and those in charge of inspection should closely monitor the quality of teaching and learning environments in schools so as to ensure that the minimum standards as set are observed. They should invest in inspection and ensure that the follow up is rigorous. This also means working on how to ensure the Directorate of Education Standards at central level and school inspectors at the District level can work together to ensure proper follow-up and accountability.
- iv. Government through the Ministry of Finance should provide funds for school extras such as uniforms, PTA and building fees, and transportation costs, in addition to tuition for all students of primary and secondary school going students in northern and eastern Uganda.
- v. Construct more secondary schools in the districts of Northern and Eastern Uganda, including those in hard-to-reach areas.
- vi. The Ministry of Finance should provide funds to intensively implement provision of incentive packages for teachers, including in-service training, re-deployment, provision of accommodation especially those in hard-to-reach and hard-to-stay areas.
- vii. The government through the Ministry of Education and Sports in partnership with Education Development Partners (EDPs) and Community should secure resources towards the development of boarding sections in secondary schools especially in the Northern parts of the country. Commuting from home on a daily basis is associated with a number of challenges such as domestic work

and inadequate assistance when given homework which negatively impacts on students' learning.

- viii. Head teachers in primary and secondary schools should put in place rigorous strategies so as to prevent and manage teenage pregnancies in schools in accordance with the 2020 guidelines for the prevention and management of teenage pregnancy in schools issued by the Ministry of Education and Sports.
- ix. The Ministry of Education should allocate adequate funds to Special Needs Directorate for instructional materials.
- x. The Local Governments should enforce compliance to building standards of school infrastructure to ensure accessible built-up environments.

STATE OF EQUAL OPPORTUNITIES IN ACCESS TO THE UNIVERSITY STUDENTS LOAN SCHEME IN UGANDA



5.9 Introduction

The government established a loan scheme for university and tertiary students in 2014 to ensure equitable access of Ugandans to higher education, which majority of the qualifying post-secondary school students could not afford; ensure regional balance for disadvantaged areas; and support programmes which are critical for social, economic and technological development of the country (HESFB, 2014). To date, a total of 13,405 students have benefited from the University Students Loan scheme who would have otherwise missed out on university education if the scheme was not in place due to reasons mentioned above.

It is evident the government is increasing equitable access to higher education and is committed to increasing the enrolment of learners into higher education institutions. Through the students' financing scheme, many parents and learners with financial constraints are accessing higher education through study loans which are empowering them to access the skills and qualifications they need to seek employment or start enterprises.

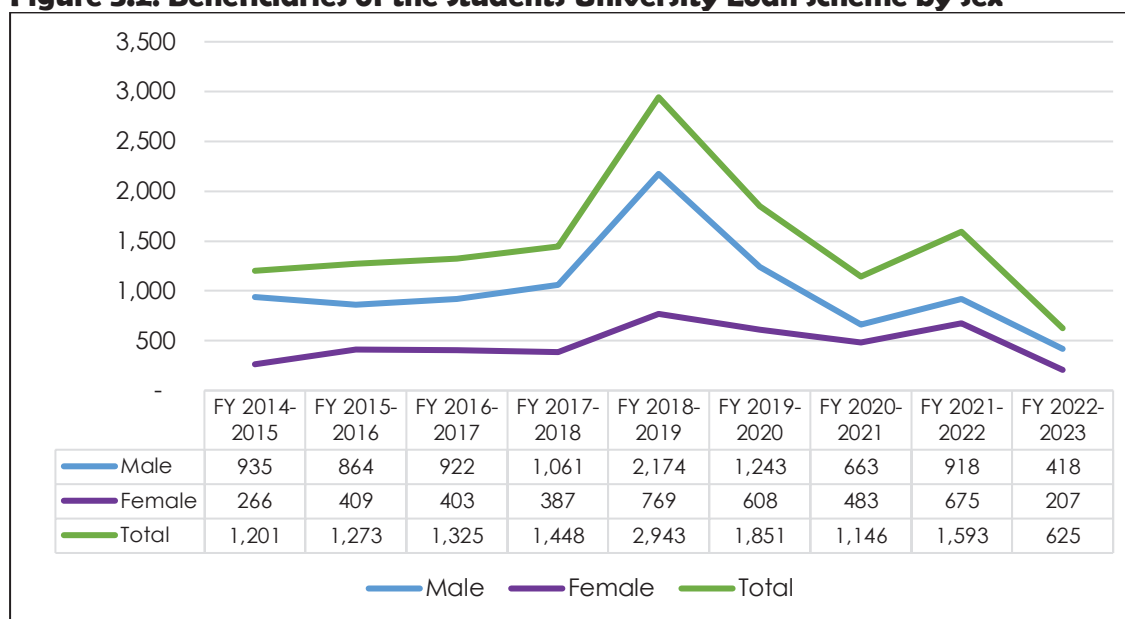
Section 20 of the Higher Education Student Financing Act, 2014 provides that the eligible beneficiaries are those who need financial assistance to pursue an accredited course of study or programme of higher education in an accredited institution of higher learning that is recognized by the National Council for Higher Education. The same section provides for the selection criteria of the beneficiaries which shall be based on regional balance, gender, social economic needs, and equity.

The Equal Opportunities Commission therefore conducted an assessment on the state of equal opportunities in access to the university students loan scheme focusing on: beneficiaries by sex, region, sub region, and district local governments with the highest and lowest number of beneficiaries, beneficiaries by university and access to the university students loan scheme among persons with disabilities. The findings are presented below.

5.9.1 Beneficiaries of the Students University Loan scheme by sex

The Loan scheme, among other objectives, is intended to ensure equitable access to higher education among all Ugandans, which majority of the qualifying post-secondary school students cannot afford. The Commission therefore analysed admissions of students on the University loan scheme by sex for the past nine years (2014/15, 2015/16, 2016/17, 2017/18, 2018/19, 2019/20, 2020/21, 2021/22 and 2022/23). The findings are presented in Figure 5.2 below.

Figure 5.2: Beneficiaries of the Students University Loan scheme by sex



| Year | Male | Female | Total |
|--------------|-------------|-------------|--------------|
| FY 2014-2015 | 77.9 | 22.1 | 100.0 |
| FY 2015-2016 | 67.9 | 32.1 | 100.0 |
| FY 2016-2017 | 69.6 | 30.4 | 100.0 |
| FY 2017-2018 | 73.3 | 26.7 | 100.0 |
| FY 2018-2019 | 73.9 | 26.1 | 100.0 |
| FY 2019-2020 | 67.2 | 32.8 | 100.0 |
| FY 2020-2021 | 57.9 | 42.1 | 100.0 |
| FY 2021-2022 | 57.6 | 42.4 | 100.0 |
| FY 2022-2023 | 66.9 | 33.1 | 100.0 |
| Total | 68.6 | 31.4 | 100.0 |

Source: Computed by EOC using data from HESFB, 2022/2023

Over the past nine years, a total of 13,405 students have benefited from the University Students Loan scheme out of which 68.6% (9198) were male and only 31.4% (4207) female. However, the number of students benefitting from the University loan scheme drastically reduced from **2,943** students in the FY 2018/19 to **625** students in the FY

2022/23. It was noted that during academic year 2022/23, the Higher Education Students Financing Board (HESFB) suffered a budget cut of UGX. 5bn which hindered its support to the vulnerable continuing students and more first year students. The Board was meant to support more than 1,500 students but was only awarded funds to facilitate 625 students (Nangonzi, 2022).

On a positive note, for the FYs 2020/21 and 2021/22, Figure 5.2 above indicates that there was relative equity in terms of numbers and proportions of female and male students who benefited from the Programme, with percentage shares of (57.9% M, 42.1% F) and (57.6% M, 42.4% F) respectively.

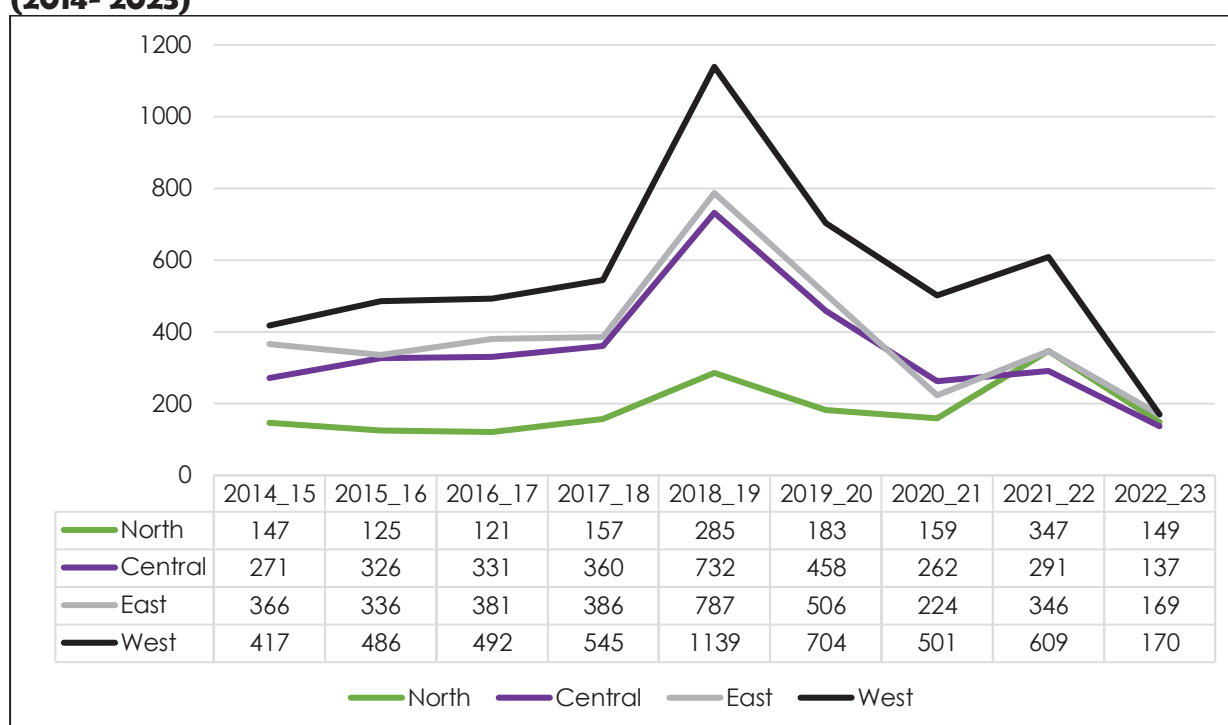
However, largely as shown in the findings, female students are still lagging behind in terms of access to the Programme as compared to the male students. This is due to the fact that majority of female students mostly apply for courses in humanities at the University compared to science courses and yet most of the courses funded by the Loan scheme programme are science-oriented. This results from gender stereotypes, roles, division of labor, and preconceptions instilled in women since childhood hence largely affecting their chances of admission and success in science disciplines.

Equal access to all spheres of education for both girls and boys is instrumental in sustainable national development. It is vital for the growth of a country and brings political, economic and health advantages. Therefore, it is important that steps are taken to help all children, especially girls, to equally access the university students loan scheme. The criteria should always consider the vulnerability of the girl-child during selection since many do not perform to their capability due to the challenges they face along the way in their education cycle.

5.9.2 Beneficiaries of the University Loan Scheme by Region (2014- 2023)

Under the NDP III, the goal of the regional development Programme is to accelerate equitable, regional economic growth and development in the country. In this regard, it is important for the University Students Loan Scheme Programme to equitably benefit all students in all the traditional regions of the country i.e. Eastern, Northern, Western and Buganda. Therefore, Figure 5.3 presents beneficiaries of the loan scheme by region.

Figure 5.3: Distribution of beneficiaries of the University Loan Scheme by Region (2014- 2023)



| Region | 2014_15 | 2015_16 | 2016_17 | 2017_18 | 2018_19 | 2019_20 | 2020_21 | 2021_22 | 2022_23 | Over all |
|--------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
| North | 12.2 | 9.8 | 9.1 | 10.8 | 9.7 | 9.9 | 13.9 | 21.8 | 23.8 | 12.5 |
| Buganda | 22.6 | 25.6 | 25.0 | 24.9 | 24.9 | 24.7 | 22.9 | 18.3 | 21.9 | 23.6 |
| East | 30.5 | 26.4 | 28.8 | 26.7 | 26.7 | 27.3 | 19.5 | 21.7 | 27.0 | 26.1 |
| west | 34.7 | 38.2 | 37.1 | 37.6 | 38.7 | 38.0 | 43.7 | 38.2 | 27.2 | 37.8 |
| Total | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100.0 |

Source: Computed by EOC using data from HESFB, 2014-2022

As shown in Figure 5.3 above, it is important to note that all the four regions in the country have had students benefiting from the University Students Loan Scheme Programme hence the Government of Uganda progressively fulfilling its commitment of balanced and equitable development in all regions of the country. For the FYs 2021/22 and 2022/23, the findings in Figure 5.3 above indicate that there was relative

equality at regional level in terms of numbers and proportions of students who benefited from the Programme, with percentage shares of (38.2% West, 21.8% North, 21.7% East, 18.3% Buganda) and (27.2% West, 27.0% East, 23.8% North, 21.9% Buganda) respectively.

However, there are still some noticeable regional disparities in the proportions of students benefitting from this Programme. For example, western region has topped the list of beneficiaries for all the nine years and yet it is among the least vulnerable regions in the country.

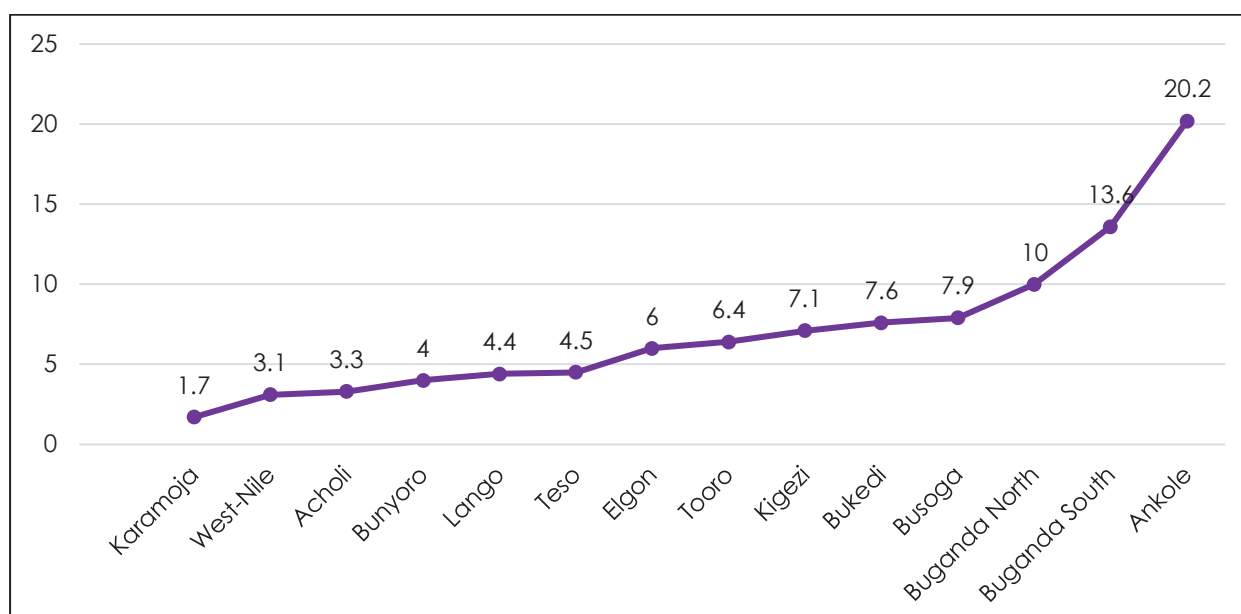
Overall, 37.8% of the beneficiaries were from western Uganda over the nine years of Programme implementation. These were followed by students from Eastern and Buganda regions, with percentage shares of (26.1%) and (23.6%) respectively. The Northern region had the least number of student beneficiaries, with a percentage share of only 12.5%. This is partly due to the fact that majority of the students in western Uganda have over the years topped performance in UACE examinations compared to students in other sub regions.

Offering loans to students should not only be a question of performance if it is to achieve the objective of gender equity and regional balance. Considering regions most especially those that have been most affected by conflict should continue to be a suitable criterion as exhibited in the past two financial years.

5.9.3 Distribution of beneficiaries of the University Loan Scheme by Sub Region (2014- 2023)

Data was further disaggregated at sub regional level to ascertain if there are disparities in access to the programme at sub regional level. Figure 5.4 below shows beneficiaries of the University Students Loan Scheme by Sub-Region.

Figure 5.4: Distribution of beneficiaries of the University Loan Scheme by Sub Region (2014- 2023)



| Sub region | 2014_15 | 2015_16 | 2016_17 | 2017_18 | 2018_19 | 2019_20 | 2020_21 | 2021_22 | 2022_23 | Grand Total |
|--------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------------|
| Ankole | 16.1 | 18.9 | 18.9 | 19.9 | 19.3 | 22.5 | 26.4 | 23.4 | 13.12 | 20.2 |
| Buganda South | 13 | 13.8 | 12.4 | 18.3 | 14 | 14 | 11.7 | 11 | 14.1 | 13.6 |
| Buganda North | 9.6 | 11.9 | 12.6 | 6.6 | 10.9 | 10.8 | 11.2 | 7.3 | 7.84 | 10.0 |
| Busoga | 8.6 | 6.9 | 8.8 | 8.7 | 7.6 | 7.4 | 7.2 | 8.0 | 9.12 | 7.9 |
| Bukedi | 6.7 | 8.7 | 10.0 | 8.8 | 7.9 | 7.7 | 5.8 | 4.9 | 8.48 | 7.6 |
| Kigezi | 8.1 | 9.0 | 7.2 | 8.0 | 7.6 | 6.2 | 5.9 | 6.2 | 4.16 | 7.1 |
| Tooro | 6.3 | 5.5 | 6.6 | 5.9 | 7.5 | 5.8 | 7.3 | 5.3 | 6.24 | 6.4 |
| Elgon | 8.7 | 5.9 | 6.1 | 5.5 | 5.7 | 7.1 | 3.9 | 5.7 | 4.96 | 6.0 |
| Teso | 6.5 | 4.9 | 3.8 | 3.7 | 5.5 | 5.1 | 2.7 | 3.1 | 4.48 | 4.5 |
| Lango | 4.9 | 3.7 | 2.9 | 3.7 | 3.6 | 3.4 | 4.5 | 7.0 | 8.96 | 4.4 |
| Bunyoro | 4.2 | 4.7 | 4.5 | 3.9 | 4.3 | 3.5 | 4.1 | 3.4 | 3.68 | 4.0 |
| Acholi | 3.7 | 3.5 | 2.8 | 3.2 | 2.9 | 2.8 | 3.8 | 3.6 | 5.28 | 3.3 |
| West-Nile | 2.7 | 2.2 | 2.8 | 3.0 | 2.3 | 2.9 | 4.6 | 4.0 | 6.08 | 3.1 |
| Karamoja | 0.9 | 0.4 | 0.6 | 0.8 | 0.8 | 0.9 | 1.0 | 7.3 | 3.52 | 1.7 |
| GRAND TOTAL | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100 | 100.0 |

Source: Computed by EOC using data from HESFB, 2014-2022

Results show that Ankole sub region had the highest proportion of students accessing the University Students Loan Scheme (20.2%). This means that out of the 13,405 students that have benefitted from the Programme over the years, Ankole sub region has had 2,713 beneficiaries.

On the other hand, Karamoja region had the least proportion of students accessing the University Students Loan Scheme (1.7%). This means that out of the 13,405 students that have benefitted from the Programme over the years, the region has had only 224 beneficiaries. During an interview with an official from Amudat district to understand the poor performance of Karamoja, the respondent mentioned that;

"Most students in Karamoja lack information about the programme, few students progress to higher secondary education levels due to high poverty levels and for those that progress most times register poor performance and cannot qualify for the scheme. In addition, some lack access to computers and hence cannot apply for the programme".

Whereas the students' loan scheme in Uganda serves the deliberate role of increasing access to higher education for the poor, Karamoja region seems to be left behind with regard to accessing this programme, despite the fact that it is among the most impoverished regions of the country. Further analysis reveals that Karamoja sub region has very few A 'level schools compared to other regions.

5.9.4 District local governments with the highest and lowest number of beneficiaries

Data was further disaggregated to show local governments with the highest and lowest number of beneficiaries. The findings are presented in Table 5.12 below.

Table 5.12: District local governments with the highest number of beneficiaries

| S/N | Row Labels | 201 4_1 5 | 201 5_1 6 | 201 6_1 7 | 201 7_1 8 | 2018 _19 | 2019 _20 | 2020 _21 | 2021 _22 | 2022 _23 | Over all |
|-----|------------|-----------------|-----------------|-----------------|-----------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 1 | Wakiso | 48 | 44 | 45 | 68 | 130 | 85 | 37 | 51 | 17 | 525 |
| 2 | Ntungamo | 30 | 36 | 46 | 59 | 109 | 59 | 66 | 70 | 13 | 488 |
| 3 | Mbarara | 30 | 32 | 41 | 52 | 94 | 91 | 36 | 36 | 4 | 416 |
| 4 | Sheema | 23 | 41 | 29 | 44 | 76 | 57 | 43 | 56 | 15 | 384 |
| 5 | Busia | 15 | 37 | 40 | 43 | 72 | 48 | 30 | 27 | 20 | 332 |
| 6 | Bushenyi | 33 | 24 | 31 | 33 | 60 | 53 | 34 | 49 | 13 | 330 |
| 7 | Kasese | 31 | 29 | 39 | 27 | 86 | 36 | 28 | 21 | 10 | 307 |
| 8 | Rukungiri | 23 | 36 | 31 | 41 | 85 | 30 | 20 | 32 | 7 | 305 |
| 9 | Mukono | 25 | 36 | 43 | 24 | 76 | 38 | 23 | 27 | 3 | 295 |
| 10 | Kabale | 28 | 42 | 24 | 34 | 74 | 39 | 10 | 17 | 9 | 277 |
| 11 | Tororo | 22 | 21 | 38 | 37 | 68 | 39 | 7 | 23 | 15 | 270 |
| 12 | Luweero | 9 | 29 | 22 | 32 | 60 | 36 | 29 | 25 | 8 | 250 |
| 13 | Isingiro | 12 | 25 | 24 | 22 | 46 | 44 | 35 | 31 | 5 | 244 |
| 14 | Masaka | 19 | 16 | 29 | 30 | 39 | 27 | 20 | 18 | 13 | 211 |
| 15 | Mitooma | 25 | 20 | 23 | 22 | 35 | 24 | 15 | 33 | 9 | 206 |
| 16 | Ibanda | 13 | 22 | 14 | 20 | 55 | 32 | 20 | 24 | 4 | 204 |

| S/N | Row Labels | 201 4_1 5 | 201 5_1 6 | 201 6_1 7 | 201 7_1 8 | 2018 _19 | 2019 _20 | 2020 _21 | 2021 _22 | 2022 _23 | Over all |
|-----|------------|-----------------|-----------------|-----------------|-----------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 17 | Kanungu | 25 | 25 | 20 | 22 | 35 | 21 | 17 | 27 | 5 | 197 |
| 18 | Iganga | 22 | 16 | 23 | 34 | 32 | 22 | 17 | 13 | 9 | 188 |
| 19 | Hoima | 22 | 27 | 21 | 16 | 47 | 17 | 15 | 11 | 5 | 181 |
| 20 | Mbale | 21 | 21 | 13 | 16 | 31 | 31 | 12 | 25 | 8 | 178 |

Source: computed by EOC using HEFB data sets 2014-2022

Data in Table 5.12 shows that most of the districts with the highest number of beneficiaries have lower poverty indices as compared to those with the lowest number of beneficiaries. Majority of the benefiting students are mostly from good schools located within the districts in the Table above.

Table 5.13: District local governments with the lowest number of beneficiaries

| S/ N | Sub region | 201 4_1 5 | 20 15 _1 6 | 201 6_1 7 | 201 7_1 8 | 2018 _19 | 2019 _20 | 2020 _21 | 2021 _22 | 2022 _23 | Ove rall |
|---------|-------------|-----------------|---------------------|-----------------|-----------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 1 | Amudat | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| 2 | Karenga | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 2 |
| 3 | Madi-Okollo | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 4 |
| 4 | Obongi | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 2 | 4 |
| 5 | Kalaki | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 2 | 2 | 7 |
| 6 | Kapelebyong | 0 | 0 | 0 | 0 | 0 | 3 | 2 | 2 | 2 | 9 |
| 7 | Nabilatuk | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 7 | 1 | 9 |
| 8 | Kassanda | 0 | 0 | 0 | 0 | 1 | 2 | 3 | 3 | 1 | 10 |
| 9 | Kaabong | 1 | 0 | 0 | 1 | 4 | 2 | 1 | 1 | 1 | 11 |
| 10 | Kitagwenda | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 6 | 2 | 12 |
| 11 | Bugweri | 0 | 0 | 0 | 0 | 0 | 6 | 1 | 6 | 2 | 15 |
| 12 | Butebo | 0 | 0 | 0 | 0 | 2 | 4 | 2 | 5 | 3 | 16 |
| 13 | Buvuma | 0 | 2 | 1 | 3 | 1 | 1 | 5 | 1 | 2 | 16 |
| 14 | Kazo | 0 | 0 | 0 | 0 | 0 | 1 | 4 | 10 | 1 | 16 |
| 15 | Moroto | 1 | 0 | 0 | 1 | 0 | 1 | 0 | 12 | 1 | 16 |
| 16 | Kikuube | 0 | 0 | 0 | 0 | 0 | 8 | 3 | 6 | 1 | 18 |
| 17 | Terego | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 14 | 4 | 18 |
| 18 | Kakumiro | 0 | 0 | 0 | 0 | 2 | 6 | 5 | 5 | 1 | 19 |
| 19 | Kwania | 0 | 0 | 0 | 0 | 0 | 5 | 5 | 3 | 6 | 19 |
| 20 | Rukiga | 0 | 0 | 0 | 0 | 0 | 4 | 9 | 5 | 2 | 20 |

Source: Computed by EOC using data from HESFB, 2014-2022

Data in Table 5.13 above shows that Amudat district has only had 1 beneficiary since implementation of the University loan scheme program and that was in FY 2018/19. Analysis shows that majority of the districts with the lowest beneficiaries have peculiar

characteristics of inequities like hard to reach, hard to stay, high poverty rates and absence of science-oriented schools among others.

Moreover, students studying Science, Technologies, Engineering and Mathematics are given priority over those studying humanities. It should be noted that majority of the students who pass science subjects are not from poor schools and communities because it takes resources for a child to pass sciences which schools in needy communities do not have hence you find most of them not qualifying for the student's university loan scheme. If the student loan scheme is not equally distributed to include poor students and ethnic minorities, the education system will continue to inadvertently fuel social injustice. Hence, there is need for affirmative action in distribution of the programme within some of these districts.

5.9.5 Beneficiaries by University

Analysis was made to ascertain the number of students admitted in each University for the year 2021 and the findings are presented in Table 5.14 below;

Table 5.14: Number of students admitted to Higher institutions of Learning.

| S/N | University | No. of Students Admitted |
|-----|---|--------------------------|
| 1 | Kampala International University | 298 |
| 2 | ISBAT University | 152 |
| 3 | Makerere University | 150 |
| 4 | Bishop Stuart University | 123 |
| 5 | Kyambogo University | 120 |
| 6 | Ndejje University | 111 |
| 7 | Kabale University | 70 |
| 8 | Mbarara University of Science and Technology | 62 |
| 9 | Uganda Technical College, Bushenyi | 60 |
| 10 | Busitema University | 57 |
| 11 | Muni University | 40 |
| 12 | Uganda Technical College, Elgon | 31 |
| 13 | Lira University | 27 |
| 14 | Uganda Martyrs University | 27 |
| 15 | Gulu College of Health Science | 25 |
| 16 | Gulu University | 25 |
| 17 | Uganda Institute of Allied Health and Management Services, Mulago | 25 |
| 18 | Uganda Technical College, Lira | 25 |
| 19 | Mbale College of Health Sciences | 20 |
| 20 | Mountains of the Moon University | 14 |
| 21 | Fort portal College of Health Sciences | 13 |
| 22 | Makerere University Business School | 13 |

| S/N | University | No. of Students Admitted |
|-----|---|--------------------------|
| 23 | Institute of Survey and Land Management | 12 |
| 24 | Islamic University in Uganda | 12 |
| 25 | Kampala University | 12 |
| 26 | Mulago School of Nursing and Midwifery | 9 |
| 27 | Uganda Christian University | 9 |
| 28 | Uganda Technical College, Kicwamba | 8 |
| 29 | Soroti University | 6 |
| 30 | Uganda Institute of Information and Communications Technology | 6 |
| 31 | Masaka School of Comprehensive Nursing | 4 |
| 32 | Uganda Technical College, Kyema, Masindi | 4 |
| 33 | Bugema University | 3 |
| 34 | Bukalasa Agricultural College | 3 |
| 35 | Health Tutors College Mulago | 3 |
| 36 | Medical Lab Training School Jinja | 3 |
| 37 | Soroti School of Comprehensive Nursing | 3 |
| 38 | Jinja Nursing School | 2 |
| 39 | Ophthalmic Clinical Officers Training School | 2 |
| 40 | Butabika School of Psychiatric Clinical Officers | 1 |
| 41 | Lira School of Comprehensive Nursing | 1 |
| 42 | Uganda Wildlife Training Institute | 1 |

Source: Computed by EOC using data from HESFB, 2022

The findings reveal that higher learning institutions which admitted 100 students and above were mainly private Universities i.e., Kampala International University, ISBAT University, Bishop Stuart University and Ndejje University.

On the other hand, Uganda Christian University, Uganda Technical College, Kicwamba, Soroti University, Uganda Institute of Information and Communications Technology, Masaka School of Comprehensive Nursing, Uganda Technical College, Kyema, Masindi, Bugema University, Bukalasa Agricultural College, Health Tutors College Mulago, Medical Lab Training School Jinja, Soroti School of Comprehensive Nursing, Jinja Nursing School, Ophthalmic Clinical Officers Training School, Butabika School of Psychiatric Clinical Officers, Lira School of Comprehensive Nursing and Uganda Wildlife Training Institute had the least number of beneficiaries. Out of 1,592 beneficiaries, each of these higher institutions of learning had less than 10 beneficiaries.

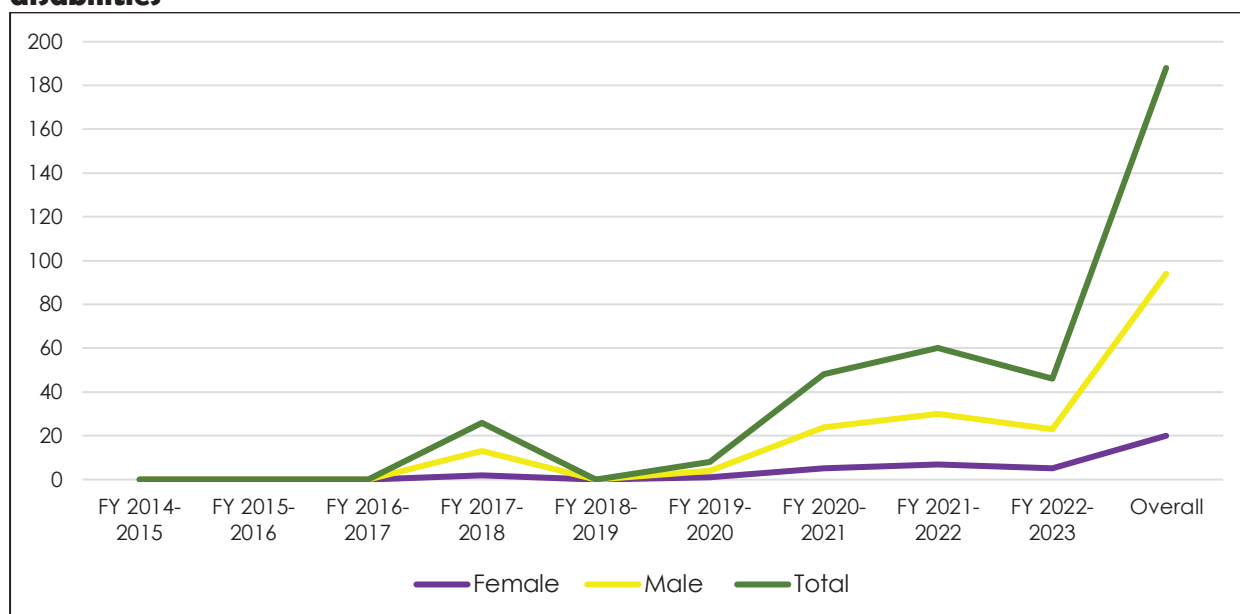
During an interview with an official from HESFB, the respondent mentioned that;

"the Board signs MOU with selected universities and agree on a particular mode of implementation. Some universities do not agree with the terms hence having few or no students admitted in them. For example, the scheme has a maximum tuition fund not exceeding UGX. 7.2 million per student per annum however some universities like UCU charge about UGX. 12million per year above the threshold for a medicine course and hence the scheme cannot admit the students there since the courses are expensive. In addition, other Universities for example ISBAT provide incentives to students such as meals and accommodation and hence a majority of the students from poor households mostly apply in such universities since they cannot afford to feed and accommodate themselves".

5.9.6 Access to the University students loan scheme among persons with disabilities

According to the guidelines, only Ugandans who have been admitted for accredited courses in institutions recognized by National Council of Higher Education (NCHE) are eligible to benefit from the loan scheme. Analysis was made to ascertain students with disabilities who have accessed the loan scheme and the findings are presented in Figure 5.5 below.

Figure 5.5: Access to the University students loan scheme among persons with disabilities



| Year | Male | Female | Total |
|----------------|-----------|-----------|-----------|
| FY 2014-2015 | | | |
| FY 2015-2016 | | | |
| FY 2016-2017 | | | |
| FY 2017-2018 | 11 | 2 | 13 |
| FY 2018-2019 | | | |
| FY 2019-2020 | 3 | 1 | 4 |
| FY 2020-2021 | 19 | 5 | 24 |
| FY 2021-2022 | 23 | 7 | 30 |
| FY 2022-2023 | 18 | 5 | 23 |
| Overall | 74 | 20 | 94 |

Source: Computed by EOC using data from HESFB, 2014-2022

Over the past nine years, a total of 13,405 students have benefited from the University Students Loan scheme and only 0.7% of the beneficiaries (94) are students with disabilities. Due to limited awareness, difficulty in pursuing science courses, lack of specialized teachers and facilities for SNE in the country, failure to attain points to progress to A 'level, many students with disabilities oftentimes miss out on this scheme.

5.9.7 Key Observations

- i. Over the past nine years, a total of 13,405 students have benefited from the University Students Loan scheme out of which majority 68.6% (9198) were male and only 31.4% (4207) were female. However, the number of students benefitting from the University loan scheme drastically reduced from **2,943** students in FY 2018/19 to **625** students in the FY 2022/23. In addition, during FY

2023/2024, the government did not fund the programme hence no student benefited.

- ii. Largely as shown in the findings, female students are still lagging behind in terms of access to the Programme as compared to the male students.
- iii. The Northern region has had the least number of student beneficiaries since implementation of the Programme, with a percentage share of only 12.5%.
- iv. Karamoja sub-region had the least proportion of students accessing the University Students Loan Scheme (1.7%). This means that out of the 13,405 students that have benefitted from the Programme over the years the sub-region has had only 224 beneficiaries.
- v. Amudat district has only had 1 beneficiary since the implementation of the university loan scheme program started and that was in FY 2018/19.
- vi. Only 0.7% of the beneficiaries (94) are students with disabilities.
- vii. Young people belonging to ethnic minority groups have not benefited from the loan scheme.

5.9.8 Recommendations

To ensure gender equity as well as sustainable national development, the HESFB should put in place quotas that require a standard proportion of beneficiaries to be female students.

The HESFB should ensure that students from ethnic minority groups who apply and qualify for the scheme are all considered regardless of the courses they offer as a way of affirmative action to ensure that they access higher education.

To enhance access to loan scheme for all, especially for students in hard-to-reach areas in the districts of northern and eastern Uganda, the EOC recommends that the HESFB should decentralise some of its services to the district level. For example, the loan application forms for the scheme should be stationed at Advanced Level Secondary Schools to ease access for the students.

STATE OF EQUAL OPPORTUNITIES IN ACCESS TO HEALTH SERVICES IN UGANDA



5.10 Introduction

In Uganda, the health sector aims at producing a healthy and productive population that effectively contributes to sustainable inclusive socio-economic growth and development. The government of Uganda is currently implementing the Third National Development Plan, the health sub programme falls under the Human Development Sub-Programme with which the main objective is to improve the population health, safety and management under which commitment to equal opportunities in accessing basic health care has been made. Over the last 30 years, Government has consistently demonstrated commitment to achieve universal and quality health coverage for the people of Uganda so as to enhance their quality of life and productivity.

In the provision of health services, everyone should have equal opportunity which requires that resources and services be distributed equitably across regions and among the various groups of people. Consequently, some of the key Government commitments to promoting equal opportunities in the Ugandan health care sector include:

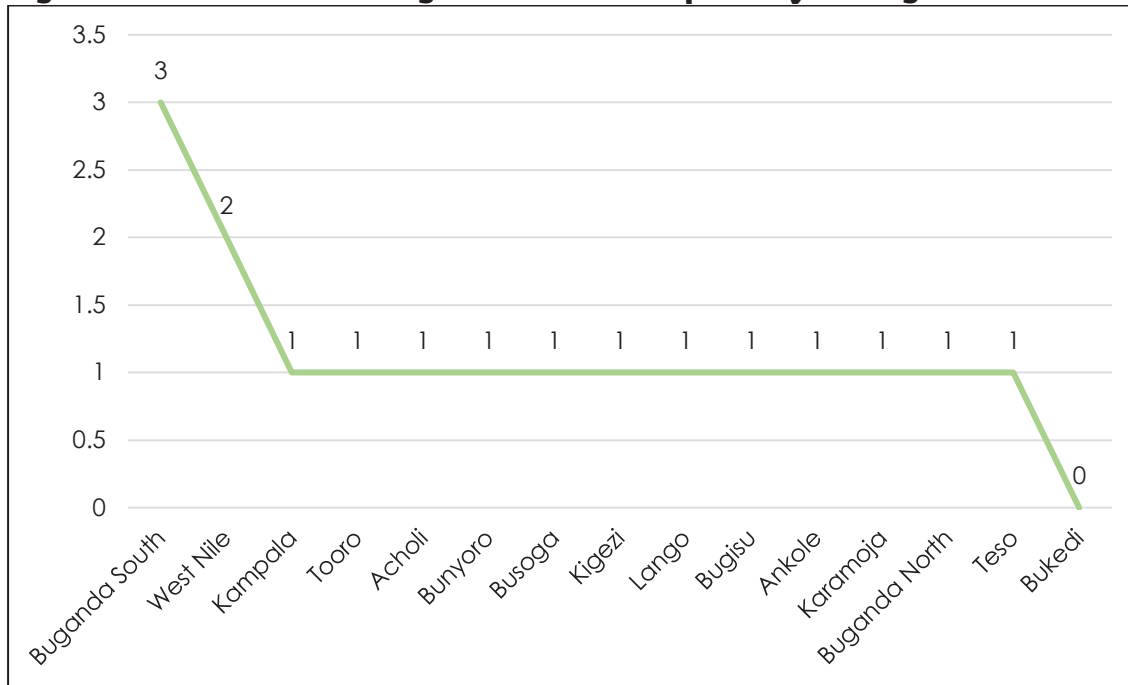
- i. Ensuring equal access to quality health services in all parts of the country;
- ii. Offering quality health services;
- iii. Protecting people against financial risk and ensuring that the cost of using services does not put people at risk of financial harm;
- iv. Providing the highest possible level of health services to all people in Uganda through delivery of promotive, preventive, curative, palliative and rehabilitative health services at all levels.
- v. Attaining a good standard of health for all people in Uganda in order to promote healthy and productive lives.

This sub section therefore presents the status of equal opportunities pertaining access to health services in Uganda focusing on: Distribution of Regional Referral hospitals by Sub region, Distribution of Government hospitals by district, Districts without both a hospital and a HC IV, Sub counties without HC IIIs, Availability of medical specialists across the country, Funding of the Health sector, Maternal Mortality Trends Compared with the SDG targets and distance to health facilities.

5.10.1 Distribution of Regional Referral hospitals (RRHs) by Sub region

Referral hospitals include those that are usually located in urban centers and are designed to provide specialized care to patients referred from lower levels of the health system. Analysis was made to ascertain the distribution of regional referral hospitals by sub region and the findings are presented in Figure 5.6 below.

Figure 5.6: Distribution of Regional Referral hospitals by Sub region



Source: MFL 2020

At sub regional level, there is a fairly equitable distribution of regional referral hospitals since on average majority of the regions have at least one regional referral hospital. However, the Commission noted with concern that there were some sub regions with high populations exceeding the total population (over 2,000,000) that a regional referral hospital should be serving. These included; Buganda North (4,494,500), Busoga (4,343,500), Ankole (3,376,100), Tooro (3,255,300) and Bunyoro (2,759,800). This usually results into congestion at the hospitals since the hospital facilities are overwhelmed and cannot cater for the high number of patients hence leading to mortality of some patients.

In addition, important to note was that Bukedi sub region which consists of seven districts (*Budaka, Busia, Butaleja, Butebo, Kibuku, Pallisa, Tororo*) did not have any regional referral hospital. Patients in need of referral services in this region were usually referred to Mbale RRH, which exacerbated the already bad situation and yet most of these are vulnerable impoverished people. Transporting the patients and their

caretakers from the districts mentioned above to Mbale was associated with high transportation costs, among other costs, which majority of these people could not afford, hence leading to high mortality rates associated with delays, increased crowds and exerting pressure at Mbale RRH.

It should be noted that an effective referral system is essential to saving lives and ensuring quality and continued health care across the various levels of health services (Give et al., 2019). This ensures a close relationship between all levels of the health system and helps to ensure patients receive the best possible health care. However, due to lack of a RRH in Bukedi sub region, this has consequently resulted into inequitable service delivery and hence affecting the health outcomes of the people.

5.10.2 Distribution of Government hospitals by District

The provision of hospital services in Uganda is guided by the National Hospital Policy whose main objectives are to: (i) ensure equity in access to hospital services; (ii) creating an enabling environment for the delivery of hospital services through effective management, (iii) improved referral and resource mobilisation; and (iv) guaranteeing that hospitals provide quality and affordable services to all categories of the population including the vulnerable and marginalised groups of people among others.

According to the Health Policy, each district is supposed to have either a general hospital or a HC IV. However, currently, the increase in the number of districts necessitates a re-examination of the standard service delivery model in the districts. (MoH, 2010). Ideally, each district should have a hospital, which should have all the services offered at a HC IV, plus specialised clinics so as to increase service delivery and better health outcomes within the population.

Analysis was made to ascertain the availability of government hospitals in all the districts in Uganda. It was found out that Uganda has a total of 52 Government general hospitals, which meant that about 60% of the districts in the country did not have Government hospitals. The findings are presented in Table 5.15 below.

Table 5.15: Distribution of Government hospitals by district

| Districts with Government hospitals | | | | Districts without Government hospitals | | | |
|-------------------------------------|---|-------------|---|--|---|---------------|---|
| Kampala | 2 | Mityana | 1 | Agago | 0 | Kotido | 0 |
| Tororo | 2 | Moyo | 1 | Alebtong | 0 | Kwania | 0 |
| Abim | 1 | Nakaseke | 1 | Amolatar | 0 | Kween | 0 |
| Adjumani | 1 | Nakasongola | 1 | Amudat | 0 | Kyankwanzi | 0 |
| Apac | 1 | Nebbi | 1 | Amuria | 0 | Kyegegwa | 0 |
| Bududa | 1 | Ntungamo | 1 | Amuru | 0 | Lamwo | 0 |
| Bugiri | 1 | Nwoya | 1 | Budaka | 0 | Luuka | 0 |
| Buikwe | 1 | Pallisa | 1 | Bugweri | 0 | Lwengo | 0 |
| Bukwo | 1 | Rakai | 1 | Buhweju | 0 | Madi-Okollo | 0 |
| Buliisa | 1 | Sheema | 1 | Bukedea | 0 | Manafwa | 0 |
| Bundibugyo | 1 | Yumbe | 1 | Bukomansimbi | 0 | Maracha | 0 |
| Busia | 1 | | | Bulambuli | 0 | Mayuge | 0 |
| Butaleja | 1 | | | Bunyangabu | 0 | Mitooma | 0 |
| Butambala | 1 | | | Bushenyi | 0 | Mpigi | 0 |
| Gulu | 1 | | | Butebo | 0 | Mukono | 0 |
| Iganga | 1 | | | Buvuma | 0 | Nabilatuk | 0 |
| Jinja | 1 | | | Buyende | 0 | Nakapiripirit | 0 |
| Kaabong | 1 | | | Dokolo | 0 | Namayingo | 0 |
| Kaberamaido | 1 | | | Gomba | 0 | Namisindwa | 0 |
| Kagadi | 1 | | | Ibanda | 0 | Namutumba | 0 |
| Kamuli | 1 | | | Isingiro | 0 | Napak | 0 |
| Kanungu | 1 | | | Kakumiro | 0 | Ngora | 0 |
| Kapchorwa | 1 | | | Kalaki | 0 | Ntoroko | 0 |
| Kasese | 1 | | | Kalangala | 0 | Obongi | 0 |
| Katakwi | 1 | | | Kaliro | 0 | Omoror | 0 |
| Kayunga | 1 | | | Kalungu | 0 | Otuke | 0 |
| Kiboga | 1 | | | Kamwenge | 0 | Oyam | 0 |
| Kiryandongo | 1 | | | Kapelebyong | 0 | Pader | 0 |
| Kisoro | 1 | | | Karenga | 0 | Pakwach | 0 |
| Kitgum | 1 | | | Kassanda | 0 | Rubanda | 0 |
| Koboko | 1 | | | Kazo | 0 | Rubirizi | 0 |
| Kumi | 1 | | | Kibaale | 0 | Rukiga | 0 |
| Kyenjojo | 1 | | | Kibuku | 0 | Rukungiri | 0 |
| Kyotera | 1 | | | Kikuube | 0 | Rwampara | 0 |
| Lira | 1 | | | Kiruhura | 0 | Serere | 0 |
| Luwero | 1 | | | Kitagwenda | 0 | Sironko | 0 |
| Lyantonde | 1 | | | Kole | 0 | Ssembabule | 0 |
| Masindi | 1 | | | Terego | 0 | Zombo | 0 |

Source: MFL 2020

Whereas there is demand to have a general hospital per district, Table 5.15 above shows that there are 76 districts without a government general hospital, hence

disparities in geographical distribution and accessibility among the districts in the country.

This inequitable distribution of hospitals negatively affects the vulnerable and marginalized groups since it limits accessibility to health care services. In some of these districts, there are Private Not for Profit hospitals (PNFP) that may be publicly subsidized. However, the poor or the vulnerable (*women, children, youth, older persons, persons with disabilities among others*) mainly use the public sector hospitals compared to the non-poor because the health services in the private sector are generally unaffordable much as they are subsidized. The National Service Delivery Survey (NSDS) 2020/21 reveals that majority of Ugandans seek healthcare from the public health system and it is the first point of consultation, particularly for the vulnerable. It is therefore vital that government invests in the public health system.

Furthermore, there were four districts which did not have neither a government hospital nor a health center IV (*Agago, Kalaki, Namisindwa and Napak*). See Table 5.16 below.

Table 5.16: Districts without any Government Hospital or a Health center IV

| S/N | District | Hospital | Health center IV |
|-----|------------|----------|------------------|
| 1 | Agago | 0 | 0 |
| 2 | Kalaki | 0 | 0 |
| 3 | Namisindwa | 0 | 0 |
| 4 | Napak | 0 | 0 |

Source: MFL 2020

Therefore, the government should give priority in provision of hospitals to the 76 Districts without any government hospital and the four districts that do not have a government hospital or a Health centre IV so as to match with what is enshrined in the National Health Policy for construction of a General Hospital or HC IV per district.

KII with the DHO on the general over view of the health services in Agago district,

There is no hospital as well as a health center IV in the entire district. The highest level of health infrastructure available in Agago are Health center IIIs and they are only 13 of them distributed across the entire district.

The major health center that the district is depending on is called Patong Health center III which is currently acting as the referral facility for the district. It is the one the district is proposing to be upgraded to a health center IV. However, various requests for the money to upgrade Patong HC III to a level of a HC IV have always been sent through to the central government but the effort has not yielded any positive results.

At the health center, the only ambulance that is available was just a donation from UNICEF after realizing that Agago was doing badly in terms of health services. Oftentimes, the ambulance does not have fuel and hence some mothers especially pregnant mothers that need referral end up dying.

In terms of difficult cases, the district relies on PNFPs of which considering the economic status of the people in Agago community, they are economically doing very badly and hence cannot afford private bills in these hospitals.

There is a challenge of power availability in most of the HCs, you find that most of them are not located at the road sides where the national grid passes. The government has tried to provide fridges which use solar. This has helped a lot otherwise it would have been a total disaster.

Public service put a halt on recruitment and stopped the district from recruiting. Actually, there is a wage bill for recruitment and it has been taken back. In the end, the district remains understaffed with a wage bill but it cannot recruit.

Water availability is a major problem whereby not all health facilities are having piped water. Most facilities use boreholes. You find a borehole constructed in the hospital premises but due to the fact that water scarcity is a general problem in the whole of the district, the whole community ends up using that very borehole. When it is breaks down, they leave it to the hospital no one participates in repairing it. The health office at the district spends a lot of money in the repair and maintenance which money is not even available.

5.10.3 Sub counties without Health center IIIs

The Minister for Health informed Parliament on 6th July 2022 that government took a decision that every sub-county should have a health center III, every constituency a health center IV and every district, a district hospital. However, 172 sub counties in the country do not have health center IIIs. See annex 1. Further disaggregation by sub region showed that majority of the sub counties without a health center III were found in Ankole sub region (23), Elgon (23), Buganda (19) Tooro (17), Lango (14) and Teso (13) as shown in Table 5.17 below.

Table 5.17: Sub counties without Health center IIIs

| S/N | sub region | No. of S/Cs without HC IIIs |
|-----|--------------------|-----------------------------|
| 1 | Ankole | 23 |
| 2 | Elgon | 23 |
| 3 | Buganda | 19 |
| 4 | Tooro | 17 |
| 5 | Lango | 14 |
| 6 | Teso | 13 |
| 7 | Acholi | 11 |
| 8 | Karamoja | 11 |
| 9 | Bukedi | 10 |
| 10 | Busoga | 9 |
| 11 | Bunyoro | 8 |
| 12 | Kigezi | 7 |
| 13 | West-Nile | 7 |
| | Grand Total | 172 |

Health center IIIs provide preventive, promotive, outpatient curative, maternity, inpatient health services and laboratory services. The lack of equitable access to HC IIIs in some of the sub counties detrimentally impacts the capacity of the vulnerable and marginalised groups of people to access healthcare, especially some of the services mentioned above. The community people have to move long distances to seek for these services in other sub counties and are hence deterred from seeking treatment in time, resulting into loss of lives from preventable diseases.

5.10.4 Service Delivery by Level of Health Facility

Health facilities in Uganda are classified into seven levels based on the services they provide and the catchment area they are intended to serve. The health facilities are designated as Health Centre level one HC I, II, III, IV; General hospital, Regional Referral hospital and National Referral hospital. The respective services provided at each of the levels and the desired populations are as in Table 5.18 below.

Table 5.18: Service Delivery by Level of Health Facility

| S/N | Level | Population | No. of beds | Staffing | Services Provided | Basic Buildings Infrastructure requirements are available in the MoH Health Infrastructure designs |
|-----|-------------------------------|-------------|--|----------|--|---|
| 1 | Clinic (Village Health Teams) | Not defined | 0 | 5 | Community based preventive and Promotive Health Services. Village Health community or similar status. | Community based provision with home visits |
| 2 | Health Centre II | 5,000 | 2 | 4 | Preventive, Promotive and Outpatient Curative Health Services, outreach care, and emergency. | Outpatient Dept, Emergency delivery room, Placenta pit, medical waste pit, 4 Staff housing units and ancillary structures |
| 3 | Health Centre III | 20,000 | 14 (4 maternity, 4 children, 4 Female, 2 Male) | 19 | Preventive, Promotive, Outpatient Curative, Maternity, inpatient Health Services and Laboratory services. | Outpatient Dept, Emergency delivery room, Placenta pit, medical waste pit, 10 Staff housing units and ancillary structures |
| 4 | Health Centre IV | 100,000 | 24 (8 Maternity, 6 Children, 6 Female, 4 Male) | 50 | Preventive, Promotive Outpatient Curative, Maternity, inpatient Health Services, Emergency surgery and Blood transfusion and Laboratory services. | Outpatient Department, Drug store with HSD offices, Operation theatre, Maternity, General ward (well partitioned for male, female and paediatrics), Mortuary, Placenta pit and medical waste pit, Incinerator 18 Staff housing units and ancillary structures. |
| 5 | General Hospital | 500,000 | 100 – 250 (25 ObGy, 25 Pediatrics, 25) | 185 | In addition to services offered at HC IV, other general services will be provided. It will also provide in service training, consultation and research to community based. | Medical Buildings, isolation wards, Outpatient Department (laboratory, pharmacy, emergency), Administration offices, Operation theatre (2 rooms), Female ward (>15 |

| S/N | Level | Population | No. of beds | Staffing | Services Provided | Basic Buildings Infrastructure requirements are available in the MoH Health Infrastructure designs |
|-----|----------------------------|------------|-----------------------|----------|--|--|
| | | | Medical , 25 Surgery) | | | beds), Male ward (>15 beds), Pediatric ward (>15 beds) o Maternity ward (> 15 beds), Mortuary, Placenta pit and medical waste pit, Incinerator, Support Services (Stores, Kitchen, Laundry, Central Sterile Supply Dept), 80 Staff housing units and ancillary structures |
| 6 | Regional Referral Hospital | 2,000,000 | 500 | 350 | In addition to services offered at the general hospital, specialist services will be offered, such as psychiatry, Ear, Nose and Throat (ENT), Ophthalmology, dentistry, intensive care, radiology, pathology, higher level surgical. | Administration offices, Outpatient Dept (with lab, pharmacy, emergency), Intensive Care Unit, Radiology, Operation theatre (2 rooms), Female ward (at least 15 beds), Male ward (>15 beds), Pediatric ward (>15 beds), Maternity ward (>15 beds), Community/Public Health department, Infectious disease isolation ward, Mortuary, Placenta pit and medical waste pit, Incinerator, Support Services (Stores, Kitchen, Laundry, Central Sterile Supply Department, Maintenance workshop), 200 Staff housing units and ancillary structures |
| 7 | National Referral Hospital | 10,000,000 | Minimum 600 | 1500 | These provide comprehensive specialist services. In addition, they are involved in teaching and research. | In addition to above provides Super specialist services e.g. Nephrology, Neurology, Endocrinology and Metabolic Diseases, Gastroenterology, Respiratory Medicine, Neonatal care, Intensive care, Nuclear medicines, Neurosurgery and Cardiothoracic surgery. Diagnostic services e.g. MRI and CT Scan, Advanced clinical laboratory services in Microbiology, Haematology, etc. In addition, provides postgraduate and under graduate training, |

| S/N | Level | Population | No. of beds | Staffing | Services Provided | Basic Buildings Infrastructure requirements are available in the MoH Health Infrastructure designs |
|-----|-------|------------|-------------|----------|-------------------|--|
| | | | | | | internship and advanced research. The standards for this level are detailed and per case |

Source (MOH, 2021)

5.10.5 Comparison of current staffing, number of beds, housing facilities in selected health facilities with the standard

i. Jinja Regional Referral Hospital

| S/N | Level | Standard of the population to be served | Population currently Served | Standard No. of beds | Current No. of beds | Approved staff structure | Approved staff structure | No. of positions filled |
|-----|----------------------------------|---|-----------------------------|----------------------|---------------------|--------------------------|--------------------------|-------------------------|
| 1 | Jinja Regional Referral Hospital | 2,000,000 | 4,500,000 | 500 | 281 | 1,195 | 1,195 | 361 filled |

Jinja Regional Referral Hospital serves Busoga sub region and the surrounding areas. A regional referral hospital is expected to handle a population of two million patients. However, Jinja Regional Referral Hospital currently handles over four million patients. This means that the facility often admits many more patients than it can accommodate, which is overwhelming on the staff. The current staffing level is at 80% and yet this is inadequate in relation to the patients that are handled.

The hospital currently has 281 beds and yet a regional referral hospital should have at least 500 beds. The beds are not enough to suit the population and some do not have mattresses. Due to the high demand for medical services in the area, some patients end up sleeping on the floor.



Beds without mattresses in the male ward



A ward shared by women, men and children at Jinja referral hospital

Only 5% of the staff have accommodation but the houses are not up to the standard. In addition, Jinja regional referral hospital has a blood collection unit. However, it does not have a blood bank. The hospital only collects blood and sends it to Nakasero in Kampala, while in other regions the blood which is collected is the one distributed and

used in that region. Sickle cell disease is highly prevalent in Busoga and many children are dying because of anemia or need of blood services (KII, DHO Jinja).

ii. Lira Regional Referral Hospital

| S/N | Level | Standard of the population to be served | Population currently Served | Standard No. of beds | Current No. of beds | Approved staff structure | No. of positions filled |
|-----|---------------------------------|---|-----------------------------|----------------------|---------------------|--------------------------|-------------------------|
| 1 | Lira Regional Referral Hospital | 2,000,000 | 2,600,000 | 500 | 411 | 1,195 | 322 filled |

Lira Regional Referral Hospital serves a total estimated population of 2.6 million people in Lango sub region which is made up of nine districts i.e. Oyam, Kole, Alebtong, Amolator, Apac, Kwanja, Lira, Dokolo and Lira City.

The hospital is operating under the old structure with 322 staff positions filled (27%). According to the Principal Health Administrator (PHA), the main staffing gaps are actually among the specialists and medical officers at special grade. He further mentioned that inadequate staffing creates work overload among the available staff, which affects the quality of service delivery.

The accidents and emergency area is operational at all times with three functional ambulances which are accessed at no cost. The pharmacy is also functional and all medicines at the hospital are free. However, the medicines are provided every after two months and hence do not last for the whole cycle given that the quantity procured is limited compared to the patients' demand. The hospital commonly faces challenges of drug stock-outs, whereby patients have to buy some of the drugs required, which in most cases they cannot afford.

The shortage of beds, as well as inadequate space is affecting operations in the obstetrics and gynecology department at Lira RRH. The hospital has a 19-bed capacity ward which now serves an average of 40 mothers daily, whereas the postnatal ward which has a capacity of 20 beds has more admissions, forcing some patients and caregivers to sleep on the floor or outside in the tent. When the numbers are high, priority for bed space is given to only pregnant mothers with complications and those who have delivered through caesarean section.



A tent improvised as a ward for post-natal mothers.

The staff housing units accommodate about only 15% of the total staff at the hospital, which sometimes leads to delay in service delivery and sometimes death of patients. However, houses have been constructed to accommodate more staff at the hospital.



Newly constructed staff houses at Lira RRH

With regard to older persons, most go to the facility with conditions of old age such as pressure, prostate and cervical cancer, diabetes, difficulty to walk etc., the special services provided for this category of people at the hospital are mainly psychotherapy and orthopedic services.

With regard to physical accessibility of the hospital, there are ramps though they are generally not very accessible at some old buildings. The hospital also lacks lifts to move clients with special needs to the upper floors. On the other hand, the theatre, out patients' department, OPD and other new structures have the provision of ramps as opposed to the old structures.



Inaccessible old male ward structure

iii. Arua Regional Referral Hospital

| S/N | Level | Standard of the population to be served | Population currently Served | Standard No. of beds | Current No. of beds | Approved staff structure | No. of positions filled |
|-----|---------------------------------|---|-----------------------------|----------------------|---------------------|--------------------------|-------------------------|
| 1 | Arua Regional Referral Hospital | 2,000,000 | 2,233,383 | 500 | 259 | 1,195 | 321 filled |

Arua Referral Hospital has a catchment area of about 2,233,383 million people from Pakwach, Nebbi, Zombo, Arua, Madi-Okollo, Arua city, Terego and Maracha.

Drugs in the pharmacy at the hospital are inadequate. The hospital receives drugs through 6 cycles in a year, done every after two months but the supply meant for two months can only last for about one month hence the population has to resort to buying drugs from external health centers.

With regard to infrastructure, the Intensive Care Unit is available and has 6 beds. However, the major challenge faced is staffing since the hospital has only a few skilled staff, which limits performance in the event that the unit has a big number of patients. In addition, the ICU was created from one of the wards which does not meet the criteria required for an ICU. However, construction for a new unit is ongoing. In terms of quality of beds, the Director mentioned that majority of them need replacement since they are old and sometimes the available ones in some wards like the surgical ward, and the maternity ward are not enough. Therefore, some patients use the floor in situations when the population is high. The Director hopes that Yumbe RRH will grow so fast so that referrals can be shared with the facility.

For emergency situations that need transport, the hospital has only class Ambulances which lack the required equipment inside the vehicles and can only be used to transport patients without any procedures performed on them while moving the patients. However, there is a challenge with fuel where sometimes patients have to provide so as to acquire the service which some patients cannot afford.

With regard to staffing, about 25% of the hospital staff stay in the staff quarters. Some of the units were built around 1992/93 and are in a poor state, hence the need for renovation and maintenance. In addition, a new block is being constructed with 21 units, with about 80% of the work already done. However, the funds required for completion have not been provided yet, which has led to the halting of the construction works.

Availability of power is also a very huge challenge since the hospital is not connected to the national grid line by UMEME and the supply is from West Nile Rural Electrification Company that supplies the entire west Nile. There is a lot of load shedding since the capacity of this company is lacking. The hospital has standby generators. However, the issue of fuel and the capacity of the generators to handle heavy machines at ago is limited. There is always a likelihood of the power going off once all the heavy machines are running.

For accessibility purposes, the built-up environment is accessible, for example, the OPD and in-patient block have ramps and rails to ease access and movement. In addition, most units around the hospital have pathways constructed in form of ramps, which eases access as well.

With regard to availability of services for older persons, the director mentioned that there are hypertensive clinics, diabetic clinics mainly focusing on the older persons. However, the hospital does not have a geriatric clinic as well as an officer in charge of geriatrics. Therefore, all services offered to this category of people at the hospital are done on an individual basis depending on the need required, which is most of the time expensive since majority of the older persons are vulnerable.

iv. Mbarara Regional Referral Hospital

| S/N | Level | Standard of the population to be served | Population currently Served | Standard No. of beds | Current No. of beds | Approved staff structure | No. of positions filled |
|-----|------------------------------------|---|-----------------------------|----------------------|---------------------|--------------------------|-------------------------|
| 1 | Mbarara Regional Referral Hospital | 2,000,000 | 6,000,000 | 500 | | 1,195 | 321 filled |

Mbarara Referral Hospital receives over six million people from greater Ankole and the neighboring countries.

Although the hospital's official bed capacity is 500 beds, its actual bed capacity is way above that, which is the main reason why some patients use the floor. For example, both medical and surgical emergency wards are available. However, the patients are too many and the beds too few. There are approximately 30 beds for the two emergency wards and this prompts the medical workers to admit some patients on the floor.



Male surgical ward with some patients sleeping on the floor

At the intensive care unit, there are 8 rooms with 1 bed in each of the rooms and oftentimes times the patients exceed the number of beds. As a coping mechanism, they are normally referred to other health facilities.

The total number of staff required at Mbarara RRH is 1,195 staff as per the approved staff establishment for RRHs. However, about 321 staff are employed at the facility, hence operating at 27%.

With regard to staff accommodation, the hospital has 2 blocks with only 16 houses. Two more blocks are under construction and will have 32 houses once completed. However, these are still few compared to the number of staff available. It should be noted that the lack of adequate accommodation at the facility has affected service delivery, especially in the emergencies and maternity wards.

With regard to physical accessibility, the hospital has ramps, and wheelchairs that help to ease movement of patients.



A laboratory with a ramp and rails for easy accessibility



Pediatric ward with dilapidated mattresses



Washrooms without doors at the hospital

5.10.6 Availability of medical specialists across the country

Analysis was made to ascertain the number of medical specialists across the country and their distribution by sub region. This data was sourced from the Statement presented to Parliament in September 2021 on the State of Public Health Service Delivery in Uganda by the Honorable Minister of Health. The findings are presented in Table 5.19 below.

Table 5.19: Number of medical specialists across the country

| S/N | Medical Specialist | Number In Post | Projections for Numbers required FY 2023/24 |
|-----|--|----------------|---|
| 1 | Geriatric Medicine Specialists | 0 | 86 |
| 2 | Physiatrists | 0 | 98 |
| 3 | Pediatrists | 0 | 98 |
| 4 | Allergists/Immunologists | 0 | 148 |
| 5 | Colon and Rectal Surgeon | 1 | 49 |
| 6 | Medical Geneticists | 1 | 172 |
| 7 | Rheumatologists | 1 | 325 |
| 8 | Dermatologists | 2 | 117 |
| 9 | Infectious Disease Specialists | 2 | 231 |
| 10 | Neurologist | 2 | 148 |
| 11 | Critical Care Medicine Specialists | 2 | 66 |
| 12 | Hospice And Palliative Medicine | 2 | 271 |
| 13 | Gastroenterologists | 3 | 111 |
| 14 | Emergency Medicine Specialists | 3 | 93 |
| 15 | Cardiologist | 4 | 43 |
| 16 | Nephrologists | 4 | 123 |
| 17 | Plastic Surgeons | 4 | 86 |
| 18 | Pulmonologist | 4 | 443 |
| 19 | Entomonologists | 4 | 61 |
| 20 | Pathologists | 4 | 234 |
| 21 | Oncologists | 5 | 86 |
| 22 | Family Planning Specialists | 5 | 1476 |
| 23 | Preventive Medicine Specialists | 5 | 320 |
| 24 | Hematologists | 6 | 61 |
| 25 | Urologists | 6 | 295 |
| 26 | Otolaryngologists | 7 | 101 |
| 27 | Psychiatrists | 10 | 384 |
| 28 | Anesthesiologists | 11 | 86 |
| 29 | Occupational Health and Safety Specialists | 17 | 517 |
| 30 | Radiologists | 17 | 590 |
| 31 | General Surgeons | 54 | 172 |

| S/N | Medical Specialist | Number In Post | Projections for Numbers required FY 2023/24 |
|-----------|---------------------------------|----------------|---|
| 32 | Pediatricians | 60 | 738 |
| 33 | Obstetricians and Gynecologists | 61 | 443 |
| 34 | Total | 307 | 8272 |

As shown in the Table above, out of the 8,272 specialists that are required in the country for the FY 2023/2024, the country has only 307 specialists posted in the different government hospitals which are mainly located in the center (Kampala). The number of specialized medical consultants in the country is so limited and even those currently posted are overwhelmed given the increasing demand for specialized treatment from the local population, especially the vulnerable and marginalised groups of people.

For example;

Older persons make up 5.4% of the country's population. However, there are no geriatric medicine specialists in the country to handle issues that are peculiar to such category of people. This means that if an older person got an ailment that needs a specialist's attention, he or she would have to go to a private hospital or fly out of the country to seek medical care. This is an expensive venture which majority of the older persons who are vulnerable in the country cannot afford.

The country has only 10 Psychiatrists yet, according to a report by MOH and Uganda counselling association published in 2022, 40% (14 million) of the people in the country were mentally ill or had mental disorders. The number of specialists posted in government hospitals is too limited to cater for the rising mental cases in the country, which in the end retards economic development since majority of the population that would be engaging in productive work are mentally ill with inadequate or no specialists to handle their cases.

It should be noted that specialist health professionals improve health outcomes in the country which in the end results into economic development if the population is healthy. Therefore, the government should consider investing more money in training and recruiting medical specialists in the country.

5.10.7 Funding of the Health sector

In April 2001, the Heads of State of African Union countries met and pledged to set a target of allocating at least 15% of their annual budget to improve the services in the health sector (WHO, 2011). Over the years, the Government of Uganda has demonstrated commitment through financing the health sector annual budget. The trend of funding is presented in Table 5.20 below;

Table 5.20: Resource allocation to the health sector

| FY | Health Sector Budget (Billions) | Total Gov't Budget (Trillions) | Health Budget as % of the National Budget |
|-----------|---------------------------------|--------------------------------|---|
| 2014/2015 | 1,281 | 14,986 | 8.5% |
| 2015/2016 | 1,271 | 18,311 | 6.9% |
| 2016/2017 | 1,828 | 26,400 | 6.9% |
| 2017/2018 | 1,850 | 29,009 | 6.4% |
| 2018/2019 | 1,714 | 32,703 | 5.2% |
| 2019/2020 | 2,600 | 40,500 | 6% |
| 2020/2021 | 2,788 | 45,494 | 6.1% |
| 2021/2022 | 2,523 | 44,778 | 5.6% |
| 2022/2023 | 3,670 | 48,130 | 7.6% |
| 2023/2024 | 3,720 | 52,700 | 7.9% |

Source: Computed by EOC using data from MOFPED (2014-2023)

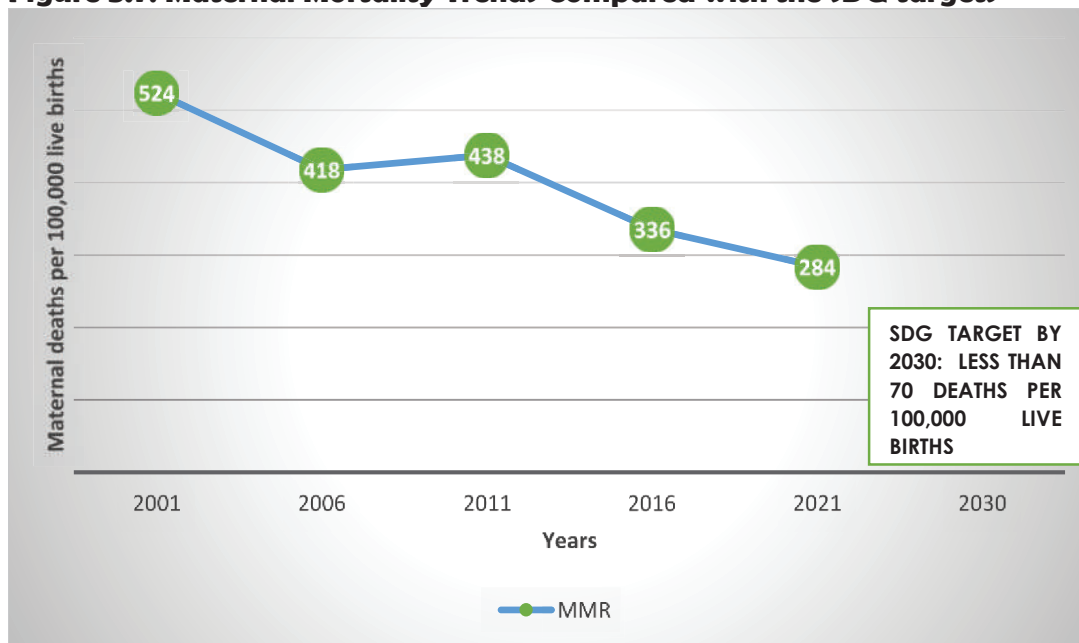
As shown in Table 5.20 above, the national health budget has been rising over the last 10 years from UGX. 1,281 billion in FY 2014/15 to UGX. 3,720 billion in FY 2023/2024, which represents a 74-percentage increase with regard to allocations in the health sub programme.

However, the proportional share of the national budget to health has stagnated between 6% to 9% over the last 10 years. The current average budget allocation of 7.9% is still far below the 15% threshold of the Abuja Declaration, 2001. This has hindered several sector interventions from enhancing equitable service delivery to the community while grappling with challenges of inadequate medical supplies, drug stock outs, inadequate human resource, inequitable distribution of health services among regions due to resource constraints, among others.

5.10.8 Maternal Mortality Trends Compared with the SDG targets

According to the NDP III, the health sub programme focuses on, among others, reducing Maternal Mortality Rate from 336/100,000 to 211/100,000 over the next five-year implementation plan period. In addition, target 3.1 under the SDG goal 3 aims at reducing the global maternal mortality ratio to less than 70 per 100 000 live births by 2030. The findings in Figure 5.7 below shows progress in how far the country has gone with regard to reduction of MMRs.

Figure 5.7: Maternal Mortality Trends Compared with the SDG targets



Source: Computed by EOC using UDHS (2001-2016) & MOH Data sets 2022

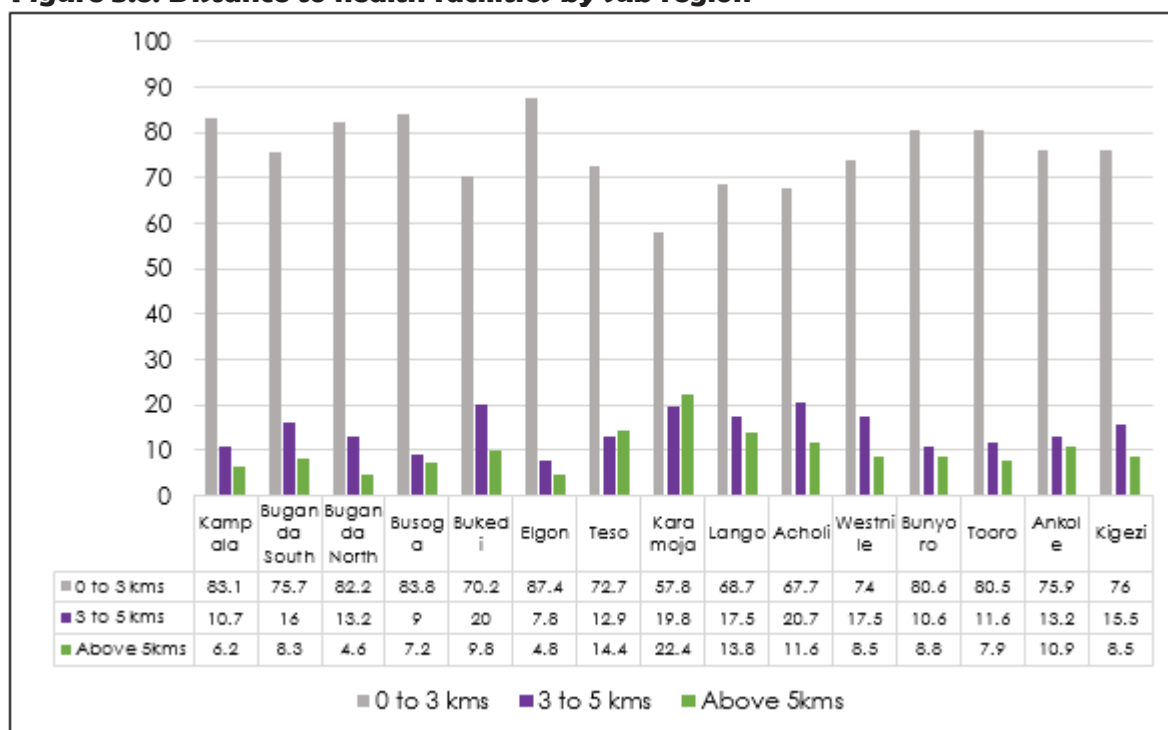
Data in Figure 5.7 above shows that the country has made progress with regard to reduction in maternal mortality rates. However, much as there is a significant reduction, the country's MMR is still much higher than the target for 2030 set by Sustainable Development Goal (SDG) 3: (*less than 70 maternal deaths per 100,000 live births globally*),

It should be noted that maternal health care is mainly dependent on a fully functioning health care system with the capacity to manage emergencies and refer complicated cases right from Health Center III to the referral facilities. However, this is inexistent in majority of the health centers especially in Health Center IIIs that are mostly accessed by the vulnerable women. Therefore, more needs to be done to improve the delivery of health services so as to close this gap and to achieve the SDG 3 targets.

5.10.9 Distance to health facilities

The policy target under the HSDP (2015) stipulates that the Ministry of Health should aim for 85% of the population to reside within a distance of 5km from a health facility. Analysis was made to ascertain the average distance in kilometers to the nearest health facility by sub region and the findings are presented in Figure 5.8 below.

Figure 5.8: Distance to health facilities by sub region



Source: Computed by EOC using UNHS 2019/2020 Data sets

As shown in the Figure above, majority of the people in all the sub regions were residing in a distance of 5kms and below from the nearest health facility. This shows that Government of Uganda has tried to ensure that there are health facilities within every 5km radius to help the vulnerable and marginalised groups of people easily access healthcare.

However, further analysis shows that there are people in the country who reside beyond 5km from the nearest health facilities. A case in point was in Karamoja region, where the biggest proportion of the population (22.4%) were accessing health facilities in a distance beyond five kilometers. This was followed by Teso sub region at 14.4%.

In addition, much as majority of the health facilities are within a 5km range, the hard-to-reach areas, for example, those in mountainous areas, islands, among others, still

find difficulties in accessing health facilities. The terrain of these areas limits access to health services by residents and hence are deterred from seeking treatment in time, resulting in loss of lives from preventable diseases.

This is further compounded by the poor road network and lack of public transport. Residents in the districts are forced to resort to boda bodas, a form of motorcycle transport that is very expensive in the remote areas. This mode of transportation is risky especially for pregnant women due to the long distances covered and the state of roads, which pose harm to both the mother and unborn child, as well as other members of the community.

5.10.10 Key Observations

- i. Uganda's health sector remains significantly under-funded, mainly relying on private sources of financing, especially out-of-pocket spending. At 7.9% of total government expenditure, public spending on health is far below the Abuja target of 15% that government committed to.
- ii. Bukedi sub region which consists of seven districts (Budaka, Busia, Butaleja, Butebo, Kibuku, Pallisa, Tororo) did not have any regional referral hospital.
- iii. Uganda has a total of 52 Government general hospitals, meaning that about 60% of the districts in the country did not have Government hospitals. Whereas there is demand to have a general hospital per district, the findings showed that there were 76 districts without a government general hospital hence disparities in geographical distribution and accessibility among the districts in the country.
- iv. In addition, four districts neither had a government hospital nor a health center IV. These were Agago, Kalaki, Namisindwa and Napak.
- v. 172 sub counties in the country did not have health center IIIs. Health center IIIs provide preventive, promotive, outpatient curative, maternity, inpatient health services and laboratory services. The lack of equitable access to HC IIIs in some of the sub counties detrimentally impacts the capacity of the vulnerable and marginalised groups of people to access healthcare.
- vi. Out of the 8,272 specialists that are required in the country for the FY 2023/2024, the country had only 307 specialists posted in the different government hospitals which are mainly located in the center (Kampala). The number of specialized medical consultants in the country is so limited and even those currently posted are overwhelmed given the increasing demand for specialized treatment from the local population, especially the vulnerable and marginalised groups of people.
- vii. Chronic shortage of trained health workers (understaffing); thus, overworking the available ones. There is an acute shortage of health workers and specialists in Uganda for all types of health facilities. However, it is more acute for lower-level facilities.
- viii. Poor infrastructure; in terms of health centre premises, emergency and referral response systems, medical equipment such as labor beds, ambulances, wheelchairs and reasonable accommodation for inpatients, poor sanitation i.e

lack of adequate clean water, latrines/toilets, placenta disposal pits and other waste compaction sites with in lower-level health facilities in Uganda.

5.10.11 Concerns reported by vulnerable groups with regard to access to health services

- i. People living in hard-to-reach areas, including mountainous areas, islands, rural and disadvantaged areas and places with peculiar terrain often face much more challenges in accessing health services resulting in unnecessary loss of lives. Residents face challenges such as poor terrains with bad roads, coupled with long distances to the health facilities, limited availability of health facilities within the communities, limited access to healthcare, particularly emergency care among others.
- ii. Inadequate assistive devices in most health facilities that are important to the wellbeing of persons with disabilities. These are important since they help persons with disabilities to communicate, move and to take care of themselves. These include; artificial limbs, calipers, special shoes/boots, wheelchairs among others. These aids do not only support the body but also prevent further weakening through wrong posture and weakening of muscles. Lack of these devices limits them from living independent and productive lives.
- iii. Majority of the health centers visited by the Commission had ramps that eased movement for persons with disabilities. However, the ramps were not of an accessible standard since they lacked hand rails and tactile markings for the visually impaired. In addition, most of the health facilities did not have adjustable beds for pregnant mothers with disabilities which made it difficult for them to access health services.
- iv. Inadequate sign language interpreters at the health facility; the existing staff structure did not provide for the position of sign language interpreters at the health centers, and there were no staff trained in sign language interpretation. The inability to communicate with health workers compromises equal access to health care among patients with hearing impairments since the patient cannot effectively express their health challenges and in turn, the medical worker cannot as well accurately diagnose and prescribe appropriate medication.
- v. Most of the health facilities did not have designated toilets and bathrooms for persons with disabilities. The toilets and bathrooms were shared by all categories of people. They were equally inaccessible as they lacked provisions

- for ramps which eased movement for persons with disabilities. Some had ramps. However, they were dilapidated.
- vi. Household poverty limits older persons' access to healthcare in Uganda, coupled with high costs of accessing specialists for older persons. Poverty reduces the affordability of the healthcare services, Low socioeconomic status is associated with poor health status and limited access to healthcare.
 - vii. Shortage of medicine for Non-Communicable Diseases (NCDs) which mostly affects older persons as well as lack of trained staff for the aged. The scarcity of health professionals skilled in managing NCDs or geriatrics and/or social gerontologists, coupled with very few community health workers and home-based care providers who are reaching older people, further affects their health status.
 - viii. Due to long distances to health facilities which can manage older persons conditions, the costs of travelling to the health facilities, long patient queues especially for those with HIV/AIDs and in need of ARVs, makes access to health services difficult.
 - ix. Health insurance schemes usually charge high premiums for older persons, thus making medical cover for majority of the vulnerable older persons inaccessible.
 - x. Few staff at health facilities, especially midwives; One midwife can be on duty and yet over five women are delivering at the same time, and all needing equal attention and care; the midwife will eventually neglect some of the mothers, and one of those will ultimately die (key informant, Rubanda district).
 - xi. Strikes by medical staff; due to issues such as lack of improvement in the welfare of health workers and salary increment, expectant mothers and ill children are left unattended during strikes which has led to high Maternal, Infant, and Child Mortality. For example, a mother lost her newly born son in 2017 when midwives and nurses were on strike for salary increment (key informant, Masindi district).
 - xii. Transport; costly transport is a great barrier to accessing child and maternal health services. In some districts, this is attributed to the nature of the terrain, which is hilly and mountainous. Therefore, people have to travel long distances to access the services which are being offered at either a Health Centre III and IV, and yet the entire district has 2 grade IV health centres and 3 grade III health

- centre which offer Child and Maternal Health Services (Key informant, Rwampara district).
- xiii. Negligence by health workers; Some do not care about their work, mainly due to low staff numbers and exhaustion, leaving mothers and infants unattended. For example, on Tuesday, 24th May 2022, an oxygen machine supporting a newly born infant was left unattended. As a result, a child lost their life because they accidentally disconnected (key informant in Masindi district).
 - xiv. Poor access to mental health services and information; There is poor access to mental health information and services particularly among young people. In developing countries like Uganda, such mental health is least prioritized and often looked at as a luxury (WHO, 2019), hence insufficient government investment in improving and expanding mental health services.
 - xv. Young people in Uganda face many sexual reproductive health (SRH) challenges stemming from early, unprotected and forced sexual activity. An underlying factor to this is limited access to youth-friendly SRH information and services, which impact on young people's ability to make informed and healthy life choices. It should be noted that in many rural areas of Uganda, the provision and uptake of quality adolescent SRH services remains low.
 - xvi. Limited universal coverage and equal access to medical services for all. This challenge lies at the heart of the Health Policy. Without effective health coverage, people have to pay for care out of their pockets. As a result, they may delay or forego necessary treatments, or when care is unavoidable, they risk becoming impoverished, especially by chronic diseases which require long-term care.

5.10.12 Recommendations

- i. To enhance equitable service delivery as well as improving the health outcomes of the people in Bukedi sub region, the Ministry of Health should construct a referral hospital in the sub region.
- ii. The Ministry of Health should give priority in provision of hospitals to the 76 Districts without any government hospital and the four districts that do not have a government hospital or a Health centre IV so as to match with what is enshrined in the National Health Policy for construction of a General Hospital or HC IV per district.
- iii. The progressive realisation of the right to health by any country depends on its commitment to progressively increase resource allocation to the health sector. It is therefore necessary for the government, through the Ministry of Finance, planning and Economic Development, to increase the health budget so as to meet the 15% threshold of the Abuja Declaration. This will enable the health centres as well as hospitals to increase their operational capacity and be more effective and efficient in health service delivery than they are now.
- iv. The Ministry of Health should recruit more health workers as well as specialists such that the workload in health facilities is reduced. This will greatly reduce the current acute shortage in specialist staff as well as health workers and the high staff: patient ratio in all health facilities.
- v. It should be noted that some health facilities have the budget to cater for staff wages. However, due to the ban on recruitment, they cannot recruit new personnel. Therefore, Parliament should overturn the halt on new recruitments for critical sectors like health.
- vi. Government through the Ministries of Health and that of Finance should consider providing RRHs with free assistive devices such as artificial limbs, clutches, special shoes/boots, wheelchairs, among others, such that persons with disabilities in need of these devices do not have to travel all the way to Mulago hospital in search for these items.
- vii. The Ministry of Health in collaboration with higher institutions of learning in the country should include a module on sign language in the curriculum of all medical professionals. This will help enable easy communication between persons with hearing impairments and health workers hence improving the health outcomes for this category of people.

- viii. The Ministry of Health should ensure inclusion of more essential drugs for non-communicable diseases into the minimum health care package such that they can easily be accessed by older persons since majority of older persons cannot afford these medicines.

CHAPTER SIX

STATUS OF DISTRIBUTION OF PROJECT LOANS FOR INFRASTRUCTURE DEVELOPMENT IN UGANDA



6.0 Introduction

Infrastructure development is a key requirement for sustainable economic growth in any country. The aspiration of Agenda 2030 is to build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation by 2030 (SDG 9). Similarly, Agenda 2063 (Goal 10) aspiration is to put in place the necessary infrastructure to support Africa's accelerated integration and growth, technological transformation, trade and development. Relatedly, infrastructure is the first of the five pillars in the EAC Vision 2050 that seeks to ensure access to modern, fast and affordable infrastructure that is essential for economic development and well-being of the population. Additionally, the Uganda Vision 2040 aims to have equitable access to world class infrastructure and services, and modern technology to improve productivity and production.

Uganda's infrastructure development is partly concentrated around the 'new Growth Triangle' that seeks to map and develop productive areas along the growth corridors. Taking advantage of the growth corridors is expected to catalyze equitable regional economic development and influence the successful implementation of the Development programme by providing better community-based transport services, rural access to energy sources and basic urbanization incentives.

Over the years, the government has provided financial support to build infrastructure services across all regions through traditional financing options which include; tax and non-tax revenue, (ii) domestic debt, (iii) private domestic investment, and (iv) Foreign Direct Investment (FDI). However, the Government of Uganda has vast infrastructure needs and the resources available are insufficient, leading to an infrastructure deficit that requires a sustained investment of approximately US\$ 1.4 billion per year in the medium term to meet the infrastructure spending gap that averages 0.4 billion per year.²⁰

In FY2022/23, the Government of Uganda allocated UGX. 6,221.892 billion to the Infrastructure Development Clusters which are defined under the NDP III Programmes, i.e. i) Integrated Transport Infrastructure and Services; ii) Sustainable Energy Development; (iii) Digital Transformation and iv) Sustainable Urbanization and Housing. Infrastructure funding currently comprises about 32.8% of the government's total

²⁰ *Diagnostic Study of Contractor Facilitated Financing for Projects in Uganda | May 2022*

annual expenditure. The expectation is that the investment in infrastructure will trigger a balanced economic growth through an increase in the Gross Domestic Product (GDP).

With the above background, the Commission conducted a research study to assess the equitable utilization and distribution of the acquired project infrastructure loans under the different programmes which include; Works and Transport, Education, Agriculture, Health and Water and Environment sub-programmes and the findings are presented below;

6.1 Sub-Regional Loan Infrastructure Distribution under the Works and Transport Sub-Programme

Integrated infrastructure is crucial to any economic development. It plays an important role in contributing to a higher rate of economic growth leading to improvement of the country's standard of living. Uganda's transport infrastructure is an integral part of its regional and international competitiveness. Productivity in virtually every sector of the economy is affected by the quality and performance of the country's transport, water, power and other types of infrastructure. Therefore, access to and efficiency of transport infrastructure is critical to Uganda's competitiveness and ability to harness its regional and globalization potential. Integrated transport infrastructure and services contribute to the NDP III goal of increased household incomes and improved quality of life by linking growth opportunities in agriculture, tourism and minerals as well as access to critical services like education, health, justice, among others. This not only facilitates national and international integration, but also supports job creation, poverty alleviation, and inclusiveness.

The state of the national road network has increased from 21,020km to 21,120 km in total network lane length as of August 2022. Out of the total national road network, 5,878.5km (28%) is paved and 15,241km (72%) is unpaved roads.²¹ The attained target of 28% for the paved roads on the National Road network is still below the planned target of 32% in the NDP III. Additionally, the state of National unpaved roads is not in the best desired condition which has implications on the cost of doing business. However, the limited development of infrastructure has promoted growth

²¹ UNRA Report August 2022

opportunities for other programmes such as tourism, agriculture, and Mineral which has increased household incomes.

The huge loan amounts acquired have been mainly utilised through the Uganda National Road Authority. The table below presents the amount of loans acquired by sub-region and Kilometer coverage over the period FY 2012/13 to FY 2022/2023.

Table 6.1: Loan infrastructure acquired and disaggregated by sub-region and Kilometer coverage

| Sub Region | KM covered | Amount utilized UGX | % Amount utilized |
|---------------|------------|---------------------|-------------------|
| Ankole | 78.5 | 245,091,689,245 | 5% |
| Buganda North | 88.31 | 712,868,168,451 | 15% |
| Kampala | 21 | 532,676,100,738 | 11% |
| Bugisu | 137 | 511,713,721,991.35 | 11% |
| Bunyoro | 506 | 1,947,127,985,548 | 40% |
| Lango | 163 | 671,420,933,985.86 | 14% |
| Acholi | 20 | 82,443,155,713 | 2% |
| West Nile | 37.3 | 104,554,875,495 | 2% |

Source: Computed by EOC using UNRA Project data FY 2012/13 to FY 2022/2023

Since FY 2012/2013 to date, UNRA has acquired a total amount of UGX4.8 trillion, out of which Bunyoro sub region has had the highest share with 40% covering 506km, followed by Buganda with 26% covering 109.31Km, and Bugisu at 11% covering 137km. On the other hand, Acholi and West Nile sub-regions had the least percentage share of 2% and Ankole with 5%. Bunyoro sub-region's percentage share of 40% was used in the construction of critical oil roads which would facilitate the development of an oil and gas industrial park in western Uganda and the promotion of business set-up.

Table 6.2: Showing KM covered by the district during construction

| S/N | Districts | Length (KM) | S/N | District | Length (KM) |
|-----|-------------|-------------|-----|---------------|-------------|
| 1 | Wakiso | 17.61 | 16 | Kikuube | 97 |
| 2 | Mpigi | 29.7 | 17 | Kakumiro | 77 |
| 3 | Rukungiri | 28 | 18 | Kampala | 21 |
| 4 | Kanungu | 50.5 | 19 | Bulambuli | 25 |
| 5 | Mbale | 9 | 20 | Kween | 17 |
| 6 | Manafwa | 21 | 21 | Nakapiripirit | 50 |
| 7 | Namisindwa | 45 | 22 | Apac | 95.9 |
| 8 | Masindi | 54 | 23 | Kiryandongo | 8 |
| 9 | Kiryandongo | 15 | 24 | Kwania | 17.1 |
| 10 | Hoima | 35 | 25 | Kole | 25 |
| 11 | Kikuube | 31 | 26 | Lira | 25 |
| 12 | Masaka | 41 | 27 | Pader | 20 |

| S/N | Districts | Length (KM) | S/N | District | Length (KM) |
|-----|-----------|-------------|-----|----------|-------------|
| 13 | Nwoya | 27 | 28 | Nebbi | 35 |
| 14 | Buliisa | 52 | 29 | Pakwach | 2.3 |
| 15 | Masindi | 80 | | | |

Source: Data set from UNRA 2023

Further analysis revealed that whereas the Buganda sub-region had the second highest percentage share of 26% of the acquired infrastructure loans, the region had a lesser KM coverage of 109.3km as compared to Bugisu with a higher Km coverage of 139km but with a less percentage share of 11%. The variation in the percentage share is due to the fact that the cost of doing construction in Buganda is high as compared to the Bugisu sub-region in terms of compensation prices.

Important to note is that sub-regions like Bukedi, Toro, Busoga, Karamoja and Kigezi have not benefited from the infrastructure loans acquired. This has promoted regional development imbalances.

Additionally, whereas the government has acquired infrastructure loans to support infrastructure development, transport infrastructure and services are still inadequate and disjointed since transport investment prioritization is biased towards road transport over other modes such as air transport, water transport and railway transport.

Additionally, the other implementing agencies like the Uganda Road Fund have not benefitted from the project loans. Therefore, the status of the district road networks has remained wanting due lack to of funds to undertake regular routine maintenance which affects the level of access to social service at local levels as well as hindering the attainment of the national objectives.

The construction of the road network has had several impacts ranging from the provision of employment opportunities to local persons during construction, improved access to social services such as health centres, and schools, markets for agricultural produce, and improved connectivity among others.

Whereas there was a positive impact on the road networks constructed, the literature reveals that most of the roads were not constructed by the local companies (UNRA Annual Performance Report 2017/2018), as only 24% of the contracts were awarded to local firms. This was because local Ugandan companies were lacking funds and required machinery. The inadequate financing options have made local companies lack capacity to purchase machinery needed for road construction. The

technological gap by local companies is linked to the capacity to the supply quality raw materials and construct the roads.

6.2 Sub-regional loan infrastructure distribution under the Education Sector

Since 2012, the education sector has received loans worth UGX 1552.075 Billions to implement various projects that support economic growth and they include:

i. Support to Higher Education, Science & Technology (HEST) Project

The project aims to contribute to building Uganda's human capital skills development capacity, particularly in education, science and technology to respond to labour market demands and spur productivity nationally. Its objective is to improve equitable access, quality and relevance of skills training and research leading to job creation and self-employment. It is implemented in nine operational public universities, including: Busitema, Muni, Gulu, Kyambogo, Lira, MUBS, Mbarara and Uganda Management Institute (UMI).

ii. African Centers of Excellence Phase II

This is a World Bank initiative in collaboration with the governments of participating countries to support Higher Education institutions in specializing in Science, Technology, Engineering and Mathematics (STEM), Environment, Agriculture, applied Social Science/Education and Health. The objective is to improve the quality, quantity and development impact of postgraduate education in selected universities through regional specialization and collaboration. The benefiting universities include Makerere University, Mbarara University of Science and Technology & Nkozi University

iii. Albertine Region Sustainable Development Project

This project is implemented by the Ministry of Education and Sports and comprises of three components which include (i) regional access and connectivity, (ii) local access, planning and development, and (iii) skills access and upgrading. Component three of this project is aimed at upgrading the quality of Technical, Vocational Education and Training (TVET) and providing the necessary skills for Ugandans to participate more effectively and benefit from the Petroleum Industry.

iv. Skills Development Project;

This was initiated by the Government of Uganda through the Ministry of Education and Sports, with financial support from the World Bank, to implement foundational reforms that would operationalize the BTNET Strategic Plan. The USDP targets enabling programs to meet skills needs in key priority sectors of the economy i.e. Agriculture, Construction and Manufacturing, in line with Uganda's NDP III as well as Vision 2040. It has been implemented in the following institutions; Uganda Technical College Bushenyi, Nyamitanga Technical and Vocational Training Institute, Karera Technical and Vocational Training Institute, Lake Katwe Technical and Vocational Training Institute, Uganda Technical College Lira, Kalongo Technical and Vocational Training Institute, ORA Technical and Vocational Training Institute, Kitgum Technical and Vocational Training Institute, Uganda Technical College Elgon, Kasodo Technical and Vocational Training Institute, Kaliro Technical and Vocational Training Institute, Butaleja Technical and Vocational Training Institute.

The table below presents summaries of finances allocated to each program for implementation.

Table 6.3: Show the amount of funds allocated to each project for implementation

| SN | Project Name | Project Cost (UGX Billions) | % Disbursed by 31/12/2022 | Status |
|----|---|-----------------------------|---------------------------|-------------------------|
| 1. | Uganda Teacher and School Effectiveness Project | 245.52 | 100% | Ended |
| 2. | Support to Higher Education, Science & Technology | 289 | 99.77% | Ended |
| 3. | African Centers of Excellence II | 88.8 | 78.8% | On-Going |
| 4. | Saudi Funded Vocational Education and Training | 35.9 | 95.7% | On-going |
| 5. | Albertine Region Sustainable Development Project | 122.7 | 97% | Under defects liability |
| 6. | Skills Development Project | 222.5 | 98.2% | Under defects liability |
| 7. | Support to the Implementation of Skilling Uganda Strategy | 67.2 | 95% | Ended |
| 8. | Vocational Education & Training (VET) Support Project II | 60.313 | 93.6% | On-going |

| SN | Project Name | Project Cost (UGX Billions) | % Disbursed by 31/12/2022 | Status |
|-----|---|-----------------------------|---------------------------|-------------------------|
| 9. | Business, Technical & Vocational Education & Training (BTVET) Support Project | 166.05 | 20.4% | On-going |
| 10. | Emergency Construction Primary School II | 39.88 | 83% | Ended |
| 11. | Development of Secondary Education II | 83.00 | 48.6% | On-going |
| 12. | Development of Uganda Petroleum Institute Kigumba | 50 | 50.18% | Ended |
| 13. | Development and improvement of Special facilities at Wakiso school of Deaf. | 14.61 | 69.2% | On-going |
| 14. | Retooling and Capacity Development for the Ministry of Education and Sports | 22.9 | 45.7% | On-going |
| 15. | Improvement of Secondary Teachers Education- NTCs Kabale and Mubende | 39.77 | 100% | Ended |
| 16. | The Technical Vocational Education and Training (TVET-LEAD) | 14.667 | 93.018% | Ended |
| 17. | Uganda Intergovernmental Fiscal Transfer Project | 2.078 | 61.83% | On-going |
| 18. | Construction of National High-Altitude Training Centre-Phase I | 43 | 86.9% | Ended |
| 19. | Improvement of Muni and Kaliro National Teachers Colleges | 77.4 | 95% | Under defects liability |
| 20. | Uganda Secondary Education Expansion Project | 693.5 | 0 | Under procured |

Source: Ministry of Education and Sports 2023

The highlighted projects have been implemented in the different parts of the country as presented in the table below:

Table 6.4: Shows the projects implemented defined by location

| SN | Project Name | Funding Agency | Location | Status |
|----|---|----------------|--|--------|
| | Uganda Teacher and School Effectiveness Project | GPE Fund | Country wide | Ended |
| | Support to Higher Education, Science & Technology | AfDB | Busitema, Gulu, Kyambogo, Lira, Makerere University Business School, Mbarara University School of Technology, Muni and Uganda Management Institute (UMI) | Ended |

| SN | Project Name | Funding Agency | Location | Status |
|----|--|---------------------------------------|--|-------------------------------|
| | African Centers of Excellence II | World Bank | Makerere University Mbarara University of Science and Technology & Nkozi University | On-Going |
| | Saudi Funded Vocational education and Training | Saudi Fund | Nyamango TI (Kyenjojo), Lyantonde TI (Lyantonde), Bukomero TI (Kiboga), Bukedea TI (Bukedea) & Amelo TI (Adjumani). | Ended |
| | Albertine Region Sustainable Development Project | World Bank | UTC Kichwamba UPI Kigumba | Completed |
| | Skills Development Project | World Bank | UTC Lira, Elgon, Bushenyi, Bukalasa Agricultural College and the 12 VTIs | Final stages |
| | Support to the Implementation of Skilling Uganda Strategy | Enabel/Belgium | UTC Kyema St. Simon Peter VTI Millennium Business School, Hoima L.Katwe TI Nakapiripirit TI | Exited |
| | Business, Technical & Vocational Education & Training (BTNET) Support Project | Islamic Development Bank (IsDB) | New Skills Development Headquarters (SD-HQ) Building Kitovu TI, Lutunku TI, Nalwire TI Nkoko M. TI, Kabale TI Institute, Birembo TI Minakulu TI, Moyo TI, Moroto TI | On-Going |
| | Emergency Construction Primary School II | GoU | Country wide | Exited |
| | Development of Secondary Education II | GoU | Country wide | On-going |
| | Development and improvement of Special Phase I | GoU | Wakiso and Mbale School of Deaf | On-going |
| | Retooling and Capacity Development for Ministry of Education and Sports | GoU | Ministry Headquarters and Legacy Towers | On-going |
| | Improvement of Secondary Teachers Education- Kabale and Mubende NTCs | Enabel/Belgium | Mubende & Kabale | Under defects liability |

| SN | Project Name | Funding Agency | Location | Status |
|----|---|----------------|--|----------|
| | The Technical Vocational Education and Training (TVET-LEAD) | JICA | Nakawa VTC | Exited |
| | Uganda Intergovernmental Fiscal Transfer Project | World Bank | Abim, Adjumani, Agago, Alebtong, Amolatar, Amudat, Budaka, Bugiri, Bugweri, Buhweju, Buikwe, Bukedea, Bukwo, Bulambuli, Bundibugyo, Bunyangabu, Bushenyi, Butaleja, Butambala, Butebo, Buyende, Dokolo, Gomba, Hoima, Ibanda, Iganga, Isingiro, Jinja, Kabale, Kabarole, Kaberamaido, Kagadi, Kakumiro, Kalangala, Kaliro, Kalungu, Kamuli, Kamwenge, Kapchorwa, Kasanda, Katakwi, Kayunga, Kibaale, Kiboga, Kibuku, Kibuku, Kikuube, Kiruhura, Kisoro, Kitgum, Koboko, Kole, Kotido, Kumi, Kwania, Kween, Kyankwanzi, Kyegegwa, Kyenjojo, Lamwo, Lira, Luuka, Luweero, Lwengo, i. Lyantonde, Manafwa, Manafwa, Maracha, Masaka, Mayuge, Mbale, Mbarara, Mitooma, Mityana, Moroto, Moyo, Mpigi, Mubende, Mukono, Nabilatuk, Nakapiripirit, Nakaseke, Namayingo, Namisindwa, Namutumba, Napak, Nebbi, Ngora, Ntoroko, Otuke, Pader, Pakwach, Pallisa, Rakai, Rubanda, Rubirizi, Rukiga, Sembabule, Serere, Sheema, Sironko, Soroti, Tororo, Wakiso and Zombo. | On-going |

| SN | Project Name | Funding Agency | Location | Status |
|----|---|-----------------|---------------|--------|
| | Improvement of Muni and Kaliro National Teachers Colleges | Founding Source | Kaliro & Arua | |

Source: dataset from the Ministry of Education and Sport

The analysis of the above data reveals that majority of the districts had benefited from the implementation of projects under the education infrastructure loans. However, districts like Kapelebyong, Apac, Kanungu, Kisoro, Kabong, Bududa, Buvuma, Bukomansimbi, Kyotera, Nakosongola, Nwoya, Amuru, Buliisa, Kiryandongo, Bugweri and Masindi had not benefited from any project. The data provided by the Ministry was not disaggregated in terms of amounts utilized per district. Hence the Commission was unable to ascertain the inequalities in resource allocation and utilization.

6.2.1 Key observations

Overall, the infrastructure loans in the education sector have gone a long way in improving infrastructure in education institutions at different levels. This inevitably bears positive implications for the learners in terms of a better learning environment that in part promotes, learning and contributes to retention and completion of the education cycle. Essentially, such infrastructure increases children's access to improved education opportunities.

However, there is a paucity of data concerning the impact of the individual infrastructure project on the key education outcomes such as learner-classroom ratio, learner-latrines ratio, learning, school retention and completion, and safe learning space. So far, the impact is generic and inferred. There is thus a need to appraise the respective infrastructure projects against such desired outcomes and impacts.

The Commission sampled some of the vocational training constructed under the infrastructure loan in the different locations as presented in the *photo below*;



Bukomero Vocational Institute in Kiboga district



Lyantonde Technical Institute

During the KI interviews with the stakeholders at the institution, respondents reported that whereas the government has made great strides in increasing accessibility to skilling to the youth, the Ministry has not provided adequate equipment for certain courses offered in these institutions; for example, courses like tailoring, fashion and designs, and constructional courses. The learning materials were not adequate compared to the number of learners in most institutions which affects the performance and ability to acquire practical skills.

It was observed that whereas the government has constructed classroom blocks with accessible structures such as ramps and rails, the KIIs informed the Commission team that there is limited access to learning aids such as braille paper, hearing aids, sign language interpreters, disability-friendly toilet facilities, support to personal aids for learners with disabilities, limited facilitation for both daily subsistence and purchasing instructional aids for the students with disabilities as well as limited consideration from the instructors during the lectures and during the examination. The respondents

added that majority of the instructors were not trained in Special Needs Education. Failure to provide for Special Needs Education is contrary to the guarantees set out in the Persons with Disabilities Act 2020, and Article in UNCRPD on education.

6.3 Sub-regional loan infrastructure distribution under the Agriculture subprogram

Agriculture is an important sector in Uganda's economy because it accounts for 72 % of the total employment. According to UBOS (2020), the sector contributed 24 % to GDP.

Agro-processing occupies a very important place in the agricultural value chain, creating backward and forward linkages between different sectors of the economy. The linkages between the agricultural, industrial and service sectors through agro-industrialization will stabilize and increase demand for raw agricultural commodities, increase prices, and stimulate increased production/productivity through increased use of improved inputs, increased agricultural research and reduced postharvest losses.

However, there is still a high proportion of the population dependent on subsistence agriculture, majority of whom are rural women and youth due to²²: (i) low agricultural production and productivity; (ii) poor storage infrastructure; (iii) poor market access and low competitiveness for products in domestic, regional, continental and international markets; (iv) low value addition; (v) limited access to agricultural financial services and critical inputs; and (vi) poor coordination and inefficient institutions for planning and implementation of agro-industrialization.

Over the years, the government has allocated a reasonable amount of funds both through domestic and external financing to address the above constraints by focusing on (i) Increasing agricultural production and productivity; (ii) Improving post-harvest handling and storage; (iii) improving agro-processing and value addition; (iv) Increase market access and competitiveness of agricultural products in domestic and international markets; (V) Increase the mobilization and equitable access and utilization of agricultural finance; and (vi) Strengthen the institutional coordination for improved service delivery

²² NDPIII 2020/2021

With the above, the Commission conducted an assessment of the external fund acquired through project infrastructure loans under the agricultural sub-programme to ascertain the equity in distribution, utilization and benefit to the vulnerable persons and the findings are presented below;

6.3.1 Agriculture funded projects

The table below shows the different agricultural-funded projects and the amounts utilized during implementation.

Table 6.5: List of projects Implemented by the MAAIF

| Project code | Project name | Project Amount | Start date | End time |
|--------------|---|--------------------|------------|------------|
| 1263 | Agricultural Cluster Development Project | USD 150,000,000 | 15/09/2016 | 30/09/2023 |
| 1508 | National Oil Palm Project | USD 75,820,000 | 26/02/2018 | 26/02/2028 |
| 1772 | National Oil Seeds Project | USD 160,805,000 | 15/05/2021 | 07/2028 |
| 1444 | Agricultural Value Chain Development Project | USD 76,950,000 | 26/09/2018 | 30/06/2025 |
| 1316 | Enhancing National Food Security Through Increased Rice Production Project | USD 34,054,000 | 06/11/2013 | 25/10/2023 |
| 1425 | Uganda Multi-sectoral food security and nutrition Project | USD 34,640,000 | 01/12/2015 | 31/12/2023 |
| 1493 | Developing a market-oriented and environmentally sustainable beef meat industry in Uganda | EUR 15,600,000 | 13/01/2017 | 12/04/2025 |
| 1494 | Promoting Environmentally Sustainable Commercial Agriculture in Uganda | UGX 36,478,873,776 | 13/01/2017 | 12/01/2026 |

Source: Ministry of Agriculture Animal Industry and Fisheries Externally Funded Projects 2023

a) Agricultural Cluster Development Project

This is a partnership project of the Ministry of Agriculture, Animal Industry and Fisheries and the World Bank. The project's development objective is to raise on-farm productivity, production, and marketable volumes of selected agricultural commodities in specified geographical clusters. It comprises four components, namely: Support for Intensification of On-Farm Production: Value Addition and Market Access: Policy, Regulatory and Institutional Support: Coordination and Management, and ICT Platform. During the implementation period, the project distributed inputs to 200,984 farmers (45%) out of the targeted 450,000 households. The project was rolled

out in 57 districts and formulated clusters defined by geographical subregions and the benefiting regions are presented in the table below;

Table 6.6 shows the percentage distribution of benefiting districts by sub-region

| Sub region | No. of districts benefiting per sub-region | % distribution of benefiting districts |
|--------------------|--|--|
| Acholi | 4 | 7% |
| Ankole | 3 | 5% |
| Buganda North | 2 | 4% |
| Buganda South | 5 | 9% |
| Bukedi | 4 | 7% |
| Bunyoro | 7 | 12% |
| Busoga | 4 | 7% |
| Elgon | 3 | 5% |
| Kigezi | 3 | 5% |
| Lango | 6 | 11% |
| Teso | 3 | 5% |
| Tooro | 7 | 12% |
| West Nile | 6 | 11% |
| Grand Total | 57 | 100% |

Source: computed by EOC using data set from MAAIF

Analysis of the data above revealed that only 13 sub-regions, with the exception of Karamoja, were benefiting from the project. Among the regions that had benefited, Bunyoro and Tooro sub-regions had the highest number of districts benefiting from the project at 12%, followed by West Nile and Lango at 6 districts (11%). On the other hand, Buganda North had the lowest number of districts benefiting from the project at 4%. It was noted that the Karamoja sub-region did not benefit because the selected agricultural enterprises were not practised in the sub-region and these included rice, beans, and coffee.

The Commission sampled some of the districts in Teso Sub region that had benefitted from the project. From the findings, it was noted that the project had greatly improved farming methods within the different districts. *For example, a KI in Bukedea district reported that through the project they acquired Acomai irrigation scheme in Kamutur sub-county which supports farmers engaged in rice growing, farmers have been trained in better farming technologies which has improved the quality of agricultural output and also received some farm inputs.*



The photo shows the soya bean seedlings distributed to farmers in Bukedea



A Storage facility that also hosts the processing equipment in Bubyangu Sub-County in Mbale District

The Commission also visited Bubyangu in Mbale district where the Ministry had constructed a storage facility for coffee processing. The Commission conducted a Focus Group Discussion to ascertain how the community members had benefited from the machine. the farmers reported that "...we had not benefitted because the Sub- County had not yet connected to electricity and the coffee drier was also not procured so we have to dry coffee using the traditional methods which affect the quality since most of us do not have turplins to assist in drying coffee..." This hinders government opportunities of minimizing the post-harvest losses and the quality of the produces.

b) National Oil Palm Project:

The oil palm is a cash crop that forms a major component of vegetable oil in Uganda. Overall, vegetable oil is among the ten priority selected commodities in Uganda's NDP III that has been earmarked to foster the agro-industrialization agenda of the country.

Currently, it is mainly in two districts of Kalangala and Buvuma and this is because oil palm production is practiced in specific geographical conditions and hence the reason production is running in the two districts. With the external financing, the government through the Ministry of Agriculture has proposed more districts for oil palm production although this is not yet operational. The proposed districts are Mayuge, Masaka, Kyotera, Buikwe, Bugiri, and Namayingo. This would serve to increase production since the country currently relies primarily on yields or production from the Kalangala oil palm hub.

Since implementation, the project has had a positive impact on the lives of vulnerable groups as cited during the focus group discussions and Key Informant Interviews which are presented in the text box.

Built strong linkages between the smallholder oil palm growers and the primary processors, based on the innovative public-private-producer partnership arrangement developed under the Vegetable Oil Development Project

Reduced the market risks faced by the smallholder oil palm growers and improved their access to quality inputs, and loans to support farmers

With the establishment of the OPU project, the community members have improved their standards of living as most of them have been able to construct permanent houses, educate their children and attain a decent standard of living



The photo represents the sample of the national oil palm project

c) National Oil Seeds Project

Oil seed crops, including groundnuts, soya, simsim and sunflower, have been produced in northern and eastern Uganda as subsistence and commercial crops for eight decades. Currently, the national oil seed project is implemented in 81 districts covering 11 sub-regions as presented in the table below.

Table 6.7: shows the percentage distribution of districts benefiting from the National Oil Seed project

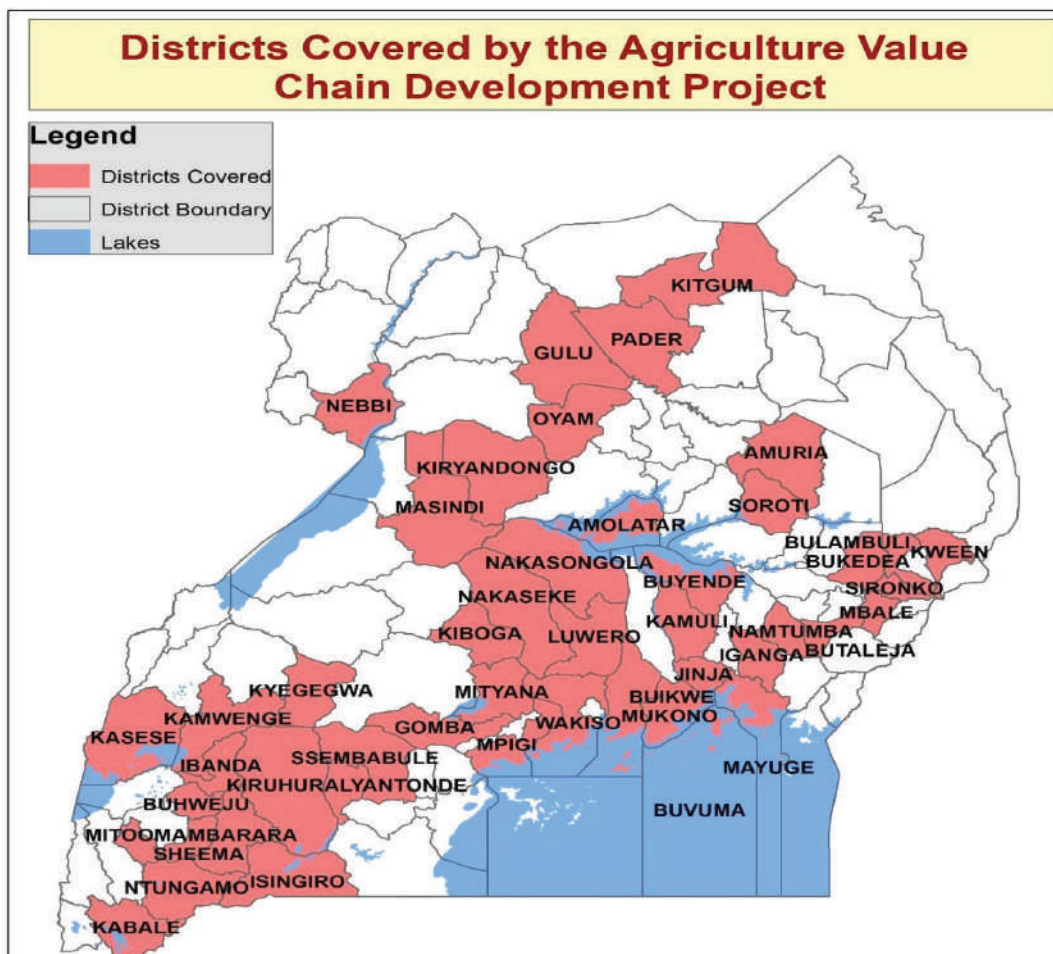
| Sub Regions | No. of districts per sub-region | % Distribution |
|--------------------|---------------------------------|----------------|
| Acholi | 8 | 10% |
| Buganda North | 5 | 6% |
| Bukedi | 8 | 10% |
| Bunyoro | 4 | 5% |
| Busoga | 10 | 12% |
| Elgon | 8 | 10% |
| Karamoja | 6 | 7% |
| Lango | 9 | 11% |
| Teso | 10 | 12% |
| West Nile | 12 | 15% |
| Buganda South | 1 | 1% |
| Grand Total | 81 | 100% |

Source: computed by EOC using data set from MAAIF

From the data in the table above, the West Nile sub region had the highest number of districts benefiting from the oil seed project with 15%, followed by the Busoga sub region at 12%. On the other hand, Buganda North and South had the least number of districts benefiting from the oil seed project, with 5% and 1% respectively. It is worth noting that sub-regions like Kigezi, Tooro and Ankole did not benefit from the oil seed project because the oil seed crops are not the primary crops grown in the regions.

d) Agricultural Value Chain Development Project

The project focuses on three commodity value chains: Rice, Maize and Dairy/Beef value chains. The main goal of the project is to contribute to poverty reduction and economic growth in Uganda through enhanced productivity and commercialization of agriculture. Currently, the project covers a total of 40 districts selected from all 13 sub-regions. Analysis revealed that Buganda North and Ankole had the highest number of districts benefiting with 18%, while Elgon, Tooro, and West Nile had the least benefiting districts at 3%. The following figure highlights the districts covered by this project:



e) Uganda Multi-sectoral food security and nutrition Project

The Uganda Multi-Sectoral Food Security and Nutrition Project was aimed at increasing the production and consumption of micronutrient-rich foods and utilization of community-based nutrition services in smallholder households in target areas. The project focused on promoting short-term changes in high-impact nutrition behaviors and practices that are known to contribute to medium- and long-term stunting reduction. Currently, the project is being implemented in 20 districts covering only 5 sub-regions of West Nile, Tooro, Kigezi, Busoga and Ankole as presented in the table below.

Table 6.8: Number of districts benefiting from Uganda's Multi-sectoral Food Security and Nutrition Project

| Sub region | No. of districts benefiting per sub-region |
|-------------|--|
| Ankole | 3 |
| Busoga | 4 |
| Kigezi | 2 |
| Tooro | 4 |
| West Nile | 7 |
| Grand Total | 20 |

Source: Computed by EOC using MAAIF

The findings revealed that among the sub-regions benefiting from the 216 project, West Nile had the highest number of districts (7), followed by Busoga (4 districts) and Ankole and Kigezi with 4 and 2 districts respectively.

6.3.2 Key observation

The project did not consider some of the sub regions that are faced with high levels of food insecurity like Karamoja and Bukedi Sub-region, which over the last three years have had production below average due to climate-related shocks/hazards and endemic pests/diseases.

6.4 Sub-region loan infrastructure distribution under the health subprogram

In Uganda, the health sector aims to produce a healthy and productive population that effectively contributes to sustainable inclusive socio-economic growth and development. The Government of Uganda is currently implementing NDP III under which it commits to attain equal opportunities in accessing basic health care. Over the last 30 years, the government has consistently demonstrated commitment to achieving universal and quality health coverage for the people of Uganda to

enhance their quality of life and productivity. However, several sector interventions to enhance equitable service delivery have been hindered due to inadequate resource allocation. For example, in the FY 2019/20, the annual approved budget was UGX. 2,589.486 billion. Of this, the health sub-programme was allocated only 6.4%, which was below the HSDP target (9.8%) and also far below the 15% threshold of the Abuja Declaration, 2001.

With the limited resource envelope, the government over the years has received financial support from external sources to support infrastructure development in the health sector to improve service delivery. The Ministry has been receiving funds to support infrastructure development projects such as the rehabilitation of hospitals in the Northern region of Uganda, Global Fund HIV, Global Fund Malaria, Global Fund TB and Global Fund Covid-19. Others include the establishment of a Regional Oncology Center in Northern Uganda, and Uganda Reproductive Maternal Child Health Services Improvement Project (URMCHIP). These projects have been implemented across the districts in all the sub-regions. However, the Commission assessed some of the projects that reflected regional imbalance in implementation.

a) East African Public Health Laboratory Networking Project

The project aimed to establish an efficient, high-quality network of accessible public health laboratories for the diagnosis and surveillance of TB and other communicable diseases. The World Bank gave a tune of US\$ 15 million in funds to support the project. Data from the Ministry of Health revealed that the project covered only 8 sub-regions out of the 15 sub-regions. These were: Buganda South- Entebbe Isolation Unit, Elgon-Mbale RRH Laboratory, Ankole- Mbarara RRH Laboratory, West Nile- Arua RRH Laboratory, Kampala- Mulago Isolation Unit, Toro -Fort Portal and Karamoja- Moroto. These laboratories were established based on given health indicators guided by the Ministry of Health.

The existence of Public Health Laboratories improved networking and accessibility to laboratories for various diagnoses which could not be handled at hospital and health centre IVs. On the other hand, sub-regions like Lango, Busoga, Bukedi, Kigezi, Bunyoro, Teso, and Buganda North do not have access to Public Health Laboratories for diagnosis of communicable diseases which creates regional imbalances in accessing health care services. The limited access to public laboratories implies that the diagnostics sample test would require to be transported to the nearby public

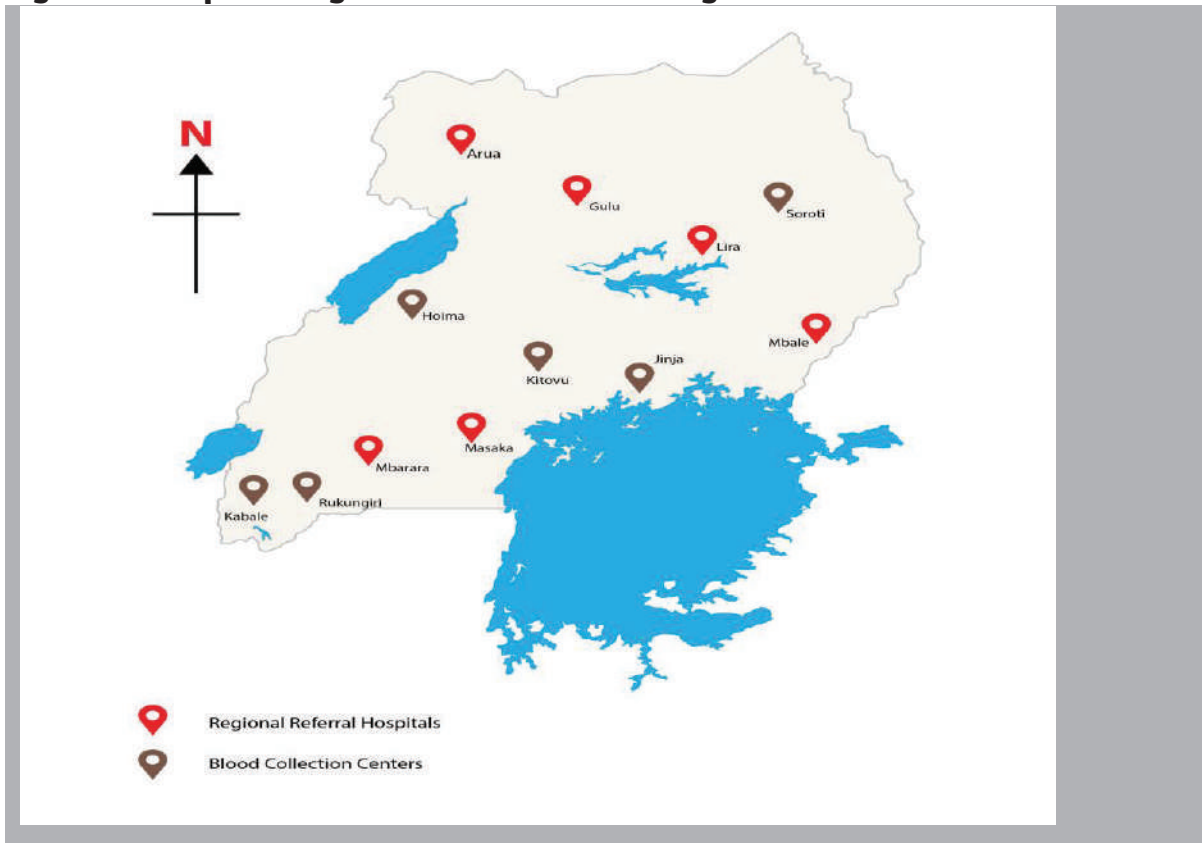
health laboratories for diagnosis which consumes time, increases the cost of accessing medication, as well as causing delays in the issuance of the right medical treatment.

b) Construction of Regional blood banks at the Regional Referral Hospital

The Uganda Blood Transfusion Service is mandated to provide blood services, which include managing and organising blood donation drives and campaigns in the country. This includes donation, storage processing of blood and the distribution of processed blood to all health facilities — both government and private — in the country. However, the country has only 7 regional blood banks located at the referral hospitals (Nakasero blood banks, Gulu, Fort portal, Lira, Masaka, Mbale, and Mbarara) and only six blood collection centres in the districts of Hoima, Jinja, Kabale, Rukungiri, Soroti and Kitovu hospital in Masaka.

With an effort to minimize the related risk of inadequate blood at the regional level, the government, through the Ministry of Health, acquired project loans from the World Bank and established two regional blood banks in Hoima and Arua districts. The map below represents the distribution of the blood bank centres in Uganda.

Figure 6.1: Map showing the distribution of the regional blood banks



The Commission assessed some of the blood banks in Masaka, Jinja, and Mbale regional referral hospitals to find out the challenges they face.

The KI in Masaka Referral Hospital informed the Commission that “the blood bank collects blood, preserves the blood process, tests and dispatches it to selected hospitals which include Masaka Regional Hospital, Kitovu Hospital, Kalisizo Hospital and Kyotera Hospital. Because the bank covers a wide geographical coverage that it serves, sometimes there are blood shortages which perpetuates the high levels of morbidity and mortality from pregnant mothers, and treatable diseases especially for children suffering from anemia, shortages are high in the festive season as many people are involved in accidents which in turn causes fatalities as every individual has a unique blood component”.

Some of the photos of the various blood banks are shown in the figure below;



Blood storage facilities at Masaka Regional Referral Hospital

Furthermore, the KII in Mbale district informed the Commission team that the blood bank does not only distribute blood to Mbale health facilities but also to the neighboring sub-regions of Karamoja, Teso and Sebei. There is a demand to collect 6500 units of blood every month, but their capacity levels only allow them to collect 4500 units. Additionally, no matter how hard they try to collect blood, they have never met their demand because of the increased numbers of people who need blood on a daily basis, especially those who have been involved in accidents, maternal mothers and sickle cell persons.

The respondent also mentioned that the main challenge experienced at the blood bank is the fact that health workers are selling blood at health centres and this has breached the trust of the donors in the blood banks. It is now a challenge to convince donors to donate blood because of the issue of selling it by health workers yet they donate it for the purpose of saving lives.



Photo of Mbale Regional Blood Bank at the Referral Hospital



Jinja Blood Bank collection centre

6.5 Sub-regional loan infrastructure distribution under the Water and Environmental subprogram

The Government of Uganda through Vision 2040, the National Development Plan III, and the Water and Environment Sector Strategic Development Plan 2018-2030, targets to achieve increased access to safe water supply, increased forest and wetland coverage, improved climate change adaptation, and increased storage capacity of water for irrigation respectively, among others.

In order to realise the above outcomes, the program requires substantial infrastructure investments. Since 2012, the GoU has acquired loans from development partners, including the International Development Association (IDA) and the African Development Bank (AfDB), for the financing of infrastructure projects in the sub program of Water and Environment. The investment has translated into 68% against the 70% target for access to safe water supply in rural areas, 71.6% against 72% for access in urban areas, and 12.5% against the 13% target for forest cover.²³ The acquired infrastructure loan has been invested in the different districts as presented in the table below.

Table 6.9: Sub-regions benefiting from various projects implemented by the Ministry of Water

| PROJECT TITLES | Amount committed (Bns) | sub-region | No of districts |
|--|------------------------|---------------|-----------------|
| KAMPALA SANITATION PROGRAMME | 93.84 | Kampala | 1 |
| KAMPALA WATER LAKE VICTORIA WATSAN PROJECT – II (KW/LVWATSAN-II) | 359.9 | Kampala | 1 |
| WATER SUPPLY & SANITATION PROGRAMME – PHASE II (WSSP- II) | 92.3 | Buganda north | 5 |
| | | Bunyoro | 2 |
| | | Elgon | 2 |
| | | Teso | 4 |
| | | Ankole | 1 |
| | | West Nile | 2 |
| | | Acholi | 1 |
| | | Lango | 5 |
| | | Buganda south | 4 |
| | | Busoga | 5 |

²³ Budget Monitoring and Accountability Unit, Ministry of Finance, Planning and Economic Development December 2022

| PROJECT TITLES | Amount committed (Bns) | sub-region | No of districts |
|--|------------------------|---------------|-----------------|
| STRATEGIC WATER SUPPLY & SANITATION PROJECT (STWSSP) | 62.5 | Bukedi | 2 |
| | | Karamoja | 3 |
| | | Lango | 1 |
| | | Buganda north | 3 |
| | | Tooro | 2 |
| | | Busoga | 3 |
| | | West Nile | 1 |
| | | Karamoja | 2 |
| SOUTHWESTERN CLUSTER TOWNS OF MASAKA & MBARARA PROJECT | 138.4 | Buganda south | 1 |
| | | Ankole | 1 |
| FARM INCOME ENHANCEMENT & FOREST CONSERVATION PROJECT – PHASE II (FIEFOC-II) | 82.3 | Lango | 1 |
| | | West Nile | 2 |
| | | Elgon | 1 |
| | | Bukedi | 1 |
| | | Tooro | 1 |
| MULTI-NATIONAL LAKES EDWARD & ALBERT INTEGRATED FISHERIES AND WATER RESOURCES MANAGEMENT PROJECT (LEAF | 6.99 | Tooro | 1 |
| | | Bunyoro | 1 |
| INTEGRATED WATER MANAGEMENT & DEVELOPMENT PROJECT (IWMDP | 137.6 | Elgon | 1 |
| | | Acholi | 1 |
| | | West Nile | 3 |
| | | Bukedi | 1 |
| | | Teso | 2 |
| | | Busoga | 1 |
| | | Kigezi | 1 |
| | | Ankole | 1 |
| Tooro | 2 | | |
| WATER AND SANITATION DEVELOPMENT PROJECT – NORTH PHASE 2 | 9.48 | West Nile | 2 |
| | | | |
| BUILDING RESILIENT COMMUNITIES, WETLAND ECOSYSTEMS AND ASSOCIATED CATCHMENTS IN UGANDA | 24.14 | Bukedi | 2 |
| | | Teso | 1 |
| | | Ankole | 4 |
| | | Kigezi | 3 |
| ENHANCING RESILIENCE OF COMMUNITIES TO CLIMATE CHANGE | 7.15 | Teso | 3 |
| | | Lango | 1 |
| | | Acholi | 1 |
| | | Kigezi | 1 |
| | | Ankole | 2 |

| PROJECT TITLES | Amount committed (Bns) | sub-region | No of districts |
|--|------------------------|---------------|-----------------|
| INVESTING IN FORESTS AND PROTECTED AREAS FOR CLIMATE-SMART DEVELOPMENT | 148.2 | Bunyoro | 1 |
| | | Tooro | 2 |
| | | Ankole | 3 |
| | | Karamoja | 2 |
| | | Tooro | 1 |
| | | West Nile | 1 |
| | | Acholi | 1 |
| | | Bunyoro | 1 |
| | | Buganda North | 3 |

source: data set from the Ministry of Water and Environment

Data in the table above reveals that all the funded projects are being implemented across all the 15 sub-regions with different districts benefitting from various projects.

However, it was also observed that some districts had not yet benefited from any of the projects under implementation. These are presented in the table below.

| Sub Region | Non-Benefiting Districts |
|---------------|--|
| Buganda South | Bukomansimbi, Butambala, Kalungu, Mpigi, Rakai, Kyotera. |
| Buganda North | Buvuma, Nakaseke, Kasanda. |
| Busoga | Bugiri, Namayingo, Bugweri |
| Bukedi | Budaka, Butebo |
| Elgon | Bulambuli, Manafwa, Sironko, Namisindwa |
| Teso | Kaberamaido, Katakwi, Kapelebyong |
| Lango | Apac, Otuke, Kwanja |
| Acholi | Amuru, Lamwo, Nwoya, Omoro |
| Bunyoro | Buliisa, Kibaale, Masindi, Kikuube |
| Tooro | Bunyangabo |
| Kigezi | Kisoro, Rubanda, Rukiga |

Source: compiled by EOC using Data set from Ministry of Water.

6.5.1 Implication for the implementation of various projects under the Water and Environment sub-programme

Over the years, the government has made huge investments in the water and environment sub-sector through the implementation of different projects and this has had a great impact on the lives of the vulnerable groups as well as economic growth. Some of the impacts attained are presented below;

A water supply & sanitation programme has been implemented for the last six years covering 36 districts in 12 sub-regions and benefiting a total of 217,950 persons. Since implementation, the programme has completed 22 water supply systems, 39 water-borne public toilets, 2 faecal sludge management and 9 Large Gravity Flow Schemes.

This has led to increased access to safe drinking water and improved sanitation among vulnerable persons in rural areas and small towns. The programme has also provided employment opportunities during construction and economically empowered women and youths through support groups and skills development as evidenced by the focus group discussions and KII.

A KII in Dokolo district observed that there has been a great reduction in the prevalence of water-related diseases such as typhoid, diarrhoea, and dysentery among others, due to access to safe and clean water within the district. This is shown by the figures below presented by the district Bio-statistician;

Table 6.10: Dokolo District Disease burden in OPD for the FY 2022/2023

| Data name | Dokolo District | OPD Attendance at 257,060 |
|---------------------------------|-----------------|---------------------------|
| 105-CD08. Intestinal Worms | 14199 | 5.5% |
| 105-CD14. Skin Diseases | 6645 | 2.6% |
| 105-CD01. Diarrhea - Acute | 4439 | 1.7% |
| 105-CD02. Diarrhea - Persistent | 199 | 0.1% |
| 105-EP05. Dysentery | 161 | 0.1% |
| 105-EP15. Typhoid Fever | 114 | 0.0% |

Also, the availability of a steady clean piped water supply in health facilities has improved service delivery, for example, in delivery and maternity wards, the operating theatre at Health Center iv in terms of cleaning materials and maintaining good hygiene to avoid mothers from contracting other diseases, all of which has greatly improved health standards in the district.



Water supply system in Dokolo district

Furthermore, respondents in Kyankwanzi FGD reported that the extension coverage of clean water points has also reduced the distance covered by the population to access clean water. In addition, this has enabled school-going children to have more time in school rather than searching for clean water to be used at school and home, which has also improved the livelihood and productivity of the population.



A solar-powered water source at Watuba Sub-county Kyankwanzi District.

6.6 Key Observations

WASH infrastructure projects in the country have been associated with several improvements in the WASH status of the beneficiary communities including slums. Some of these improvements relate to an increase in piped water usage, reduction in the use of unprotected water sources, reduction in indiscriminate disposal of solid waste, improved general well-being of the affected/beneficiary communities, increased access to safe drinking water and improved sanitation among vulnerable persons in rural areas and small towns in conformity with NODPSP XX1 and Article 39 of the 1995 Constitution that guarantees the right to a clean and healthy environment.

However, there are concerns that many communities still grapple with the challenges of access to constant water supply. Some of these relate to seasonal water sources, unsafe water quality, and competition for water. These challenges affect different regions, locations (urban slums and some rural locations), and populations such as children and women who are predominantly involved in water collection activities. These concerns ought to be embraced as integral to the aims of current and future WASH infrastructure projects.

6.7 Recommendations to the chapter

- i. The Ministry of Agriculture should prioritize areas that are hard-hit by food insecurity to benefit from these project loans
- ii. The Ministry of Works and Transport and UNRA should apply affirmative action in the implementation of local content policy to offer opportunities to local companies so as to avoid profit repatriation, reduce dependency and promote sustainability.
- iii. The Ministry of Education and Sports should supply adequate learning aid material for learners with disabilities in vocational schools.
- iv. The Ministry of Education and Sports should promote inclusive learning in technical schools by deploying lecturers with skills in special needs education.
- v. The government should consider increasing awareness among vulnerable groups on the projects under implementation to increase benefits and participation.
- vi. The lead implementing Ministry on the project should work closely with the local government district officials to address the gaps in the supervisory and conditional gaps that may hinder the attainment of the project objectives.

- vii. The Ministry of Health should build monitoring systems at the different blood banks to prevent and deter health workers from engaging in illegal practices.
- viii. It is highly recommended that the central government gets intentional in building the capacity of local governments to mobilize development resources and fight corruption at the local government level.

CHAPTER SEVEN

STATE OF EQUAL OPPORTUNITIES IN ACCESS TO EMPLOYMENT AMONG MINISTRIES, DEPARTMENTS AND AGENCIES

7.0 Introduction

Employment creation is a key objective of the government's socio-economic development agenda. The centrality of employment is anchored in the Constitution of the Republic of Uganda which emphasizes equitable access to employment opportunities among all persons. The Constitutional provisions on employment are promoted in Vision 2040, which envisions transforming Uganda from a peasant society to a modern and prosperous country in thirty years. This is also reflected in all the three National Development Plans which put emphasis on enhancing the availability and quality of gainful employment among the population.

According to ILO, unemployment rate refers to the share of the workforce that is currently not working but is actively searching for work. It does not include the economically inactive population, such as the long-term unemployed, those aged under 15 years, or retired persons.

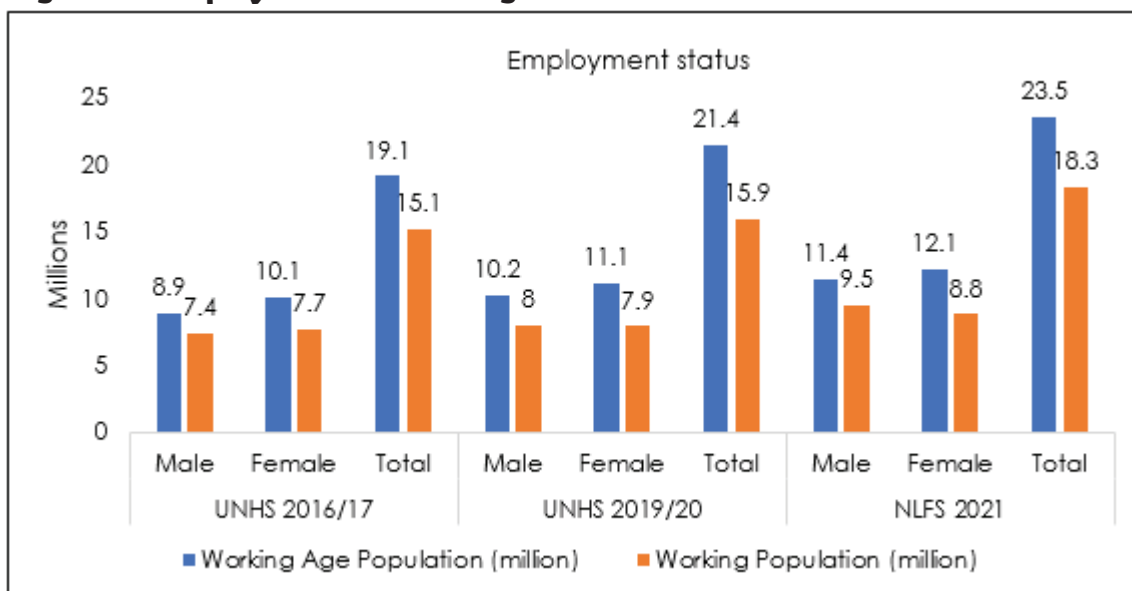
In Uganda, there are two daunting challenges to employment which include unemployment and inequitable access to the available opportunities. Documentary evidence has shown that the two are a result of skills mismatch, digital divide, lack of entrepreneurship and life skills education, among other factors. There is also a seamless imbalance in the distribution of available employment opportunities among the government Ministries, Departments and Agencies.

Therefore, the Commission sought to conduct research to establish the status of employment in Uganda, the status of access to employment in MDAs and to bring to the attention of the government the imbalances that exist in regard to access to employment so as to influence policy and practices in creation and distribution of employment opportunities.

7.1 Status of Employment in Uganda

According to the UBOS (2022) Statistical Abstract, the working-age population has increased from 19.1 million (8.9 million males and 10.1 million females) in 2016/17 (citing the UNHS 2016/17) to 21.4 million (10.2 million males and 11.1 million females) in 2019/20 (citing UNHS 2019/20). In 2021, the working-age population shot to 23.5 million people (11.4 million male and 12.1 million female) (citing the National Labour Force Survey, 2021). Figure 7.1 below provides the status of the working population in FY 2016/17 and 2019/20;

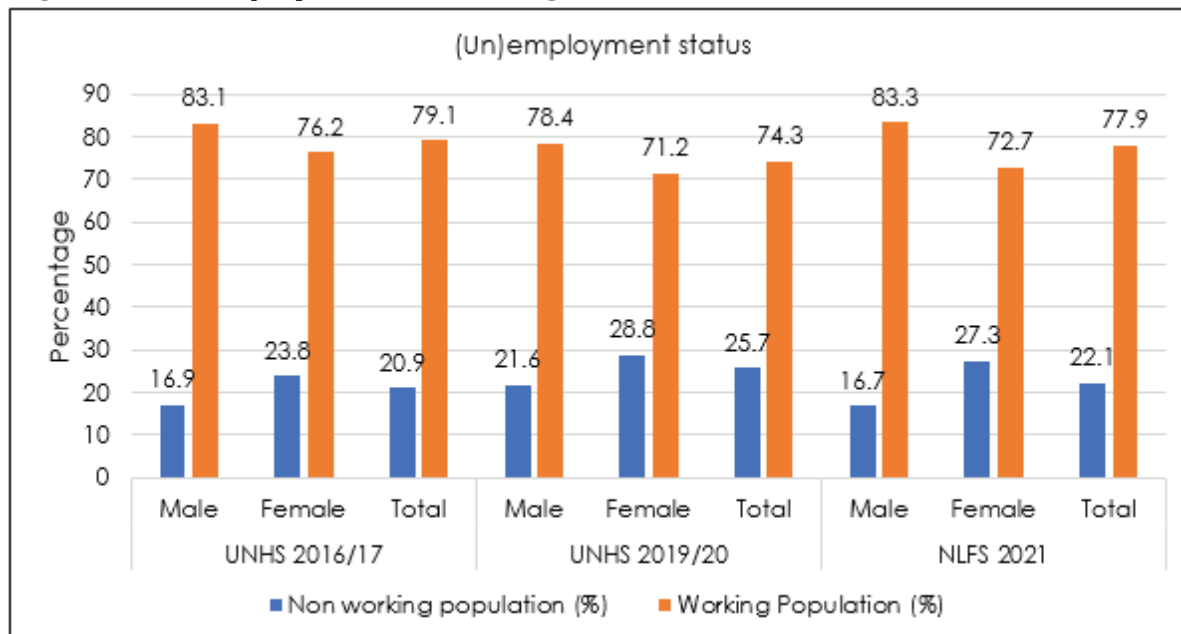
Figure 7.1: Employment status in Uganda



Source: UBOS (2022) Statistical Abstract

A synthesis of the data in the graph above sheds light on the situation of unemployment or non-working population (i.e., working-age population less working population). The following graph clearly illustrates that unemployment in Uganda fluctuated between 2016/17 and 2021. What is very evident is that women are more affected by unemployment than men.

Figure 7.2: Unemployment status in Uganda



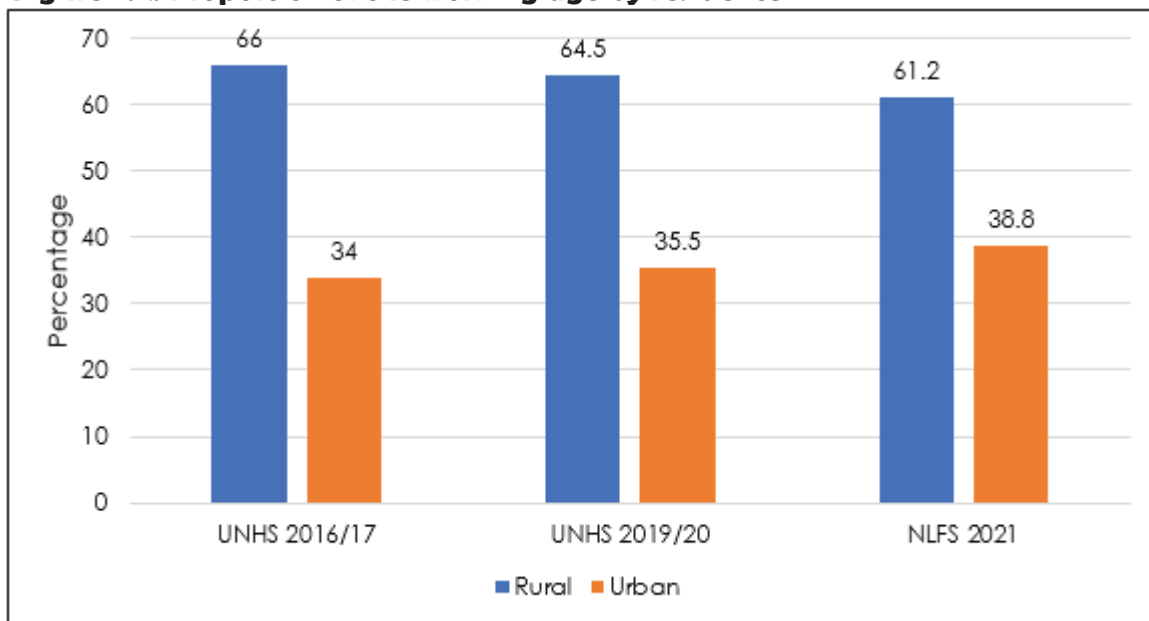
Source: UBOS (2022) Statistical Abstract

The increase in unemployment rate in 2021 among the working population was a result of Covid-19 pandemic which made many of people to lose their jobs. For example, in the tourism sector, literature indicated that the rate of hotel occupancy fell from 80% to 20%.²⁴

Further disaggregation by sectors indicated that the majority of the working population (over 60%) are located in the agriculture, forestry, and fishing industries (UBOS, citing the National Labour Force Survey (20225), UNHS 2016/17; 2019/20). This is followed by trade, accommodating over 10% of the working population (ibid). Other sectors are manufacturing; education; transportation and storage; construction; hotels, restaurants and eating places; and other services.

Disaggregated by residence, nearly two-thirds of the working population reside in rural areas as seen in the following graph.

Figure 7.2: Proportion of the working age by residence



Source: UBOS (2022) Statistical Abstract)

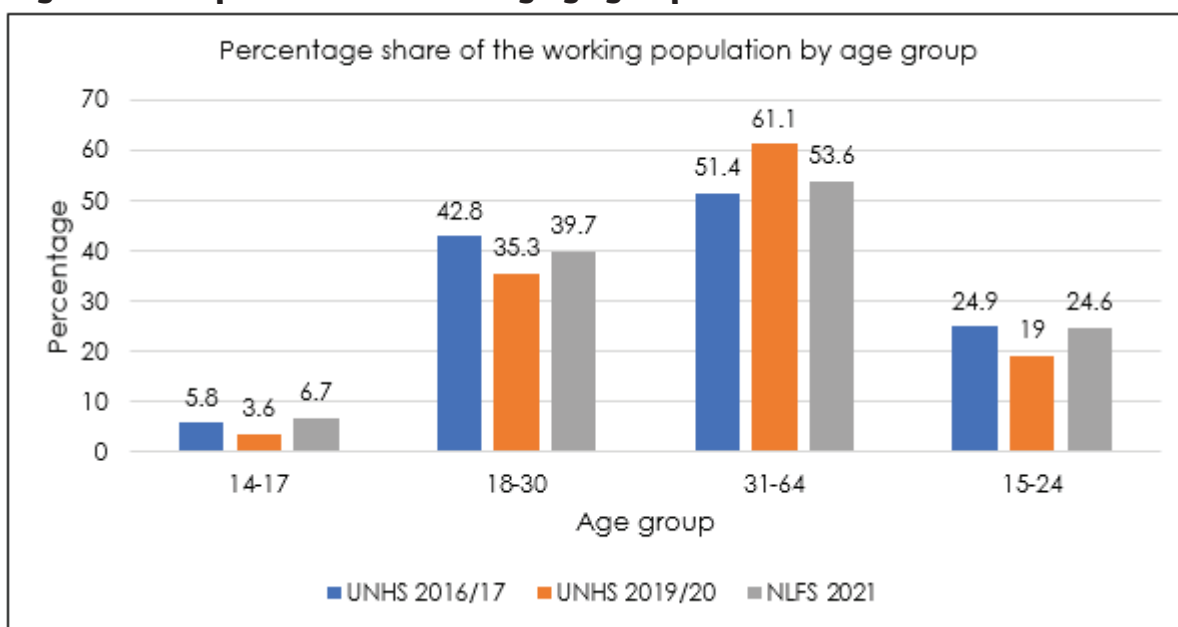
²⁴ Economic impacts of and policy responses to the coronavirus pandemic: early evidence from Africa Dirk Willem te Velde 23 March 202 (remember to keep citations full and consistent. Now this one is unclear. Who is the author?)

²⁵ UBOS, 'National Labour force survey 2021,' atpage number?

Whilst these statistics are in part informed by the population of rural residents as a proportion of the country's population, it is also true that the agricultural sub-programme (the biggest employing sector) is rural-based.

Disaggregation by age shows that adults aged 31-64 contribute most to the working population, followed by adults aged 18-30 and youth aged 15-24 as illustrated on the following graph;

Figure 7.3: Proportion of the working age group



Source: UBOS (2022) Statistical Abstract)

Data of children aged 14-17 that form part of the working population render an insight into the persisting cases of child labour in the country. According to the Constitution of the Republic of Uganda (Article 34(4&5), as well as the Children Act Cap 59 (As amended) by Children Amendment Act 2016 (Section 8(2)), the minimum age for admission to employment is 16. This is in accordance with the ILO Convention No. 138.

7.2 Unemployment among youth, persons with disabilities

Interpreted as the share of the labour force in the ages of 15-24 without work but available for and seeking employment, thus excluding the economically inactive population, such as the long-term unemployed or full-time students, youth unemployment was recorded at: 6.58 in 2022; 6.54 in 2021, 7.08 in 2020; and 5.57 in 2019 (Macro trends 26, 2023). It is evident that youth unemployment is higher than

²⁶ <https://www.macrotrends.net/countries/UGA/uganda/youth-unemployment-rate>

overall unemployment in the country. The following table highlights Uganda's unemployment rate based on ILO estimates documented by the World Bank;

Table 7.11: Uganda's unemployment rate over the years

| Year | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|-------------------|------|------|------|------|------|------|------|
| Unemployment rate | 3.2 | 3.6 | 3.5 | 3.6 | 4.5 | 4.3 | 4.3 |

Source: World Bank, 2023

Persons with disabilities are poorly represented in national unemployment statistics. According to *Inclusive Futures (2021)*,²⁷ 22% of unemployed Ugandans have a disability. Whereas persons with disabilities have fewer employment opportunities, particularly as the economy is dominated by subsistence farming (Ibid), it is also a valid concern that the environmental barriers to employment of persons with disabilities in non-agricultural sectors are overwhelming. These include physical barriers (inaccessible physical environment) at workplaces, inaccessible spaces, equipment, WASH facilities, etc. Attitudinal barriers perhaps pose the primary challenge. Employers are generally biased against persons with disabilities. They judge them as incompetent, costly and a burden. There are as well institutional barriers. For instance, education institutions responsible for skilling persons with disabilities are not inclusive, thus making it difficult for them to attend education and skilling courses. This keeps them less ready for the labour market. At the same time, many employing institutions fall short of reasonable accommodation. At the policy level, there is barely any policy that compels employers to employ a given percentage of workers (as a proportion of the total number of workers). To this effect, the UN Convention on the Rights of Persons with Disabilities and the Persons with Disabilities Act 2020 are hardly operationalised in Uganda as far as the right to employment of persons with disabilities is concerned.

7.2.1 Reasons for unemployment among the different categories of vulnerable groups

The youth (aged 15-24) are more affected than other age groups for several reasons. They lack the right attitude to inspire entrepreneurial energy and appreciate a culture of personal savings and longer-term financial growth. Engaging them is found to be

²⁷ *Inclusive Futures (2021)*. Uganda's Disability Data Landscape and the economic inclusion of persons with disabilities. Available at: <https://asksource.info/sites/default/files/Uganda%20Disability%20Data%20Landscape.pdf>

energy-intensive and difficult.²⁸ Ahaibwe and Mbowa²⁹ cited inadequate investment/supply side of jobs, insufficient employable skills (youth possess skills that are not compatible with the labour market), and high rates of labour force growth.

Across the rural-urban divide, urban youth are said to be more likely to be unemployed compared to the rural youth. Regarding gender, female – youth and adults suffer unemployment more than their male counterparts (Ahaibwe and Mbowa, 2014). This is in part attributed to the gender dynamics that relegate women more to reproductive roles as well as the gender norms that compromise women's position in society. Ahaibwe and Mbowa (2014) contend that unemployment increases with the level of education attained i.e., unemployment is lower among persons with no education and primary education, and higher among those with secondary education and above. This is attributed to the educated being more biased towards wage-paying formal jobs, which are harder to find.

7.3 Available opportunities for youth, women, PWD and older persons in Uganda

The opportunities for the employment of youth, women, PWD and older persons are in part traced from a range of government programmes targeting different interest groups. These include the youth livelihood programme, the Uganda Women Entrepreneurship programme, and the PWD grant. In addition, the Parish Development Model (PDM) offers yet another opportunity for vulnerable households (that meet the set criteria) to benefit from PDM loan facilities for entrepreneurship purposes. On another note, vocational training education programmes render an unquestionable opportunity for particularly young people to acquire skills and find employment (jobs or self-employment).

Cognizant that the youth are agreeably one of, if not the most affected by unemployment, both the government and non-state actors have made efforts to

²⁸ Peter Magelah and Barbara Ntambirweki Karugonjo (2014). YOUTH UNEMPLOYMENT AND JOB CREATION IN UGANDA: Opportunities and Challenges. Infosheet No. 26, 2014. Available at: <https://www.acode-u.org/uploadedFiles/infosheet26.pdf>

²⁹ Gemma Ahaibwe and Swaibu Mbowa (2014). Youth Unemployment Challenge in Uganda and the Role of Employment Policies in Jobs Creation. Commentary. Available at: <https://www.brookings.edu/articles/youth-unemployment-challenge-in-uganda-and-the-role-of-employment-policies-in-jobs-creation/>

create opportunities for their employment. This section of the report highlights some of these opportunities:

Table 7.12: Available employment opportunities for vulnerable groups

| Initiative/ programme | Agency | Description |
|--------------------------------------|--|--|
| Youth Apprenticeship Programme (YAP) | Uganda Investment Authority and Vantage Communications Ltd Available at: https://www.ugandainvest.go.ug/sme/youth-apprenticeship-programme/ | The programme prepares young educated youth for the option of self-employment by equipping them to become service providers. YAP provides a unique solution to unemployed graduates. The apprentices help SMEs to set up simple record-keeping systems and provide weekly business records. This enables them to analyse the profitability of their businesses in real-time. The Youth apprenticeship program offers a mutually beneficial partnership that will improve the employability of and provide skills to the unemployed youth by offering the opportunity to work (through volunteering) with Micro and small business. This programme mainly targets fresh university graduates. The apprentices are equipped to provide basic support in business management; like record keeping, stock records, customer services and sales and marketing support for FREE to SMEs |
| Next Wave (The Innovation Village) | The Innovation Village (TIV) Available at: https://mastercardfdn.org/apply-to-young-africa-works-programs-in-uganda/ | Duration: 5 years (Nov 2021 – Oct 2026) The Innovation Village (TIV) is a Young Africa Works partner in Uganda targeting talented young women and men, youth entrepreneurs and refugees. Under the program Market Making for Entrepreneurs (Next wave), TIV is providing services to benefit youth in the Central, Western and Northern regions of Uganda. Services targeting youth: Young people acquire soft skills in business growth, employment tips, financial literacy, digital marketing, Curriculum Vitae writing and design thinking. Young people are also linked to employment opportunities |

| Initiative/ programme | Agency | Description |
|--|--|---|
| | | <p>Young entrepreneurs are linked to markets by linking product makers to available markets via online platforms.</p> <p>Young people can access seed funding to start up and grow their businesses through KAIN and 97 fund projects at TIV.</p> |
| Bridge from secondary education and skills | <p>War Child Canada (WCC)</p> <p>https://mascarcfdn.org/apply-to-young-africa-works-programs-in-uganda/</p> | <p>Duration: 5 Years (July 2022 – June 2027)</p> <p>War Child Canada (WCC) is a Young Africa Works partner working with refugee and host communities to increase enrolment and retention of refugees in lower and upper secondary education. WCC works with on-ground community-based organisations (CBOs) such as CECI, CEFORD, CIYOTA, CRSD, and YASR to implement the program in the refugee settlement.</p> <p>Services targeting young people</p> <p>Young refugees are supported to enrol on Lower Secondary Education, AEP, BTVET and Upper Secondary Education.</p> <p>Refugee youth have an inclusive and safe learning space in AEP centres</p> <p>Refugee youth and teachers access teaching learning and scholastic materials in AEPs. Refugee youth with an interest in business acquire tailored entrepreneurship support to ideate, start and grow their enterprises.</p> <p>Both refugees and host communities acquire work-readiness knowledge and skills.</p> |
| Access to Digital Economy (Digital Rails) | <p>The Innovation Village (TIV)</p> <p>https://mascarcfdn.org/apply-to-young-africa-works-programs-in-uganda/</p> | <p>Duration: 5 years (Oct 2021 – Sept 2026)</p> <p>The Innovation Village (TIV), under the Digital Rails intervention, is targeting youth entrepreneurs operating early-stage businesses and late-stage businesses, small holder farmers, MSMEs, refugees and individual digital developers. Youth enrolled in the program acquire digital skills to secure work in the</p> |

| Initiative/ programme | Agency | Description |
|--------------------------|---|--|
| | | <p>digital ecosystem and are equipped with financial literacy to secure funding for digital investment.</p> <p>Services targeting youth and small-scale farmers:</p> <p>Small-scale farmer and young agri-entrepreneurs acquire digital skills and financial literacy including investment readiness skills to increase the market of their produce.</p> <p>Small-scale farmers can access affordable digital infrastructure to efficiently engage in the tech world.</p> <p>Young people and small-scale farmers are supported in capacity-building initiatives for technical talent and skillsets.</p> <p>Link small-scale farmers to existing platforms and solutions like the Mastercard Farmers Network for them to access wider market.</p> |
| Markets for Youth | <p>GOAL Uganda</p> <p>https://mastercardfdn.org/apply-to-young-africa-works-programs-in-uganda/</p> | <p>Duration: 5 years (June 2020 – June 2025)</p> <p>GOAL Uganda is a Young Africa Works partner in Uganda targeting rural young women and men, refugee youth and youth living with disabilities. Under the program Markets for Youths, GOAL is offering services focused on off – and on- farm agriculture market systems to young people in the North, West, and Central regions of Uganda.</p> <p>Services targeting youth:</p> <p>Young entrepreneurs can access formal financial services through linkages to financial institutions.</p> <p>Young people increase their negotiation confidence to secure better market prices.</p> <p>Young entrepreneurs can access sustainable markets through increased bargaining power and their collective voices.</p> <p>Ultimately, young people acquire entrepreneurship skills, employment skills and business development skills in agricultural systems – crop and livestock value chains</p> |

| Initiative/ programme | Agency | Description |
|--------------------------------------|---|--|
| Hi- Innovator | National Social Security Fund (NSSF) https://mastercardfdn.org/apply-to-young-africa-works-programs-in-uganda/ | Duration: 5 years (July 2020 – June 2025) The National Social Security Fund (NSSF) with its program Hi-Innovator is targeting young entrepreneurs, young women, refugee youths and people living with disabilities to provide all forms of business support. Within this program, youth benefit from a wide array of services such as entrepreneurship skills, business support and linkage to the network of business expertise. Services targeting youths: Through the pre-accelerator and accelerator phases of the project, youth can pitch their ideas to secure seed funding to scale up their businesses. Youth entrepreneurs are trained to increase their potential to source funding to grow their businesses Youth entrepreneurs are linked to an eco-system of potential investors and business supporters concerning growth and sustainability and the network of business experts. Youth are supported to enrol in Business Incubation Centres to enhance their capacity to start ideate, start-up businesses and sustain them |
| Youth, Young Women and Men, Refugees | Equity Bank Uganda LTD https://mastercardfdn.org/apply-to-young-africa-works-programs-in-uganda/ | Duration: 5 years (April 2020 – March 2025) Equity Bank Uganda LTD is enabling young women and men, young entrepreneurs, and refugees to engage and become familiar with financial products. The bank offers the following services to youth: Services targeting youth: At Equity Bank Uganda Ltd. Young people acquire financial literacy and soft skills in business growth related to agriculture, tourism, manufacturing, lake-based activities, and hospitality, among others. Through this program, youths can access start-up capital and funding for upscaling their enterprises. |

| Initiative/ programme | Agency | Description |
|---|---|---|
| | | Youth are facilitated to form groups to access affordable financial products such as loans without collateral attached. |
| White Meat Value Chain | Gudie Leisure Farm (GLF) https://mastercardfdn.org/apply-to-young-africa-works-programs-in-uganda/ | <p>Duration: 5 years (Nov 2019 – Dec 2024)</p> <p>Gudie Leisure Farm (GLF) is a Young Africa Works partner that is nurturing youth to work effectively in the White Meat Value Chain. The program targets young women and men, out-of-school dropouts in central regions (Kampala, Wakiso, Mukono, Mubende, Masaka, Rakai, Lwengo), youth living in the rural areas of the West regions (Isingiro, Mbarara, Kiryandongo, Hoima), South (Kabale, Kisoro), North (Arua, Gulu, Nwoya), and Eastern region (Tororo, Soroti, Namisindwa, Jinja).</p> <p>Services targeting youth:</p> <p>Young people at GLF are upskilled in relevant competencies across the entire white meat value chain including aquaculture, poultry, cuniculture, and piggery.</p> <p>Youths at GLF go through a mini-franchise agribusiness incubation model which trains, incubates and supports young Business Manager Apprentices to develop enterprises along the white meat value chain.</p> <p>Through the GLF model, youths reduce the dormant time between education and employment. Youth in this programme graduate with a comprehensive entrepreneurship starter pack and receive ongoing business development support to progress the success of their enterprises.</p> |
| Skilling for Entrepreneurship and Digital | The Uganda Rural Development Training Institute (URDT -I) | <p>Duration: 5 years (Sept 2020 – Aug 2025)</p> <p>The Uganda Rural Development Training Institute (URDT -I) is skilling young people in Entrepreneurship and Dignified Employment in Mid-Western Uganda (Mubende, Hoima, Masindi, Kagadi) The program</p> |

| Initiative/ programme | Agency | Description |
|--|---|---|
| | https://mastercard.com/apply-to-young-africa-works-programs-in-uganda/ | <p>targets young women and men, young entrepreneurs, refugee youths including young people living with disabilities.</p> <p>Services targeting youth:</p> <p>Young people acquire vocational skills and entrepreneurship skills through training in high-value Agricultural production (crops, livestock, processing, value addition), Tourism (craft, hospitality, fashion) and Construction (welding, building for Agriculture and Tourism).</p> |
| <p>Micro, Small and Medium Enterprise Recovery</p> | <p>Financial Sector Deepening (FSD) Uganda</p> | <p>Duration: 5 years (Oct 2021 – Sept 2026)</p> <p>Financial Sector Deepening (FSD) Uganda is a Young Africa Works partner that avails funds to Savings and Credit Cooperative Organisations (SACCOs) and financial institutions like FINCA Limited Uganda, UGAFODE Limited Uganda, EFC Limited Uganda, and Pride Microfinance Limited Uganda. These institutions provide affordable loans to Micro and Small Enterprises that are led and owned by youth and young women to recover from the adverse effects of the pandemic.</p> <p>Services targeting youths:</p> <p>Youth and women-owned businesses can access a loan size of a Minimum of \$ 26 (UGX 100,000) to \$ 3,000 (UGX 10,000,000).</p> <p>The Microfinance Institutions (MFIs) that offer loans to young entrepreneurs are strengthened through business disruptions, supply chain challenges, liquidity shortages, and declining sales and profits among others. The MFIs then provide affordable loans to young entrepreneurs, especially women whose enterprises were negatively affected by COVID-19, Young entrepreneurs in Agriculture/agribusiness, Light manufacturing, Construction, Tourism, Health, Education, Trade, and Services (transport &</p> |

| Initiative/ programme | Agency | Description |
|--|---|--|
| | | warehousing) are prioritized as new businesses that demonstrate creditworthiness. |
| Uganda eLearning Initiative for Education | CSTS https://mastercardfdn.org/apply-to-young-africa-works-programs-in-uganda/ | <p>Duration: 5 years (Nov 2021 – Oct 2026)</p> <p>CSTS, under Young Africa Works is supporting 20 Education Institutions like the FinnChurch Aid for refugees, Arua Technical Institute, Nkumba University, Ave Maria Vocational Training & Youth Development centre, MAT ABACUS Business School, among others to implement the eLearning Initiative and the technical skills curriculum. Through this initiative, youth, refugees, and young people from lower-income households will access quality and relevant education to be equipped with employability and work readiness skills.</p> <p>Services targeting youth:</p> <p>Learners acquire skills on how to effectively use digital tools.</p> <p>Youth entrepreneurs access an online Learning Management System (LMS) to improve their business management skills.</p> <p>Young people are facilitated to access affordable internet and tech devices.</p> <p>Young people, especially refugees and persons with disabilities acquire capacity-building and growth training.</p> <p>Learners are linked to internships and job training.</p> |

7.4 Status of Employment in MDAs

This section of the report presents data on access to employment within government institutions, taking into account the key gender and equity variables which include: sub-region, age and job category.

To assess the status of employment in the MDAs, an assessment was conducted in thirty sampled institutions listed below;

Table 7.13: Staff population for the sampled institutions

| S/N | Name of the institution | Staff population |
|-----|--|------------------|
| 1 | National Medical Stores | 380 |
| 2 | Uganda National Examinations Board | 260 |
| 3 | Uganda Registration Services Bureau | 236 |
| 4 | National Council for Higher Education | 56 |
| 5 | Makerere University Business School | 1485 |
| 6 | Uganda Bureau Of Statistics | 343 |
| 7 | Petroleum Authority of Uganda | 137 |
| 8 | Uganda National Roads Authority | 1421 |
| 9 | National Agricultural Advisory Services | 49 |
| 10 | Uganda Management Institute | 198 |
| 11 | Law Development Centre | 111 |
| 12 | Dairy Development Authority | 87 |
| 13 | Uganda Microfinance Regulatory Authority | 35 |
| 14 | Uganda Coffee Development Authority | 165 |
| 15 | National Population Council | 56 |
| 16 | Uganda Land Commission | 36 |
| 17 | National Water and Sewerage Corporation | 4626 |
| 18 | Local Government Finance Commission | 37 |
| 19 | National Forestry Authority | 358 |
| 20 | National Animal Genetics Resources Centre | 565 |
| 21 | The Electoral Commission | 836 |
| 22 | Uganda Retirement Benefits Regulatory Authority | 49 |
| 23 | Public Procurement and Disposal of Public Assets Authority | 137 |
| 24 | Capital Markets Authority of Uganda | 31 |
| 25 | Uganda Road Fund | 32 |
| 26 | National Curriculum Development Centre | 120 |
| 27 | Uganda Heart Institute | 247 |
| 28 | Uganda Aids Commission | 58 |
| 29 | Uganda Industrial Research Institute | 353 |
| 30 | Financial Intelligence Authority | 42 |

Within these agencies, data was collected from the key staff as well as through reviewing the administrative data from the Integrated Personnel and Payroll System (IPPS). In addition, the existing laws, policies and practices on employment in Uganda were reviewed. The assessment mainly used descriptive statistics to analyse the

staffing levels in the institutions and content analysis to elucidate the key observations regarding progress in the elimination of inequalities in accessing employment opportunities. Further, the assessment classified the various job ranks into three main categories which include top officials, middle and lower positions as presented in the table below;

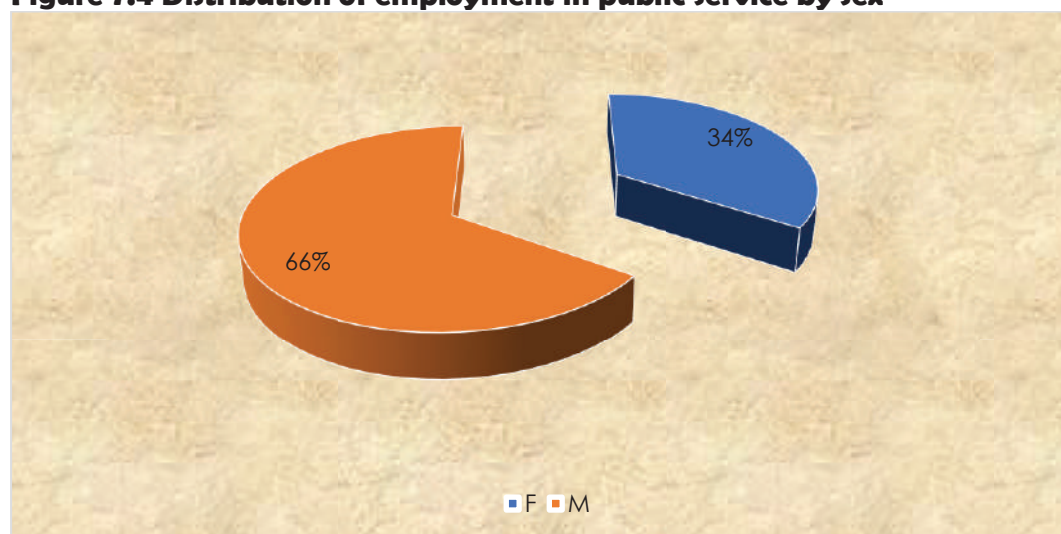
Table 7.14: Categorization of Jobs

| Job rank | Category |
|--------------------------|----------|
| Managing Director | Top |
| Deputy Managing Director | Top |
| Directors | Top |
| Commissioner | Top |
| Assistant Commissioner | Top |
| Principles | Middle |
| Managers | Middle |
| Senior officer | Middle |
| Officer | Lower |
| support staff | Lower |

7.4.1 Sex of the employees

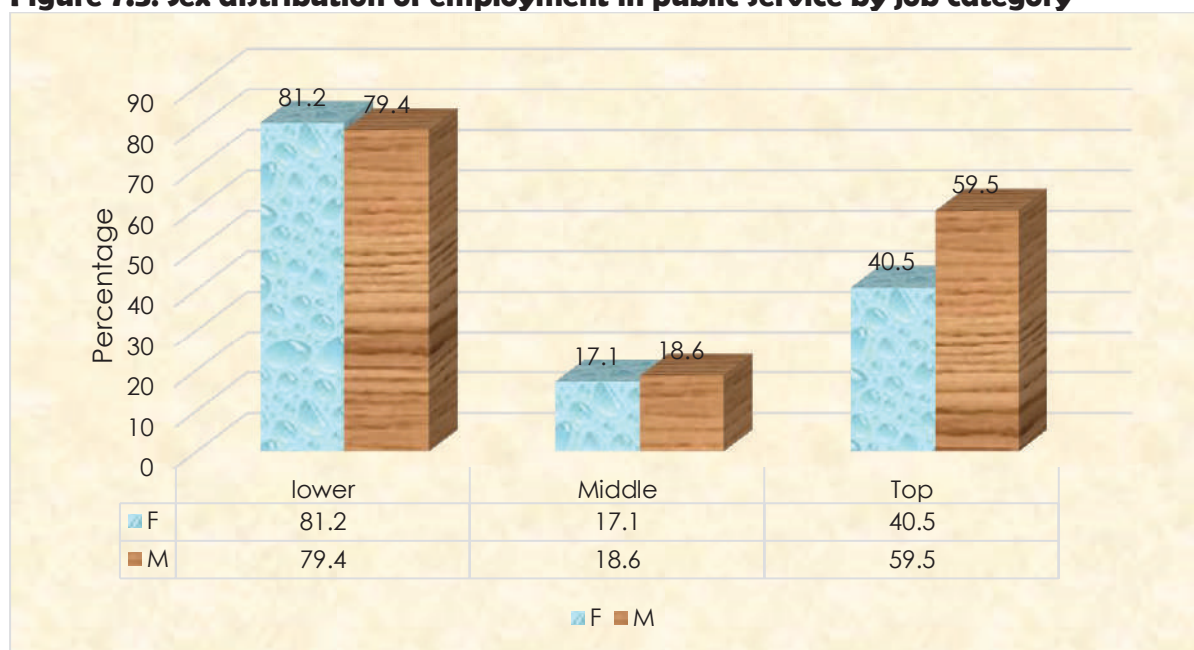
The government of Uganda has operationalised policies and made strides to promote a desired working environment for all institutions with equal treatment for men and women and fair recruitment processes, hence the promotion of equal opportunities for decent work for all women and men. The findings are presented in the figure below;

Figure 7.4 Distribution of employment in public service by sex



The 30 institutions covered by the assessment were employing a total of 12520 employees. Out of these, 66% were male and 34% women. Further analysis was conducted to ascertain the occupation of women in top positions in these institutions. The findings revealed that more men (60%) occupied top positions as compared to their female counterparts at only 40%. Further analysis revealed that more females 81.2% were employed in the lower job opportunities as compared to the male counterparts at 79.4%. The findings on the proportion of male and female employees occupying different positions are presented in Figure 7.6 below;

Figure 7.5: Sex distribution of employment in public service by job category



7.4.2 Analysis by Age

Age was categorised as follows: 18-35 defined as a youth, 36-59 as adults and 60 above as older persons. The findings indicate that 60% of the employees in public service are adults aged between 36-59 years followed by the youth at 39% and only 1% of the employees are older persons. Employing youth in government positions helps to promote social protection, respect for fundamental labour standards and the engagement of youth in social and policy dialogue.

Figure 7.6: Employment distribution in public service by age



Table 7.15: Regional distribution of employment in public service

| Region | count by region | % distribution | Working population | % working popn size. |
|-------------|-----------------|----------------|--------------------|----------------------|
| Northern | 2542 | 20% | 3108160 | 19% |
| Buganda | 3057 | 24% | 5133650 | 31% |
| Eastern | 2432 | 19% | 3993990 | 24% |
| Western | 4489 | 36% | 4075100 | 25% |
| Grand Total | 12520 | 100% | 16310900 | |

Source: computed by EOC

From table 7.5 above, the findings reveal that Western region had the highest number of persons accessing employment opportunities in public service at 36% followed by Buganda region at 24%. On the other hand, the Eastern and Northern regions had the lowest number of persons accessing employment opportunities at 19% and 20% respectively. When assessed against the proportion size of the working population, the findings revealed that western region had benefitted more than the other regions in regard to accessing employment opportunities i.e out of the proportion size of 25% of the working population, western region instead had 36% persons benefiting, followed by Northern region at 19% of the working population against the 20% that had accessed employment opportunities. On the other hand, Central region was under-represented with 24% accessing employment opportunities against the 31% of the proportion of the working population.

Further analysis revealed that out of the 36% employment opportunities accessed in Western region, Ankole sub-region had the highest proportion of public service employees at 17%, followed by Kigezi at 10%. In Buganda region, Buganda south had the highest percentage share of 16% compared to Buganda north and Kampala sub regions with 4% respectively. On the other hand, Karamonja and Sebei sub-regions registered the lowest proportion (1%). Bugishu and Bunyoro sub-regions also registered small proportions (4%).

7.4.3 Assessment by religion

Out of 30 sampled agencies, only 15 had submitted data concerning religion and the findings are presented in the table below:

Table 7.16: Distribution of employment by religion

| Religion | Lower | Middle | Top | Grand Total | % Distribution |
|-----------------------|-------|--------|-----|-------------|----------------|
| Anglican | 976 | 178 | 28 | 1182 | 48% |
| Catholic | 617 | 123 | 20 | 760 | 31% |
| Muslim | 182 | 41 | 8 | 231 | 9% |
| Pentecostal | 219 | 28 | 3 | 250 | 10% |
| Seventh Day Adventist | 22 | 4 | | 25 | 1% |
| Grand Total | 2016 | 374 | 59 | 2449 | 100% |

Source: Computed by EOC

From the table above, most of the employees accessing employment opportunities were Anglicans at 48%. These were followed by Catholics at 31% and Muslims at 9%. Important to note is that within the 15 agencies that submitted data on religion, there was no Seventh Day Adventist in the top positions.

7.4.3.1 Regional distribution of employment by job categories

In the analysis, jobs were categorized into three main groups i.e., Top, Middle and Lower as presented in the table below;

Table 7.17: Sub-regional distribution of employment in public service by job category

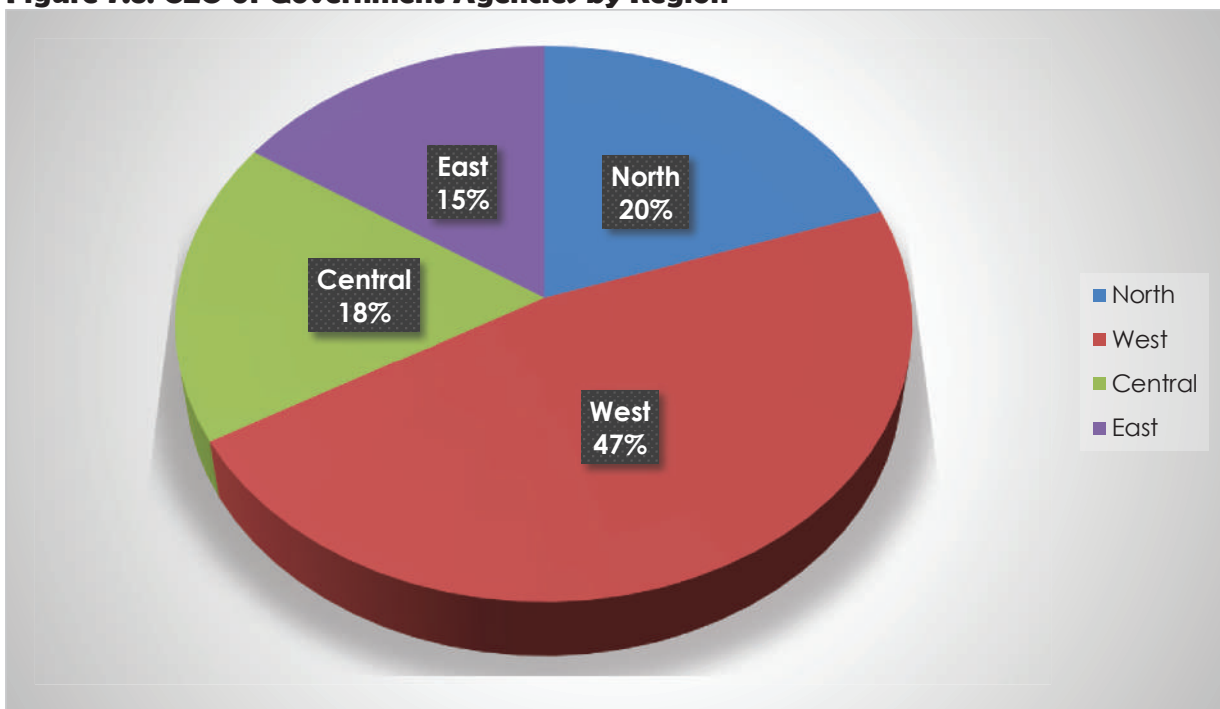
| S/N | Sub region | Lower | Middle | Top | % distribution for top position |
|-----|-------------|-------|--------|-----|---------------------------------|
| 1 | Northern | 2059 | 461 | 21 | 12% |
| 2 | Western | 3597 | 819 | 70 | 40% |
| 3 | Central | 2403 | 620 | 45 | 26% |
| 4 | Eastern | 1955 | 432 | 37 | 21% |
| | Grand total | 10014 | 2332 | 173 | |

Source: computed by EOC

Findings from Table 7.7 above further reveal that the Western region had the highest number of employees in top positions at 40% followed by the Central region at 26%. The Northern and Eastern regions had the lowest percentage at 12% and 21% respectively.

The Commission further assessed the status of employment specifically for the position of Chief Executive Officers in all Departments and Agencies by region. The findings revealed that the Western region had the highest number of persons occupying the CEO positions in most institutions and the findings are presented as below;

Figure 7.8: CEO of Government Agencies by Region



7.5 Assessment Findings on Access to Employment per Agency

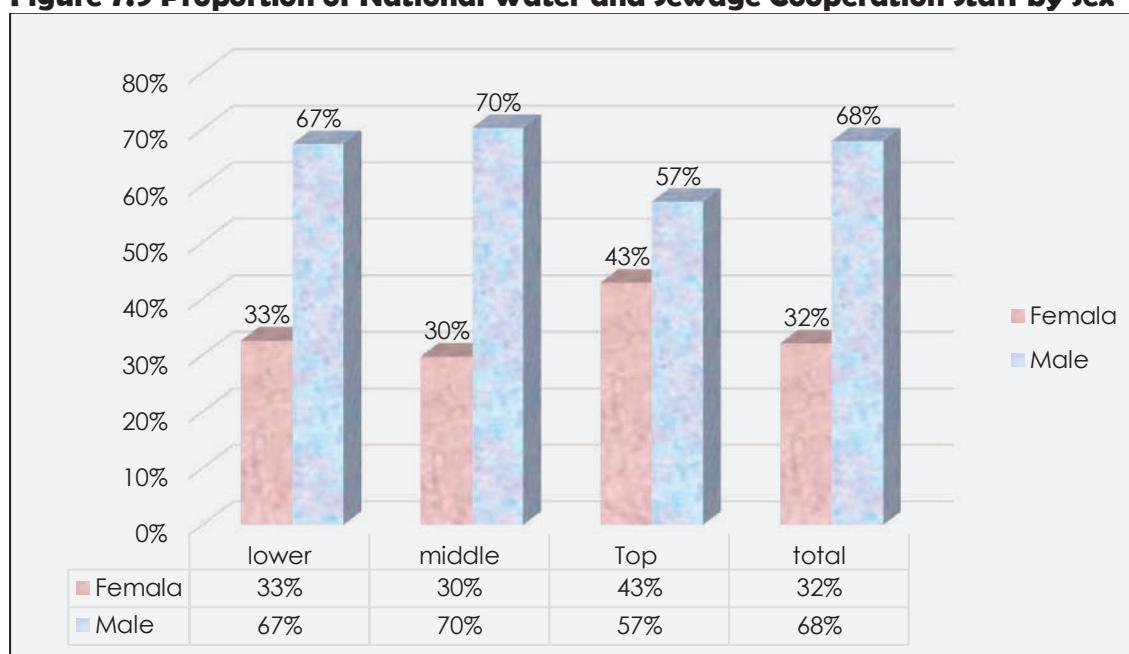
The assessment focused on employment by sub region, job category and sex.

7.5.1. National Water and Sewage Cooperation

7.5.1.1 Sex of the employees

The promotion of equal opportunities for decent work for all women and men, irrespective of race, religion, disability, age or sexual orientation, is highly regarded. The findings revealed that National Water and Sewage Corporation (NWSC) employs a total of 4578 employees, out of whom 32% are female and 68% male as shown in Figure 7.9 below;

Figure 7.9 Proportion of National Water and Sewage Cooperation Staff by sex



Further analysis of the positions held by gender revealed that more men (57%) occupied most of the top positions than women (43%), yet the participation of women is critical in decision-making process. For NWSC to offer equal opportunities to the workforce at large and deliver the best service to Ugandans, hiring and managing a diverse team is essential. For all stakeholders to see the maximum benefits, the NWSC leadership team must also reflect diversity.

Table 7.18 Sub-regional distribution of National Water and Sewage Cooperation Staff by Job category

| Sub-region | Lower | Middle | Top | Grand Total | % distribution |
|-------------|-------|--------|-----|-------------|----------------|
| Acholi | 224 | 72 | 2 | 298 | 7% |
| Ankole | 820 | 119 | 3 | 942 | 21% |
| Bugisu | 153 | 41 | | 194 | 4% |
| Bukedi | 271 | 60 | 3 | 334 | 7% |
| Bunyoro | 103 | 22 | | 125 | 3% |
| Busoga | 246 | 61 | 1 | 308 | 7% |
| Central | 722 | 179 | 1 | 902 | 20% |
| Karamoja | 17 | 6 | | 23 | 1% |
| Kigezi | 363 | 89 | 1 | 453 | 10% |
| Lango | 197 | 48 | | 245 | 5% |
| Sebei | 43 | 10 | | 53 | 1% |
| Teso | 212 | 45 | 1 | 258 | 6% |
| Tooro | 221 | 60 | 1 | 282 | 6% |
| West Nile | 129 | 31 | 1 | 161 | 4% |
| Grand Total | 3668 | 825 | 11 | 4578 | |

Source: computed by EOC

Data in the table 7.7 above reveals that Ankole, Buganda North and south sub-regions are the most represented, followed by Kigezi sub-region. On the other hand, Karamoja and Sebei sub-regions had the least representation (at 1%), followed by Bunyoro sub-region at 3% and West Nile at 4%. Whereas the government has formulated policies that promote equal access and inclusion in all services, it is evident from the analysis that the NWSC criteria of recruitment and access to employment are associated with discrimination and marginalization, which has generated socio-economic inequalities both at individual and regional levels.

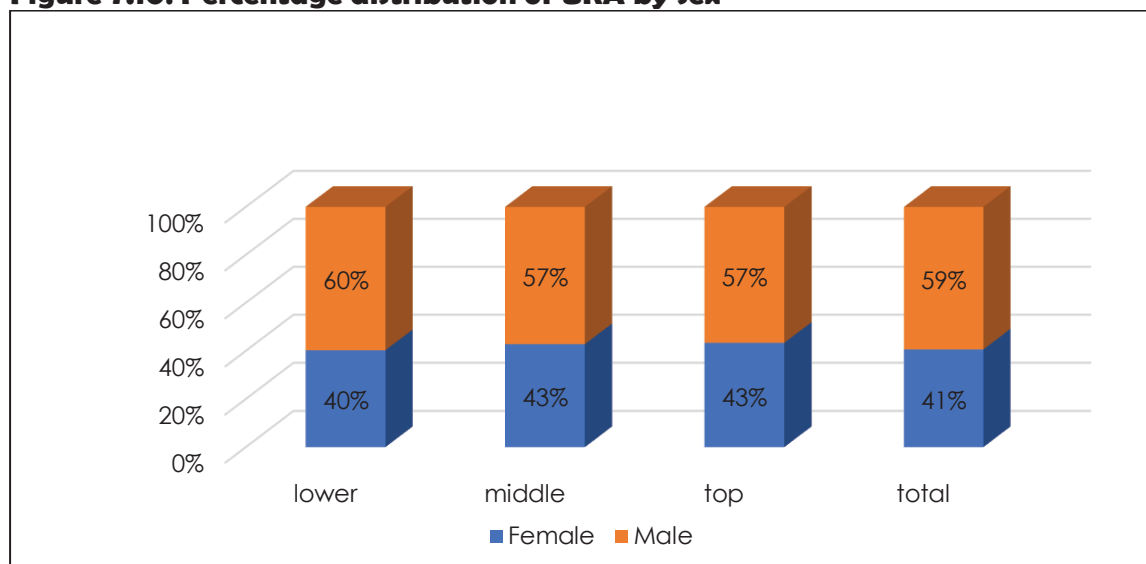
7.5.2 Assessment for Uganda Revenue Authority

The mandate of Uganda Revenue Authority (URA) is to assess, collect and account for Central Government Tax Revenue (including Non-Tax Revenues) and advise the government on matters of policy relating to all revenue sources. The Commission conducted an assessment for the agency regarding access to equal opportunities in employment. The assessment focused on employment by sex, and region.

7.5.2.1 Access to Employment by Sex

URA employs a total of 3235 employees, out of whom 41% are female and 59% male as presented in the figure below;

Figure 7.10: Percentage distribution of URA by sex



It was observed that more men were employed in top positions (57%) at the agency than women (43%). Even the middle positions defined as senior officers, Principal Officers and managers, still men outnumbered women at 57%. The analysis shows an improvement in gender parity in the top position at URA compared to the past years.

7.5.2.2 Analysis by sub-region

Findings on sub-regional access to employment opportunities within URA are presented below;

Table 7.19: Sub-regional distribution of URA Staff by Job category

| Sub-region | Lower | Middle | Top | Grand Total | % distribution |
|------------|-------|--------|-----|-------------|----------------|
| Acholi | 119 | 15 | 1 | 135 | 4% |
| Ankole | 512 | 50 | 9 | 571 | 18% |
| Bugisu | 92 | 10 | | 102 | 3% |
| Bukedi | 141 | 23 | 3 | 167 | 5% |
| Bunyoro | 120 | 15 | 2 | 137 | 4% |
| Busoga | 209 | 29 | 2 | 240 | 7% |
| Buganda | 865 | 129 | 9 | 1003 | 31% |
| Karamoja | 31 | | | 31 | 1% |
| Kigezi | 238 | 42 | 2 | 282 | 9% |
| Lango | 82 | 14 | 1 | 97 | 3% |
| Sebei | 45 | 4 | | 49 | 2% |

| Sub-region | Lower | Middle | Top | Grand Total | % distribution |
|--------------------|-------------|------------|-----------|-------------|----------------|
| Teso | 117 | 15 | 1 | 133 | 4% |
| Tooro | 156 | 20 | | 176 | 5% |
| West Nile | 97 | 15 | | 112 | 3% |
| Grand Total | 2824 | 381 | 30 | 3235 | |

Source: computed by EOC

Data in the table 7.8 reveals that the Buganda sub-region had the highest number of employees at 31%, followed by Ankole at 18% and Busoga at 7%. On the other hand, Karamoja sub-region had the lowest number at 1%, followed by Sebei sub-region at 2% and Bugisu, west Nile and Lango sub-regions at 3% respectively.

Concerning access to top positions within URA, Ankole and the Central sub-region had the most people occupying positions at a level of Commissioner and Assistant Commissioner. These are key in the decision-making process at the agency and the country at large. Bugisu, Tooro, Karamoja, and West Nile sub-regions did not have any person hailing from these regions occupying the top offices. This situation reveals cases of discrimination and inequalities in accessing employment at URA, as well as in creating regional imbalances. It also emerged that six of the eight commissioners at the Authority come from Western region, particularly Ankole and Kigezi sub-regions. This marginalizes Ugandans from other regions from serving at that level.

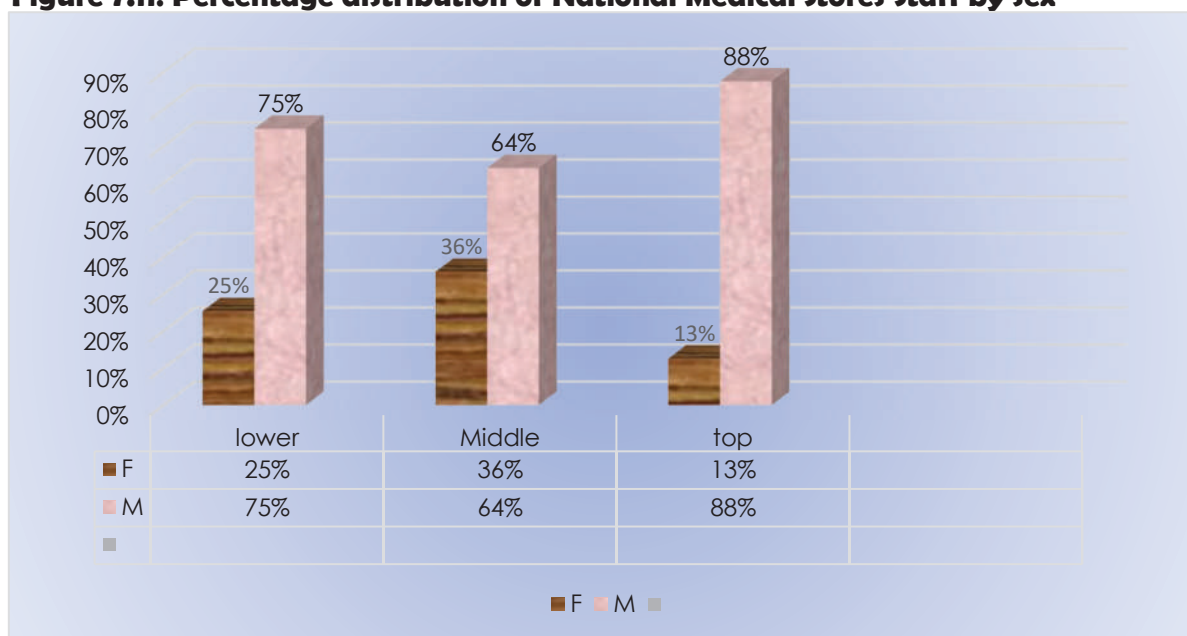
7.5.3 Assessment for National Medical Stores

The National Medical Stores is mandated to procure, store and distribute human medication and health-related consumable items to government-owned health units in all districts. The Commission conducted an assessment to ascertain the level of access to employment within the institution. The analysis was disaggregated by sub-region, job category and sex.

7.5.3.1 Access to employment by sex

National Medical Stores has a total of 380 staff, out of whom only 27% are female and 73% are male. The findings revealed that out of 8 top management positions at the agency, only one is occupied by a female. This limits women's participation in decision-making processes. The findings are presented in the figure below;

Figure 7.11: Percentage distribution of National Medical Stores Staff by sex



7.5.3.2 Analysis by sub-region

The analysis revealed the distribution of employment opportunities across sub-regions. The findings are presented below;

Table 7.20: Percentage distribution in National Medical Stores Staff by sub-region

| Sub region | lower | Middle | Top | Grand Total | % distribution |
|---------------|-------|--------|-----|-------------|----------------|
| Acholi | 12 | 5 | | 17 | 4% |
| Ankole | 72 | 17 | 3 | 92 | 22% |
| Buganda North | 16 | 6 | | 22 | 5% |
| Buganda South | 50 | 19 | 1 | 70 | 17% |
| Bugisu | 12 | 6 | 1 | 19 | 5% |
| Bukedi | 10 | 3 | | 13 | 3% |
| Bunyoro | 21 | 3 | | 24 | 6% |
| Busoga | 25 | | | 25 | 6% |
| Kampala | 7 | 5 | | 12 | 3% |
| karamoja | 1 | 2 | | 3 | 1% |
| Kigezi | 28 | 14 | 1 | 43 | 10% |
| Lango | 14 | 3 | | 17 | 4% |
| Sebei | 3 | 2 | | 5 | 1% |
| Teso | 17 | 6 | | 23 | 5% |
| Tooro | 16 | 9 | | 25 | 6% |
| WestNille | 10 | 2 | | 12 | 3% |

Source: computed by EOC

It emerged that Ankole had the biggest share of employees (22%) at NMS, followed by Buganda South sub-regions with 17%. On the other hand, Sebei and Karamoja sub-regions had the least number of people accessing employment with 1%, followed

by Bukedi and West Nile at 3% respectively. Further analysis shows that Buganda, Busoga and Karamoja Sub-regions are underrepresented at NMS when compared to the proportion to size of the current working-age population in the respective regions.

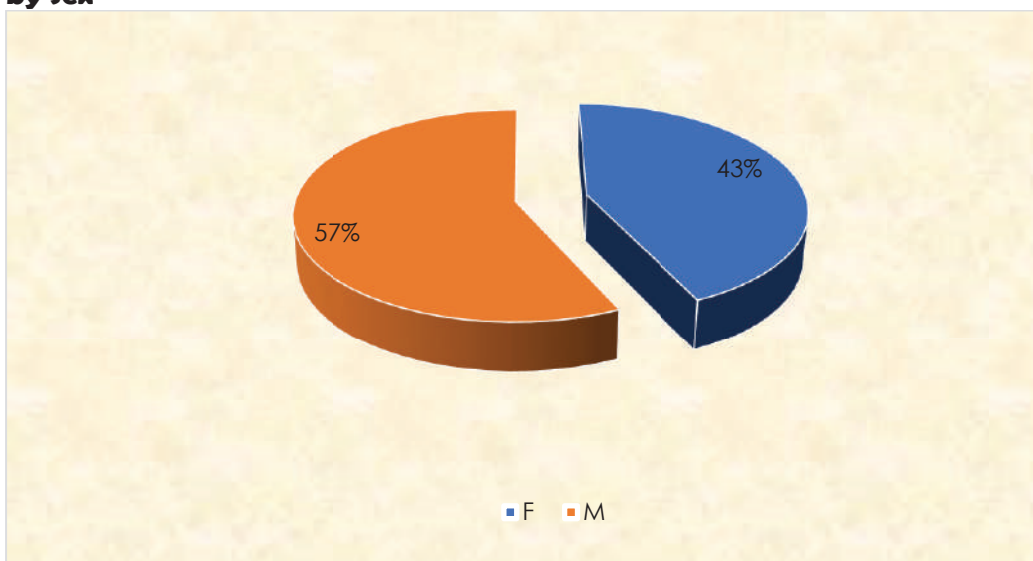
7.5.4 Assessment for Local Government Finance Commission

The Local Government Finance Commission (LGFC) is mandated to advise the President on all matters concerning the distribution of revenue between the government and Local Governments to promote regional balance. Hence the Equal Opportunities Commission assessed the institution to ascertain the level of access to employment. The analysis was disaggregated by sub-region, category and sex.

7.5.4.1 Access to Employment by Sex

The institution has a total of 37 staff, out of whom 43% are female and 57% are male. Further analysis revealed that there is an equal representation of both males and females in the top positions at the Commission. The findings are presented in Figure 7.12 below;

Figure 7.12: Percentage distribution of Local Government Finance Commission Staff by sex



7.5.4.2 Analysis by sub-region

The commission conducted a sub-region assessment to ascertain the percentage share in accessing employment within the Local Government Finance Commission. The findings are presented in Table 7 below;

Table 7.21: Sub-regional distribution of Local Government Finance Commission Staff

| Sub region | lower | Middle | top | Grand Total | |
|---------------|-------|--------|-----|-------------|-----|
| Ankole | | 3 | | 3 | 8% |
| Buganda North | 2 | 3 | | 5 | 14% |
| Buganda South | 6 | | | 6 | 16% |
| Bukedi | 2 | 1 | | 3 | 8% |
| Bunyoro | | 1 | | 1 | 3% |
| Busoga | 2 | 2 | 1 | 5 | 14% |
| Kigezi | 3 | 1 | | 4 | 11% |
| Lango | 3 | 3 | | 6 | 16% |
| Teso | | 2 | | 2 | 5% |
| Tooro | 1 | 1 | | 2 | 5% |

Source: computed by EOC

Findings in the table above reveal that Buganda South sub-region had the highest number of people accessing employment within the LGFC at 16%, followed by Buganda North and Busoga sub-region at 14%. On the other hand, it is evident that Acholi and Bunyoro sub region had the least number of people accessing employment within the institution at 2%.

It is also worth noting that sub-regions like Karamoja, Bugisu, West Nile and Sebei have not been successful in accessing employment opportunities within LGFC.

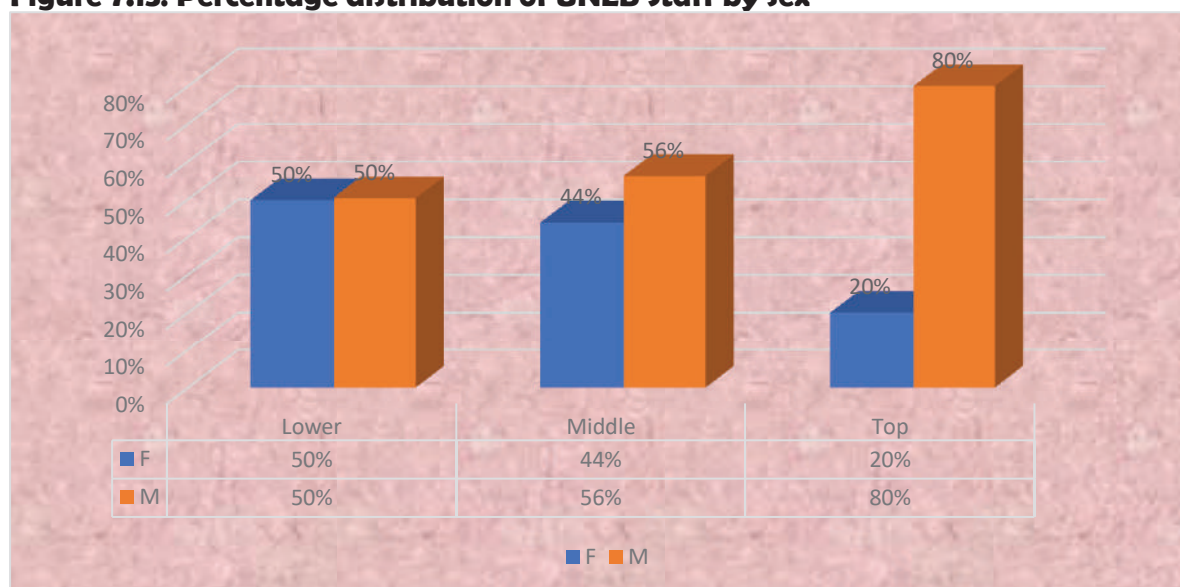
7.5.5 Assessment for Uganda National Examination Board

The assessment findings of UNEB by the Commission are disaggregated by sub-region, category and sex.

7.5.5.1 Access to employment by sex

The institution has a total of 258 staff, of whom 47% are female and 53% are male. Further disaggregation was done focusing on top positions at the examinations body. The findings revealed a gender disparity at the top positions, where only 20% of such positions are held by females as compared to 80% by males as shown in Figure 7.12 below.

Figure 7.13: Percentage distribution of UNEB Staff by sex



7.5.5.2 Analysis by sub-region

Data on access to employment was disaggregated by sub-region and the findings are presented in the table below.

Table 7.22: Percentage distribution of UNEB Staff by sub-region

| Sub region | lower | Middle | top | Grand Total | % distribution |
|---------------|-------|--------|-----|-------------|----------------|
| Acholi | 15 | 2 | 1 | 18 | 7% |
| Ankole | 13 | 3 | | 16 | 6% |
| Buganda North | 8 | 4 | | 12 | 5% |
| Buganda South | 59 | 20 | | 79 | 31% |
| Bugishu | 11 | 3 | 1 | 15 | 6% |
| Bukedi | 14 | 3 | | 17 | 7% |
| Bunyoro | 7 | 2 | | 9 | 3% |
| Busoga | 15 | 6 | 3 | 24 | 9% |
| Kampala | 10 | 2 | | 12 | 5% |
| karamoja | 2 | | | 2 | 1% |
| Kigezi | 10 | 6 | | 16 | 6% |
| Lango | 5 | 5 | | 10 | 4% |
| Sebei | 2 | | | 2 | 1% |
| Teso | 8 | 3 | 1 | 12 | 5% |
| Tooro | 3 | | | 3 | 1% |
| WestNile | 9 | 2 | | 11 | 4% |

Source: computed by EOC

Buganda south sub-region had the highest number of people accessing employment with UNEB at 31%, followed by Busoga at 9% and Acholi and Bukedi at 7%. On the other hand, Tooro, Sebei, and Karamonja sub regions had the lowest number of people accessing employment within the institution at 1%. In addition, the analysis revealed that Busoga sub-region had the highest number of people in the top

positions with 50%, followed by Acholi, Teso, and Bugishu sub-regions at 16 % respectively while some regions did not have employees occupying such positions.

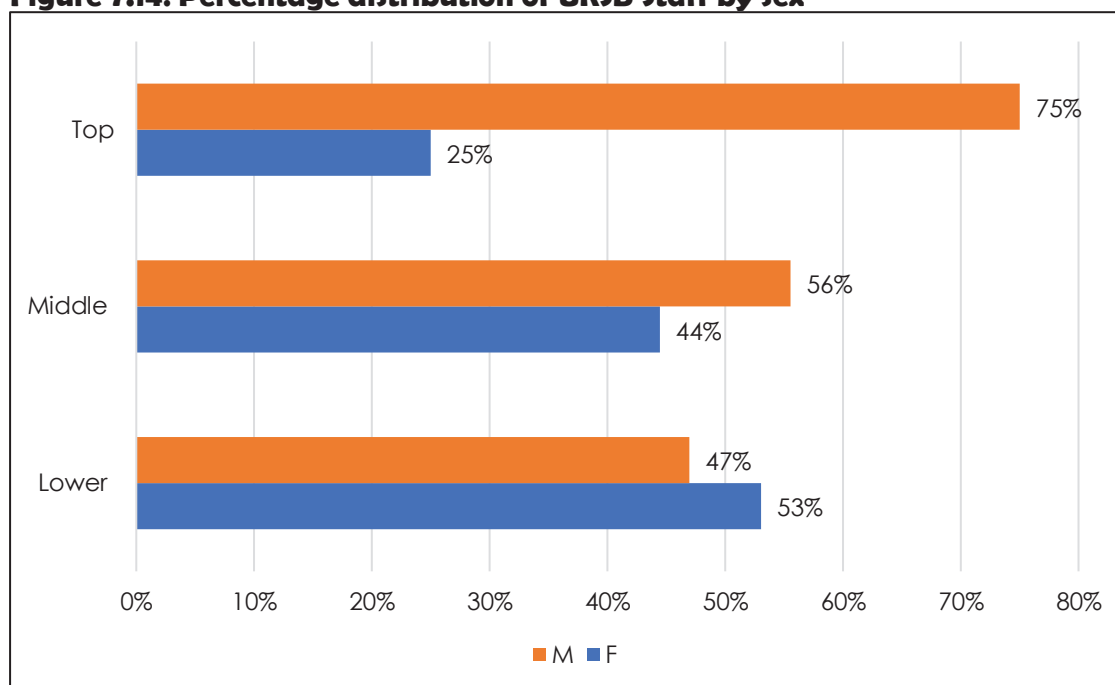
7.5.6 Assessment of Uganda Registration Services Bureau

Uganda Registration Services Bureau (URSB) is the institution mandated under cap 210 of the Laws of Uganda to deliver several registration services that aim at facilitating and enabling private sector growth to create a better investment climate. The registration service includes Business Registration, Intellectual Property Registration, Civil Registration and Handling of insolvency matters. The Commission conducted an assessment of the institution to ascertain the level of access to employment. The assessment was based at sub-region level, job category and sex of the employees.

7.5.6.1 Access to employment by sex

The assessment by sex is aimed at promoting equal access to employment within the working population. During the assessment, the Commission observed that there is equal gender access to employment within URSB i.e. there is a 50 to 50 share of male and female among the 234 employees working at URSB. However, women are underrepresented in top management positions. Out of the 8 top positions at the body, women occupy only 25% while men hold 75% of such positions as indicated in Figure 7.14 below.

Figure 7.14: Percentage distribution of URSB Staff by sex



7.5.6.2 Analysis by sub-region

Data on sub-regional representation in access to employment at URSB are presented in the table below;

Table 7.23: Percentage distribution of URSB Staff by sub-region

| Sub-regions | lower | Middle | top | Grand Total | |
|---------------|-------|--------|-----|-------------|-----|
| Acholi | 4 | 1 | | 5 | 2% |
| Ankole | 35 | 8 | 2 | 45 | 19% |
| Buganda North | 8 | | | 8 | 3% |
| Buganda South | 31 | 14 | 2 | 47 | 20% |
| Bugisu | 4 | 1 | | 5 | 2% |
| Bukedi | 10 | 1 | | 11 | 5% |
| Bunyoro | 8 | | 1 | 9 | 4% |
| Busoga | 14 | 4 | 1 | 19 | 8% |
| Kampala | 4 | 1 | | 5 | 2% |
| Kigezi | 19 | 6 | 1 | 26 | 11% |
| Lango | 13 | 2 | | 15 | 6% |
| Teso | 17 | 2 | 1 | 20 | 9% |
| Tooro | 8 | 3 | | 11 | 5% |
| WestNile | 7 | 2 | | 9 | 4% |

Source: computed by EOC

Buganda South sub-region had the highest number of people accessing employment with URSB at 20%, followed by Ankole at 19% and kigezi at 11%. On the other hand, Acholi and Bugisu sub-regions had the least number of people accessing employment within the institution at 2% each.

Further analysis revealed that Ankole and Buganda south sub-region had the highest number of employees in the top positions at 25%, followed by Bunyoro, Busoga, Kigezi and Teso sub-regions at 12.5%, and some sub-regions had no representation at the top management level.

7.5.7 Assessment of Capital Markets Authority

Capital Markets Authority (CMA) is the statutory body responsible for regulating and promoting the development of capital markets in Uganda. Data on access to employment in the CMA is disaggregated by sub-region level, job category and sex of the employees.

7.5.7.1 Access to employment by sex

The Authority has a total of 31 staff (45% female and 55% male). The assessment further revealed the top management in the institution comprises of 5 positions, of which 60% are occupied by females.

7.5.7.2 Analysis by sub-region

Sub-regional data as documented by the Commission is presented in the table below;

Table 7.24: Sub-regional distribution CMA Staff

| Sub-region | Lower | Middle | Top | Grand Total | % Distribution |
|--------------------|-----------|----------|----------|-------------|----------------|
| Ankole | 1 | 1 | | 2 | 6% |
| Buganda | 9 | 4 | 2 | 15 | 48% |
| Bukedi | 1 | 2 | 2 | 5 | 16% |
| Busoga | 1 | | | 1 | 3% |
| Kigezi | 1 | 1 | | 2 | 6% |
| Lango | 1 | 1 | | 2 | 6% |
| Tooro | 3 | | 1 | 4 | 13% |
| Grand Total | 17 | 9 | 5 | 31 | 100% |

Source: computed by EOC

Findings in the table above reveal that Buganda sub-region had the highest number of people accessing employment at 48%, followed by Bukedi sub-region at 16% and Tooro at 13%. On the other hand, it was observed that Busoga sub region had the least number of people accessing employment within the institution at 3%.

It is also worth noting that sub-regions like Karamoja, Bugisu, West Nile Lango, Acholi and Sebei were not accessing employment opportunities within the capital markets Authority.

7.5.8 Assessment of Uganda Land Commission

Uganda Land Commission is mandated to hold and manage any land in Uganda vested in or acquired by the Government of Uganda in accordance with the provisions of the Constitution. The findings of the Commission's assessment of the institution are presented here below:

7.5.8.1 Access to employment by sex.

ULC employs a total of 41 staff, out of whom 51% are female. The top management in the institution comprises 7 positions, of which 28% are occupied by females. This demonstrates low levels of participation of women in top decision-making.

7.5.8.2 Analysis by sub-region

A summary of access to employment at the Uganda Land Commission per region is presented in the following table;

Table 7.25: Percentage distribution of Uganda Land Commission Staff by sub-region

| Sub region | Lower | Middle | Grand Total | % distribution |
|---------------|-------|--------|-------------|----------------|
| Acholi | 2 | 1 | 3 | 9% |
| Buganda North | 3 | 2 | 5 | 14% |
| Buganda South | 1 | 1 | 2 | 6% |
| Bugisu | 3 | | 3 | 9% |
| Bukedi | 6 | | 6 | 17% |
| Bunyoro | | 3 | 3 | 9% |
| Busoga | 4 | 2 | 6 | 17% |
| Kigezi | 2 | 1 | 3 | 9% |
| Lango | 1 | | 1 | 3% |
| Teso | 1 | | 1 | 3% |
| Tooro | | 1 | 1 | 3% |
| West Nile | 1 | | 1 | 3% |
| Grand Total | 24 | 11 | 35 | |

Source: computed by EOC

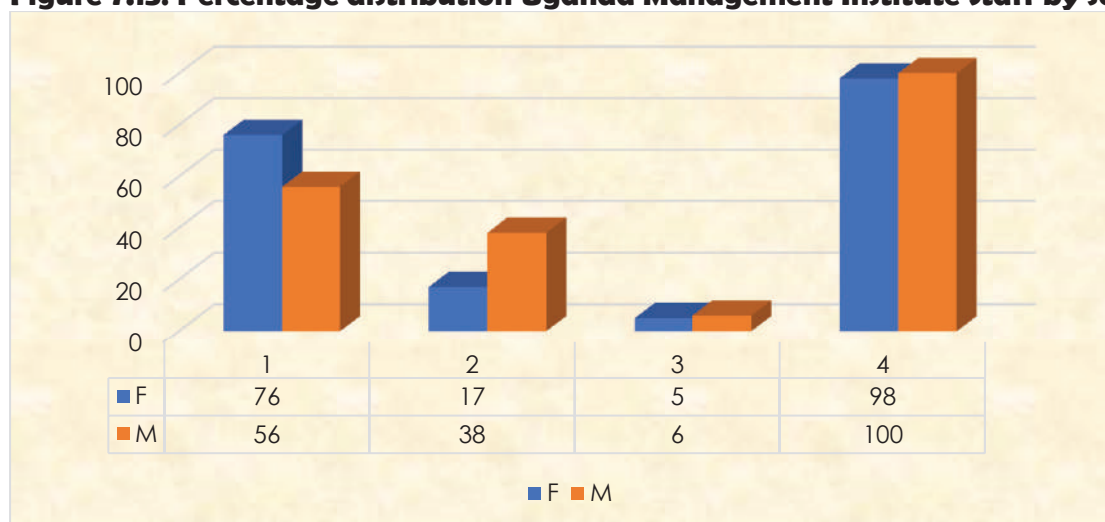
Bukedi and Busoga sub-regions had the highest number of people employed at ULC at 17%, followed by Buganda North sub-regions at 14%. On the other hand, Tooro, West Nile, Teso, and Lango sub-regions had the lowest number of people accessing employment within the institution at 3%, while the other sub-regions had no access to employment at the Lands agency.

7.5.9 Assessment for Uganda Management Institute

7.5.9.1 Access to employment by sex

UMI employs a total of 198 staff. Of these, 49% are female. Out of the 11 top positions, the females were represented by 45% in the top management. The findings are presented in the figure below;

Figure 7.15: Percentage distribution Uganda Management Institute Staff by sex



7.5.9.2 Analysis by sub-region

A summary of the findings is presented in the table below

Table 7.26: Percentage distribution of Uganda Management Institute by sub-region

| Sub region | lower | Middle | top | Grand Total | % distribution |
|---------------|-------|--------|-----|-------------|----------------|
| Acholi | 7 | 1 | | 8 | 4% |
| Ankole | 8 | 7 | | 15 | 8% |
| Buganda North | 10 | 2 | 1 | 13 | 7% |
| Buganda South | 25 | 18 | 3 | 46 | 23% |
| Bugisu | 10 | | | 10 | 5% |
| Bukedi | 9 | 6 | | 15 | 8% |
| Bunyoro | 2 | 4 | | 6 | 3% |
| Busoga | 7 | 3 | | 10 | 5% |
| Kampala | 18 | 8 | | 26 | 13% |
| karamoja | 2 | | | 2 | 1% |
| Kigezi | 6 | 6 | | 12 | 6% |
| Lango | 7 | | | 7 | 4% |
| Teso | 8 | 2 | | 10 | 5% |
| Tooro | 7 | 1 | | 8 | 4% |
| West Nile | 8 | 2 | | 10 | 5% |

Source: computed by EOC

Buganda South and Kampala sub-regions have the highest representation compared to the rest of the regions at 26% and 13% respectively. Ankole and Bukedi sub-regions came second at 8%. On the other hand, Karamonja sub-region had the least number of people accessing employment within the institution at 1%, followed by Bunyoro sub-region with 3%.

With regard to access to top positions within the institution, Buganda had the highest number of employees at 75% in such positions.

7.5.10 Assessment for National Council for Higher Education

NCHE was established to regulate Higher Education by setting standards to ensure the provision of relevant quality Higher Education in Uganda. The findings of the Commission's assessment of the institution to ascertain the level of access to employment by sex, sub-region, and employment category and they are presented here below;

7.5.10.1 Access to employment by sex

NCHE employs a total of 56 employees. Of these, 45% are female. Out of the 5 top positions in the entity, females occupied 2 positions, accounting for 40%.

7.5.10.2 Analysis by sub-region

Like in other government institutions, the country's sub-regions are unequally represented at the body in terms of access to employment, with Buganda taking a lion's share, followed by Busoga, Ankole and Bukedi. The Table that follows provides a summary.

The commission conducted a sub-region assessment to ascertain the percentage distribution in accessing employment with NCHE and the findings are presented in the table below.

Table 7.27: Percentage distribution of National Council for Higher Education Staff by sub-region

| Sub-region | Lower | Middle | Top | Grand Total | % Distribution |
|--------------------|-----------|-----------|----------|-------------|----------------|
| Acholi | 1 | | | 1 | 2% |
| Ankole | 3 | 2 | 2 | 7 | 13% |
| Buganda North | 2 | 1 | | 3 | 5% |
| Buganda South | 9 | 3 | 2 | 14 | 25% |
| Bugisu | 1 | | | 1 | 2% |
| Bukedi | 4 | 1 | 1 | 6 | 11% |
| Bunyoro | | 3 | | 3 | 5% |
| Busoga | 5 | 3 | | 8 | 15% |
| Kigezi | 3 | | | 3 | 5% |
| Lango | | 1 | | 1 | 2% |
| Teso | 1 | 2 | | 3 | 5% |
| Tooro | 1 | | | 1 | 2% |
| west Nile | 2 | | | 2 | 4% |
| Grand Total | 34 | 16 | 5 | 55 | 100% |

Source: computed by EOC

Acholi, Lango, Tooro, and Bugishu sub-regions, on the other hand, had the least number of people accessing employment within the institution at 2%.

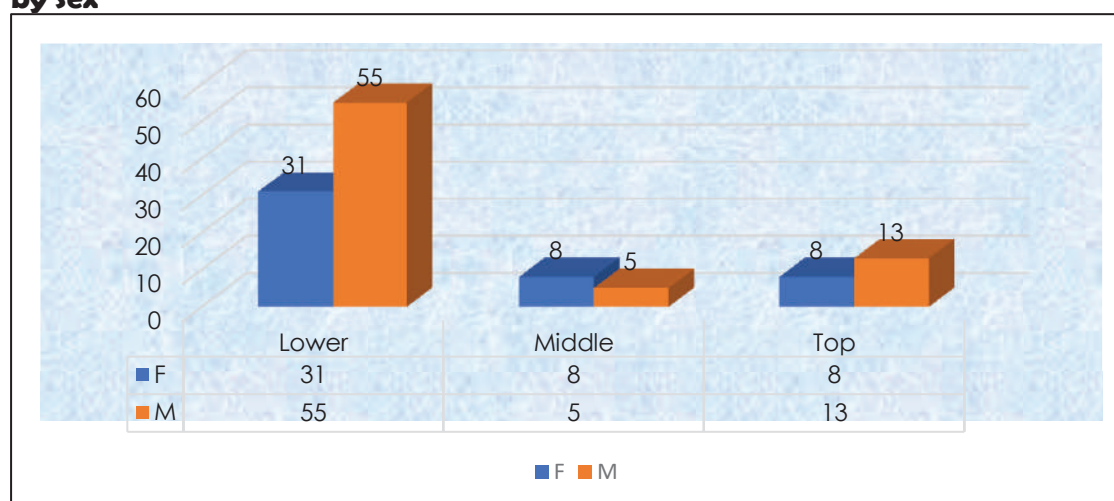
7.5.11 Assessment for National Curriculum Development Centre

The National Curriculum Development Centre (NCDC) is a corporate autonomous statutory institution responsible for the development of educational curricula for Pre-primary, Primary, Secondary and Tertiary institutions in Uganda. The findings based on the assessment of this entity are presented below;

7.5.11.1 Access to employment by sex

NCDC employs a total of 120 employees. Disaggregated by gender, only 39% are female. While the entity has 21 top management positions, the females occupy only 38% of such positions. The findings on the nature of jobs and the gender share of the jobs at different levels are presented in the figure below;

Figure 7.16: Percentage distribution of National Curriculum Development Centre Staff by sex



7.5.11.2 Analysis by sub-region

A summary of the sub-regional share of the jobs at the NCDC is presented in the table below;

Table 7.28: Percentage distribution of National Curriculum Development Centre Staff by sub-region

| Sub region | lower | Middle | top | Grand Total | % distribution |
|--------------------|-----------|-----------|-----------|-------------|----------------|
| Acholi | 1 | | | 1 | 1% |
| Ankole | 9 | 5 | 4 | 18 | 15% |
| Buganda North | 12 | 1 | | 13 | 11% |
| Buganda South | 21 | 4 | 1 | 26 | 22% |
| Bugisu | 4 | 2 | | 6 | 5% |
| Bukedi | 2 | | 4 | 6 | 5% |
| Bunyoro | 3 | 1 | 1 | 5 | 4% |
| Busoga | 10 | 1 | 2 | 13 | 11% |
| karamoja | 1 | | | 1 | 1% |
| Kigezi | 11 | | 1 | 12 | 10% |
| Lango | 2 | | | 2 | 2% |
| Teso | 2 | | | 2 | 2% |
| Tooro | 5 | 1 | 2 | 8 | 7% |
| west Nile | 7 | | | 7 | 6% |
| Grand Total | 86 | 13 | 21 | 120 | |

Source: computed by EOC

According to the data accessed, Buganda South sub-region had the highest number of people accessing employment at NCDC at 22%, followed by Ankole sub-region at 15% and Busoga at 11%. On the other hand, Karamoja and Acholi sub-regions benefitted the least in terms of access to employment at this entity.

Disaggregation by access to top positions within the institution revealed that Ankole and Bukedi have the highest number of persons accessing top positions at 19%, followed by Busoga and Tooro at 9.5%. Essentially, there is no equal representation across the sub-regions in the country.

7.5.12 Assessment for Uganda Road Fund

7.5.12.1 Access to employment by sex

Uganda Road Fund employs a total of 31 employees, 35% of whom are females. The entity's structure provides for 8 top positions. A gender disaggregation of the occupants of these top positions revealed that the females had a share of 25% in the top management. The findings are presented in the figure below.

7.5.12.2 Analysis by sub-region

The sub-regional share of the jobs at the Uganda Road Fund is presented in the following table;

Table 7.29: Sub-regional distribution of Uganda Road Fund Staff

| Sub region | lower | Middle | top | Grand Total | % distribution |
|--------------------|-----------|----------|----------|-------------|----------------|
| Acholi | | | 1 | 1 | 3% |
| Ankole | 1 | | 1 | 2 | 6% |
| Buganda | 10 | 1 | 3 | 14 | 45% |
| Bukedi | 1 | | | 1 | 3% |
| Bunyoro | 1 | | | 1 | 3% |
| Busoga | | | 1 | 1 | 3% |
| Kigezi | 2 | | | 2 | 6% |
| Lango | 5 | | 1 | 6 | 19% |
| Teso | | | 1 | 1 | 3% |
| Tooro | 2 | | | 2 | 6% |
| Grand Total | 22 | 1 | 8 | 31 | |

Source: computed by EOC

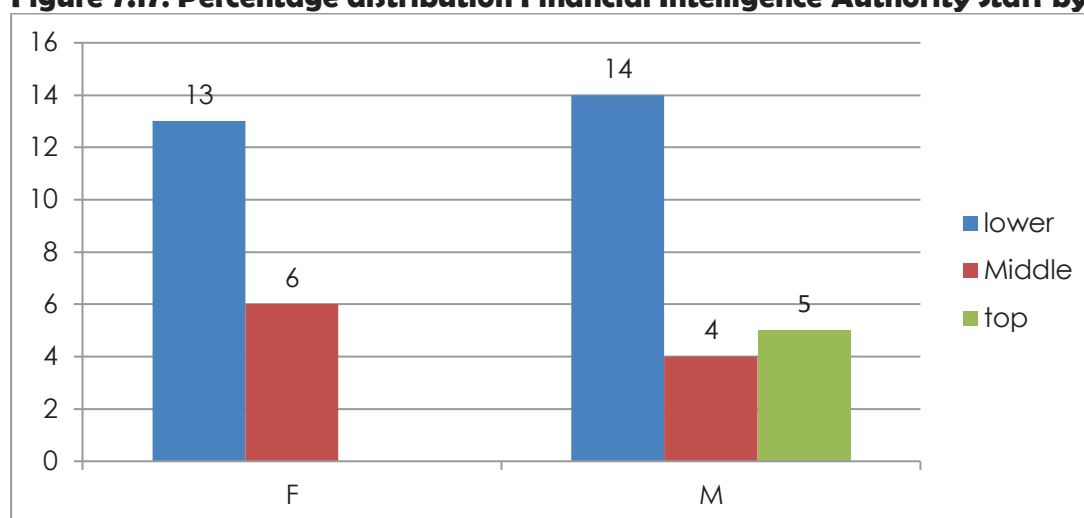
Nearly half of the employees at the entity were from Buganda. This was followed by Lango sub-region at 19%. It is thus deduced that sub-regional representation is barely taken into account in the recruitment process. This tells a lot about the unequal distribution of opportunities at the Fund.

7.5.13 Assessment for Financial Intelligence Authority

7.5.13.1 Assessment by Sex

Financial Intelligence Authority employees a total of 42 employees, of whom 45% are female and 55% male. The institution was found to have a total of 5 top management positions. Of these, none was occupied by a female person. This raises concerns about women's participation in decision-making processes and voice. The findings are presented in the figure below;

Figure 7.17: Percentage distribution Financial Intelligence Authority Staff by sex



7.5.13.2 Analysis by sub-region

The sub-regions under consideration were unequally represented. Buganda sub-regions share of the positions as an outlier as depicted in the following table;

Table 7.30: Sub-regional distribution Financial Intelligence Authority Staff

| Sub region | lower | middle | Top | Total | % distribution |
|--------------------|-----------|-----------|----------|-----------|----------------|
| Acholi | 1 | | | 1 | 2% |
| Ankole | 2 | 1 | 1 | 4 | 10% |
| Buganda | 9 | 4 | 1 | 14 | 33% |
| Bugisu | | 1 | | 1 | 2% |
| Bukedi | 3 | | 2 | 5 | 12% |
| Bunyoro | | 2 | | 2 | 5% |
| Busoga | 2 | 1 | | 3 | 7% |
| Kigezi | 4 | 1 | | 5 | 12% |
| Lango | 1 | | | 1 | 2% |
| Teso | 3 | | | 3 | 7% |
| Tooro | 2 | | | 2 | 5% |
| West Nile | | | 1 | 1 | 2% |
| Grand Total | 27 | 10 | 5 | 42 | 100% |

Source: computed by EOC

Kigezi, Bukedi and Ankole sub-regions had an almost equal share. On the other hand, Acholi, Bugisu, Lango and West Nile sub-regions had the least number of people accessing employment at the institution, with all having a share of 2%.

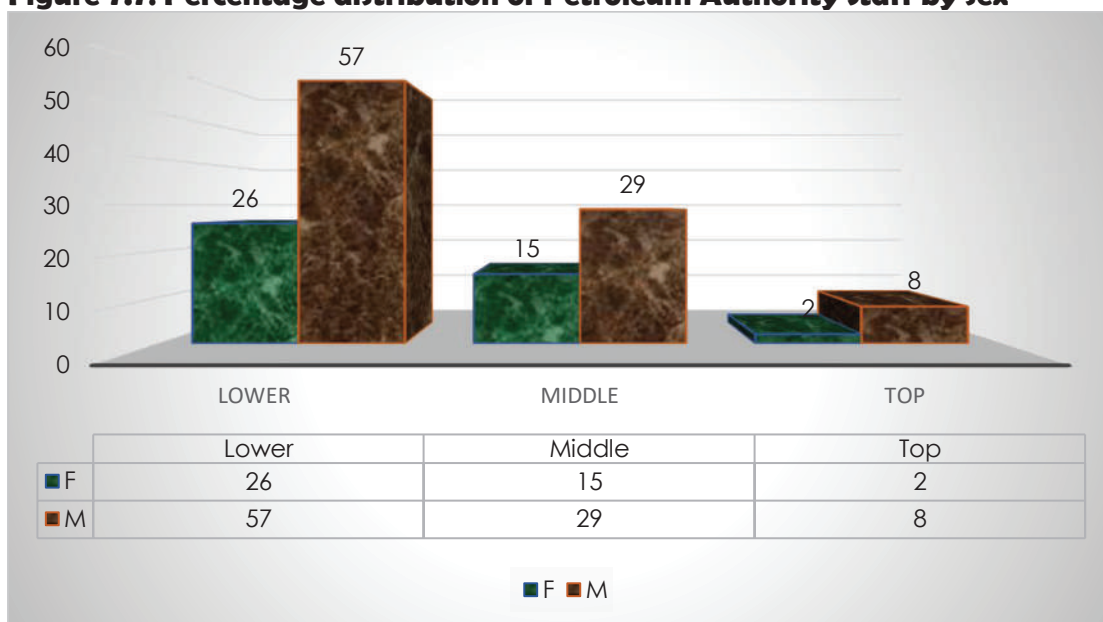
7.5.14 Assessment for Petroleum Authority

The Petroleum Authority of Uganda (PAU) is mandated to monitor and regulate the exploration, development, and production, as well as the refining, gas conversion, transportation, and storage of petroleum in Uganda. The assessment results of the Authority are presented below;

7.5.14.1 Assessment by sex

The institution employs a total of 137 employees. Of these, 31% are female. Out of the 10 top Management positions available at the Authority, only 20% are occupied by females. The gender distribution at different levels is presented in the figure below;

Figure 7.7: Percentage distribution of Petroleum Authority Staff by sex



7.5.14.2 Analysis by Sub-Region

Disaggregated by sub-region, it is evident that while some regions were overrepresented, others were underrepresented as far as their share of employment at the Authority is concerned. The findings are presented in the table below;

Table 7.31: Sub-regional distribution Petroleum Authority Staff

| Sub region | lower | Middle | top | Grand Total | % distribution |
|---------------|-------|--------|-----|-------------|----------------|
| Acholi | 5 | 4 | 1 | 10 | 7% |
| Ankole | 12 | 9 | 2 | 23 | 17% |
| Buganda North | 5 | 2 | | 7 | 5% |
| Buganda South | 16 | 10 | 2 | 28 | 20% |
| Bugisu | 4 | | | 4 | 3% |
| Bukedi | 2 | 1 | | 3 | 2% |
| Bunyoro | 7 | 2 | 2 | 11 | 8% |
| Busoga | 6 | 2 | | 8 | 6% |
| Kampala | 3 | 1 | | 4 | 3% |
| Kigezi | 5 | 4 | 2 | 11 | 8% |
| Lango | | 3 | | 3 | 2% |
| Sebei | 1 | | | 1 | 1% |
| Teso | 4 | 4 | | 8 | 6% |
| Toro | 10 | 1 | 1 | 12 | 9% |
| West Nile | 3 | 1 | | 4 | 3% |

Source: computed by EOC

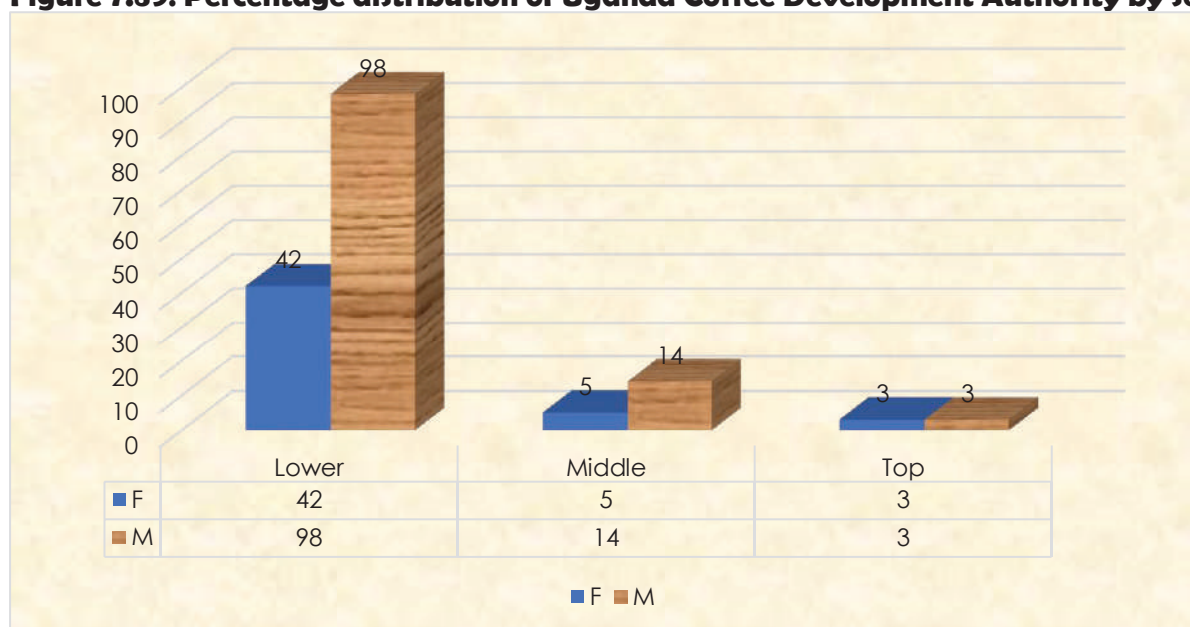
Buganda South sub-region had the highest number of people accessing employment with the PAU at 20%, followed by Ankole sub-region at 17% and Tooro at 9%. On the other hand, Sebei and Lango sub-regions were the least beneficiaries. In addition, the analysis revealed that Buganda, Ankole, Bunyoro and Kigezi sub-regions had the highest number of beneficiaries in the top positions with each having 20%, while some regions did not have employees in such positions at all.

7.5.15 Assessment for Uganda Coffee Development Authority

7.5.15.1 Access to employment by sex

The institution employs a total of 165 employees, of whom 30% are female. Further disaggregation was done to ascertain the number of women holding top management positions at the agency. It was noted that the 6 top management positions are equally shared between the males and females as portrayed in the following figure;

Figure 7.89: Percentage distribution of Uganda Coffee Development Authority by sex



7.5.15.2 Analysis by sub-region

While the share of employment at the Authority was not even across all the sub-regions, the share was not skewed to a single region. The difference in the share of employment between Buganda, Kigezi, and Ankole was not very significant. But, that notwithstanding, other regions are marginalised such as Teso, Sebei, and Acholi as seen in the table below;

Table 7.32: Sub-regional distribution Uganda Coffee Development Authority Staff

| Sun Region | lower | Middle | top | Grand Total | % distribution |
|---------------|-------|--------|-----|-------------|----------------|
| Acholi | 4 | | | 4 | 2% |
| Ankole | 24 | 5 | 2 | 31 | 19% |
| Buganda North | 9 | 1 | | 10 | 6% |
| Buganda South | 25 | 3 | | 28 | 17% |
| Bugisu | 7 | 3 | | 10 | 6% |
| Bunyoro | 4 | | | 4 | 2% |
| Busoga | 11 | | 1 | 12 | 7% |
| Kampala | 2 | | 1 | 3 | 2% |
| Kigezi | 27 | 5 | 2 | 34 | 21% |
| Lango | 9 | | | 9 | 5% |
| Sebei | 2 | 1 | | 3 | 2% |
| Teso | 2 | | | 2 | 1% |
| Toro | 9 | 1 | | 10 | 6% |
| West Nile | 5 | | | 5 | 3% |

Source: computed by EOC

The analysis revealed that Kigezi and Ankole sub-regions had the highest number in the top positions with each sharing 33%, followed by Busoga and Buganda at 17%, while the rest of the sub-regions did not have anyone employed in such positions.

7.5.16 Assessment of National Population Council

The National Population Council (NPC) is mandated to formulate and review the National Population Policy, promote the integration of population variables in development planning at all levels with an emphasis on harnessing the Demographic Dividends (DD), and mobilize resources for the implementation of the National Population Policy and Programme.

7.5.16.1 Assessment by sex.

The assessment established that out of the total 56 employees at the institution, 41% were female. The NPC had 5 top positions, of which 40% are occupied by females.

7.5.16.2 Analysis by sub-region

The sub-regional analysis indicates that Buganda had the largest share of the staff employed at NPC, followed by Kigezi and Ankole. Essentially, there is unequal sub-regional share of employment positions at the NPC as presented in the table below;

Table 7.33: Sub-regional distribution National Population Council Staff

| Sub region | Lower | Middle | Top | Grand Total | % distribution |
|--------------------|-----------|-----------|----------|-------------|----------------|
| Ankole | 5 | 1 | | 6 | 11% |
| Buganda | 12 | 2 | 2 | 16 | 29% |
| Bugisu | 1 | | | 1 | 2% |
| Bukedi | 1 | | | 1 | 2% |
| Bunyoro | 2 | 1 | | 3 | 5% |
| Busoga | 2 | 1 | | 3 | 5% |
| Kigezi | 5 | 4 | 2 | 11 | 20% |
| Lango | 1 | | 1 | 2 | 4% |
| Sebei | | 1 | | 1 | 2% |
| Teso | 1 | 2 | | 3 | 5% |
| Tooro | 4 | 1 | | 5 | 9% |
| West Nile | 3 | 1 | | 4 | 7% |
| Grand Total | 37 | 14 | 5 | 56 | 100% |

Source: computed by EOC

Bugisu, Bukedi and Sebei sub-regions had the least number of people accessing employment with the institution at 2%.

Further analysis revealed that Buganda and Kigezi sub-regions had the highest number of employees in the top positions with 40% each. The NPC was noted to have no employees from the Acholi sub-region. This further depicts regional imbalance.

7.5.17 Assessment of Uganda Microfinance Regulatory Authority

7.5.17.1 Assessment by sex

The institution employs a total of 35 employees, of whom 51% are female. Out of the 6 top management positions at the Authority, females occupy only 33% of the positions.

7.5.17.2 Analysis by sub-region

The sub-regional analysis depicts inequality in representation in employment at the Authority with Buganda being the most represented, followed by Ankole, Kigezi and Teso, while Tooro was the least represented. The findings are presented in the table below;

Table 7.34: Percentage distribution of Uganda Microfinance Regulatory Authority Staff by sub-region

| Sub Region | Lower | Middle | Top | Grand Total | % distribution |
|--------------------|-----------|----------|----------|-------------|----------------|
| Ankole | 6 | | 1 | 7 | 20% |
| Buganda | 8 | 1 | 1 | 10 | 29% |
| Bugisu | 1 | 1 | | 2 | 6% |
| Bunyoro | 2 | | | 2 | 6% |
| Busoga | 3 | | | 3 | 9% |
| Kigezi | 4 | 1 | | 5 | 14% |
| Teso | 4 | | 1 | 5 | 14% |
| Tooro | 1 | | | 1 | 3% |
| Grand Total | 29 | 3 | 3 | 35 | 100% |

Source: computed by EOC

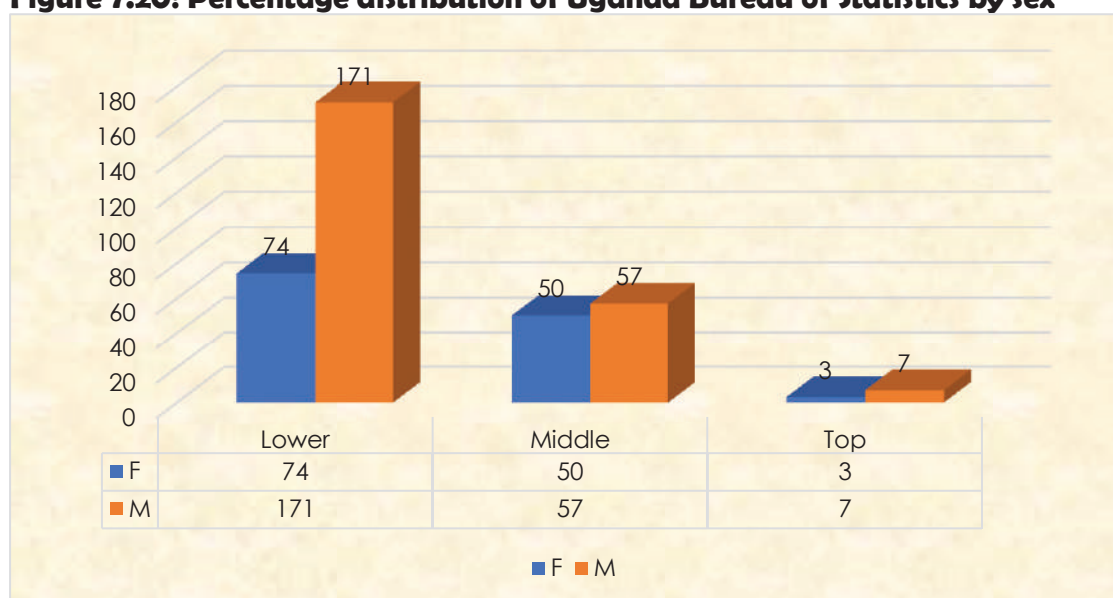
The analysis revealed that the entity did not have employees from the Acholi, West Nile, Lango, and Bukedi sub-regions, with implications for regional imbalance.

7.5.18 Assessment of Uganda Bureau of Statistics

7.5.18.1 Assessment by sex

The institution has a total of 382 staff, 33% of whom are female and 67% male. UBOS has 10 top management positions. Of these, females occupy 30% of the positions and the 70% are held by the males. The findings are presented in the figure below;

Figure 7.20: Percentage distribution of Uganda Bureau of Statistics by sex



7.5.18.2 Analysis by sub-region

Sub-regional disaggregation of employment at UBOS places Buganda ahead of all regions in terms of number of employees from the region that are employed at the institution. Ankole, Busoga, and Teso follow in that order but with a significant margin. Lango is the most least represented followed by Tooro. The findings are presented in the table below;

Table 7.25: Percentage distribution of UBOS Staff by sub-region

| Sub Region | lower | Middle | top | Grand Total | % distribution |
|---------------|-------|--------|-----|-------------|----------------|
| Acholi | 10 | 5 | | 15 | 4% |
| Ankole | 44 | 30 | 6 | 80 | 21% |
| Buganda North | 10 | 3 | | 13 | 3% |
| Buganda South | 53 | 24 | 3 | 80 | 21% |
| Bugisu | 18 | 11 | | 29 | 8% |
| Bunyoro | 8 | 7 | | 15 | 4% |
| Busoga | 21 | 9 | 1 | 31 | 8% |
| Kampala | 6 | 2 | | 8 | 2% |
| Kigezi | 27 | 16 | | 43 | 11% |
| Lango | 3 | 2 | | 5 | 1% |
| Sebei | 1 | | | 1 | 0% |
| Teso | 29 | 10 | | 39 | 10% |
| Toro | 7 | 1 | | 8 | 2% |
| West Nile | 7 | 7 | | 14 | 4% |

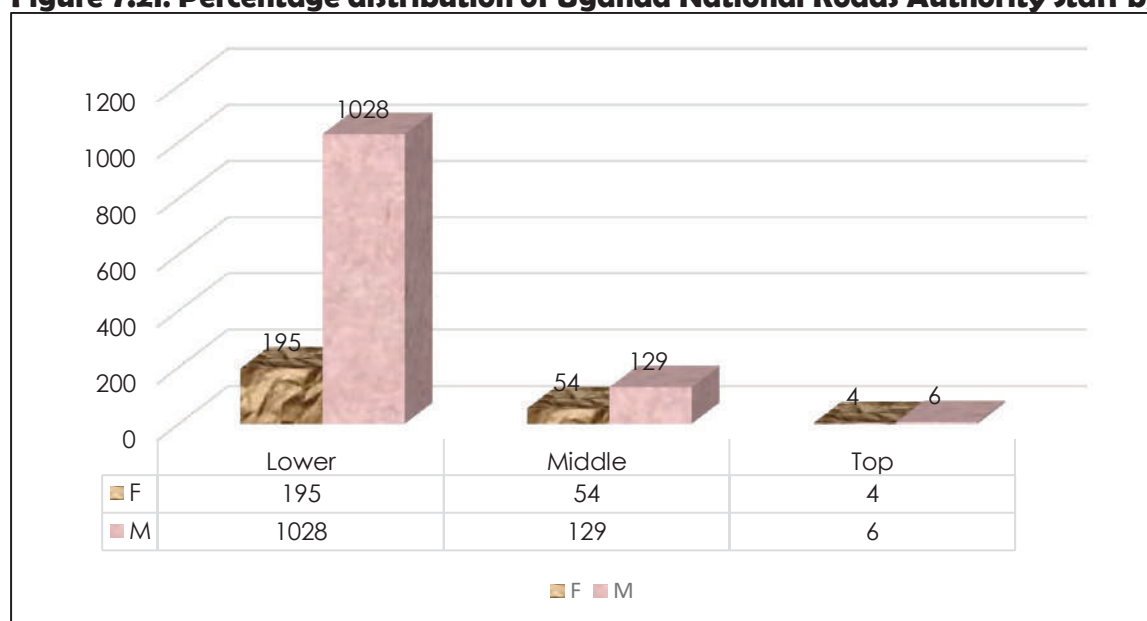
Source: computed by EOC

7.5.19 Assessment of Uganda National Roads Authority

7.5.19.1 Assessment by sex

The institution employs a total of 1416 employees. Disaggregated by gender, only 17% are female. Out of the 10 top management positions, women occupy 40% against 60% occupied by men. The findings are presented in the figure below;

Figure 7.21: Percentage distribution of Uganda National Roads Authority Staff by sex



7.5.19.2 Analysis by sub-region

Like in other entities, access to employment in UNRA is a testament of sub-regional inequality, with Buganda south represented by the highest number of employees. Ankole comes second at 13%. Sebei, Karamoja and Bugisu are the most marginalised as seen in the table below;

Table 7.26: Percentage distribution of UNRA Staff by sub-region

| Sub Region | lower | Middle | top | Grand Total | % distribution |
|---------------|-------|--------|-----|-------------|----------------|
| Acholi | 61 | 4 | | 65 | 5% |
| Ankole | 155 | 31 | 3 | 189 | 13% |
| Buganda North | 48 | 8 | | 56 | 4% |
| Buganda South | 198 | 32 | | 230 | 16% |
| Bugisu | 29 | 2 | | 31 | 2% |
| Bukedi | 54 | 5 | 1 | 60 | 4% |
| Bunyoro | 80 | 6 | | 86 | 6% |
| Busoga | 104 | 15 | | 119 | 8% |
| Kampala | 133 | 36 | 2 | 171 | 12% |
| karamoja | 8 | | | 8 | 1% |

| Sub Region | lower | Middle | top | Grand Total | % distribution |
|------------|-------|--------|-----|-------------|----------------|
| Kigezi | 78 | 14 | | 92 | 6% |
| Lango | 79 | 3 | | 82 | 6% |
| Sebei | 5 | 1 | | 6 | 0% |
| Teso | 74 | 8 | 2 | 84 | 6% |
| Tooro | 69 | 12 | 2 | 83 | 6% |
| West Nile | 48 | 6 | | 54 | 4% |

Source: computed by EOC

Further analysis revealed that Ankole had the highest number of employees occupying the top positions at 30%, followed by Kampala, Teso and Tooro sub-regions.

7.5.20 Assessment of Uganda AIDS Commission (UAC)

7.5.20.1 Assessment by sex

The UAC employs a total of 58 staff (41% female and 60% male). There are 7 top management positions at UAC. Out of these, the females occupy only 29%.

7.5.20.2 Analysis by sub-region

Sub-regional analysis of access to employment at UAC points to a similar trend of unequal representation. Buganda is the most represented followed by Bunyoro, Kigezi, Ankole and Bugisu. West Nile and Acholi have the least share of representation in employment at UAC. The findings are presented in the table below;

Table 7.27: Percentage distribution of Uganda AIDS Commission Staff by sub-region

| Sub region | Lower | Middle | Top | Grand Total | % Distribution |
|-------------|-------|--------|-----|-------------|----------------|
| Acholi | 1 | 1 | | 2 | 3% |
| Ankole | 4 | 1 | 1 | 6 | 10% |
| Buganda | 12 | 1 | | 13 | 22% |
| Bugisu | 2 | 2 | 2 | 6 | 10% |
| Bukedi | 3 | | | 3 | 5% |
| Bunyoro | 10 | | 1 | 11 | 19% |
| Busoga | 2 | 1 | 1 | 4 | 7% |
| Kigezi | 5 | 1 | 1 | 7 | 12% |
| Lango | 2 | | 1 | 3 | 5% |
| Teso | 2 | | | 2 | 3% |
| West Nile | 1 | | | 1 | 2% |
| Grand Total | 44 | 7 | 7 | 58 | |

Source: computed by EOC

On the other hand, whilst Bugisu was not among the sub-regions with the highest representation in employment at UAC, it had the best representation at top

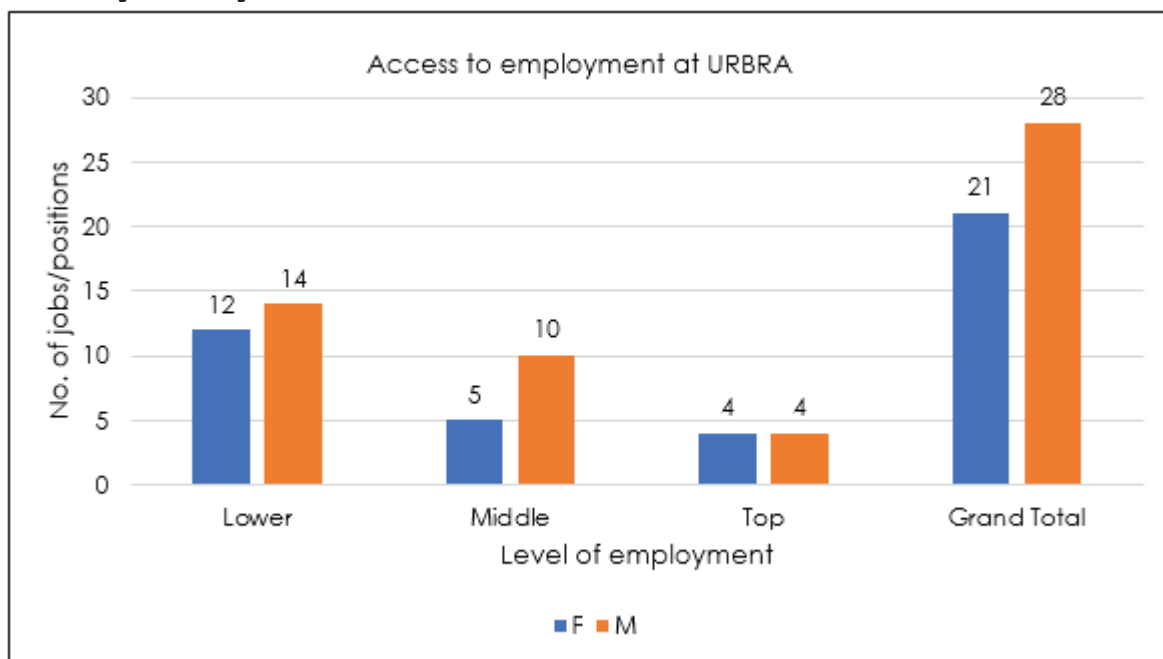
management level, with 28% of the people from the region occupying the top positions.

7.5.21 Assessment of Uganda Retirement Benefits Regulatory Authority

7.5.21.1 Assessment by sex

The institution employs a total of 49 employees, of whom 42% are female. The entity boasts of 8 top management positions. These are equally shared by women and men. The findings are shown in the figure below;

Figure 7.22: Percentage distribution of Uganda Retirement Benefits Regulatory Authority Staff by sex



7.5.21.2 Analysis by Sub region

As seen in the Table below, Buganda sub-region is unequally overrepresented compared to the rest of the sub-regions.

Table 7.28: Sub-regional distribution of Uganda Retirement Benefits Regulatory Authority Staff

| Sub region | lower | Middle | top | Grand total | % distribution |
|-------------|-------|--------|-----|-------------|----------------|
| Acholi | 1 | 1 | | 2 | 4% |
| Ankole | 2 | 1 | | 3 | 6% |
| Buganda | 12 | 9 | 6 | 27 | 55% |
| Bugisu | 1 | 1 | | 2 | 4% |
| Bunyoro | 2 | 1 | 1 | 4 | 8% |
| Busoga | 3 | | | 3 | 6% |
| karamoja | | | 1 | 1 | 2% |
| Kigezi | 1 | | | 1 | 2% |
| Lango | 1 | | | 1 | 2% |
| Teso | 1 | | | 1 | 2% |
| Tooro | 1 | 2 | | 3 | 6% |
| West Nile | 1 | | | 1 | 2% |
| Grand Total | 26 | 15 | 8 | 49 | 100% |

Source: computed by EOC

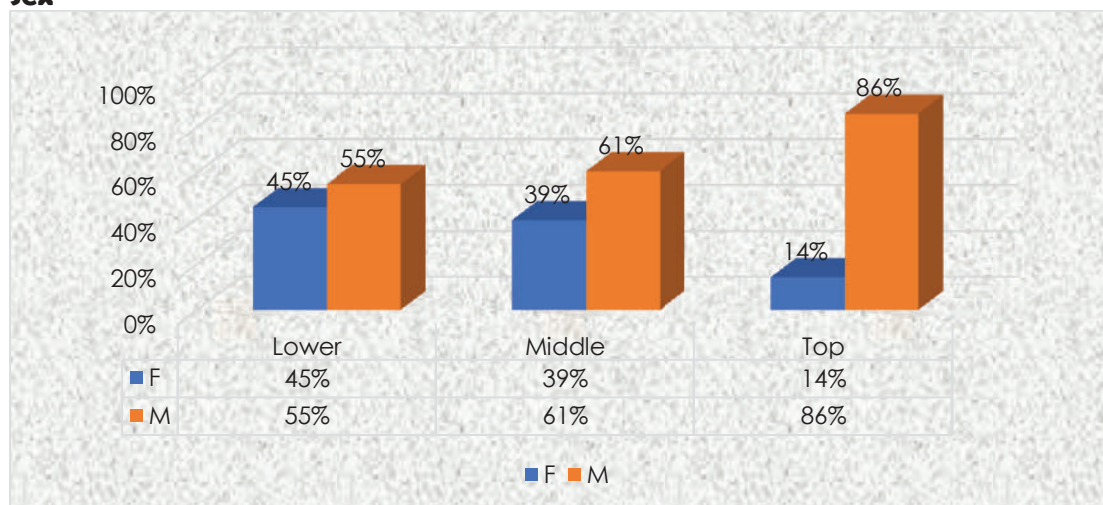
Inequality was further revealed in regional representation at top management. Buganda had a 75% share of the top management positions followed by Bunyoro and Karamoja at 12.5% each.

7.5.22 Assessment of Uganda Industrial Research Institute.

7.5.22.1 Assessment by sex

The institution employs a total of 353 employees. Of these, 44% are female and 56% are male. A consideration of the share of top management positions by gender revealed that out of the 7 top management positions, the females occupy only 14% against 86% positions occupied by males as shown in the figure below;

Figure 7.23: Percentage distribution of Uganda Industrial Research Institute Staff by sex



7.5.22.2 Analysis by Sub-region

More or less, all the sub-regions had a representation in employment at this entity. However, the inequalities across sub-regions were glaring with Kigezi being the most represented followed by Ankole and Buganda. On the other hand, Karamoja and Sebei sub-regions, followed by Acholi, Tooro, and Bunyoro were the least represented as presented in the table below;

Table 7.29: Percentage distribution of Uganda Industrial Research Institute Staff by sub-region

| Sub-region | Lower | Middle | Top | Grand Total | %Distribution |
|--------------------|------------|-----------|----------|-------------|---------------|
| Acholi | 7 | | | 7 | 2% |
| Ankole | 48 | 7 | 3 | 58 | 16% |
| Buganda | 51 | 6 | | 57 | 16% |
| Bugisu | 15 | | | 15 | 4% |
| Bukedi | 21 | | | 21 | 6% |
| Bunyoro | 9 | 2 | | 11 | 3% |
| Busoga | 21 | 1 | | 22 | 6% |
| karamoja | 1 | 1 | | 2 | 1% |
| Kigezi | 87 | 9 | 4 | 100 | 28% |
| Lango | 15 | 1 | | 16 | 5% |
| Sebei | 2 | | | 2 | 1% |
| Teso | 22 | | | 22 | 6% |
| Tooro | 6 | | | 6 | 2% |
| West Nile | 13 | 1 | | 14 | 4% |
| Grand Total | 318 | 28 | 7 | 353 | |

Source: computed by EOC

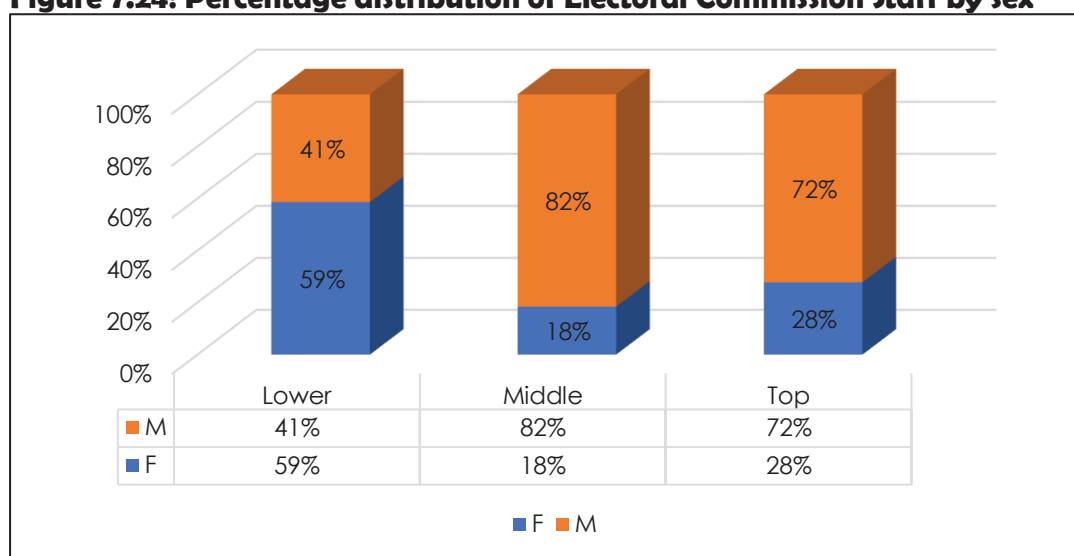
Ankole and Kigezi registered the biggest share of top management positions, with 43% and 57% respectively.

7.5.23 Assessment of The Electoral Commission

7.5.23.1 Assessment by sex

The Electoral Commission has a total of 839 staff, of whom 43% are female and 57% are male. Further analysis revealed that out of the 18 top management positions at the electoral body, women occupy only 28% of such positions and the male hold 72% those positions. The findings are presented in the figure below;

Figure 7.24: Percentage distribution of Electoral Commission Staff by sex



7.5.23.2 Analysis by Sub-Region

Cognizant that the EC has regional and district-based offices, all sub-regions at least have a share of employment at the entity. But, that notwithstanding, sub-regional imbalances were observed. Buganda, Ankole and Kigezi had the highest representation at 14% and 13% respectively, while Sebei, Karamoja and Acholi registered the least share of employment at the EC as presented in the table below;

Table 7.30: Percentage distribution of Electoral Commission Staff by sub-region

| Sub Region | lower | Middle | top | Grand Total | % Distribution |
|---------------|-------|--------|-----|-------------|----------------|
| Acholi | 14 | 8 | | 22 | 3% |
| Ankole | 78 | 32 | 4 | 114 | 14% |
| Buganda North | 9 | 7 | | 16 | 2% |
| Buganda South | 65 | 48 | 5 | 118 | 14% |
| Bugisu | 28 | 14 | 1 | 43 | 5% |
| Bukedi | 31 | 27 | | 58 | 7% |
| Bunyoro | 32 | 16 | 2 | 50 | 6% |
| Busoga | 38 | 24 | 1 | 63 | 8% |
| Kampala | 9 | 9 | | 18 | 2% |
| Karamoja | 16 | 7 | | 23 | 3% |
| Kigezi | 70 | 40 | 1 | 111 | 13% |
| Lango | 33 | 14 | 2 | 49 | 6% |
| Sebei | 8 | | | 8 | 1% |
| Teso | 29 | 17 | 2 | 48 | 6% |
| Toro | 25 | 16 | | 41 | 5% |
| West Nile | 31 | 23 | | 54 | 6% |

Source: computed by EOC

Regarding the sub-regional share of the top management positions, Ankole and Buganda South had the highest percentages of 22% and 28% respectively compared to the other regions.

7.5.24 Assessment of Public Procurement & Disposal Authority

7.5.24.1 Assessment by sex

The institution employs a total of 137 employees, with 47% of the labour force female and 53% male. Further gender disaggregation for the top management positions revealed that out of the 10 such positions, women occupy only 40%. A summary of findings is presented in the table below;

Table 7.31: Percentage distribution of Public Procurement & Disposal Authority Staff by sex

| Sex of employees | Lower | Middle | Top |
|------------------|-------|--------|-----|
| F | 52% | 44% | 40% |
| M | 48% | 56% | 60% |

7.5.24.2 Analysis by Sub Region

Sub-regional inequality in access to employment at PPDA was discerned, with Buganda having a representation of almost one third, followed by Kigezi (15%) and Ankole (14%). Sebei and Acholi sub-regions were the most marginalised. The findings are presented in the table below;

Table 7.32: Percentage distribution of Public Procurement & Disposal Authority by sub-region

| Sub-region | Lower | Middle | Top | Grand Total | %distribution |
|--------------------|-------|--------|-----|-------------|---------------|
| Acholi | 1 | 1 | | 2 | 1% |
| Ankole | 8 | 11 | | 19 | 14% |
| Buganda | 12 | 27 | 3 | 42 | 31% |
| Bugishu | 3 | 3 | | 6 | 4% |
| Bukedi | 2 | 4 | | 6 | 4% |
| Bunyoro | 7 | 4 | | 11 | 8% |
| Busoga | 4 | 4 | 3 | 11 | 8% |
| Kigezi | 5 | 12 | 3 | 20 | 15% |
| Lango | 3 | 1 | | 4 | 3% |
| Sebei | | 1 | | 1 | 1% |
| Teso | 5 | | 1 | 6 | 4% |
| Tooro | 2 | 2 | | 4 | 3% |
| West Nile | 2 | 3 | | 5 | 4% |
| Grand Total | 54 | 73 | 10 | 137 | |

Source: computed by EOC

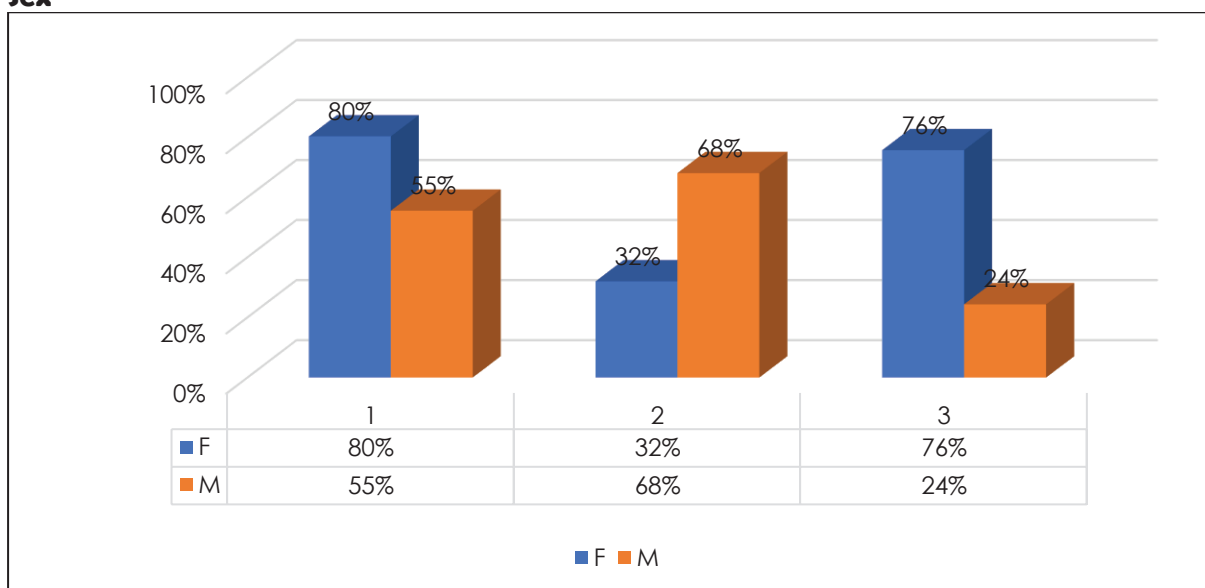
Analysis of regional share of the top management positions revealed that Buganda, Busoga and Kigezi registered the highest percentage share for top management.

7.5.25 Assessment of Makerere University Business School.

7.5.25.1 Assessment by sex

The institution employs a total of 1484 employees. Out of these, 44% are female and 56% male. The institution has a total of 37 top management positions. Women occupy 76% of those positions as shown in the figure below;

Figure 7.25: Percentage Distribution of Makerere University Business School Staff by sex



7.5.25.2 Analysis by Sub-Region

Sub-regional inequality in access to employment at MUBS was observed. Buganda had the biggest share, followed by Busoga and Ankole. On the other hand, Sebei and Karamoja sub-regions do not have any person employed at MUBS, while only 1% of the employees are from Karamoja sub-region. Other marginalised sub-regions are Bunyoro, Acholi, and Tooro, among others.

Table 7.33: Percentage distribution of Makerere University Business School Staff by sub-region

| Sub Region | lower | middle | top | Grand Total | % distribution |
|--------------------|-------------|------------|-----------|-------------|----------------|
| Acholi | 35 | 1 | | 36 | 2% |
| Ankole | 175 | 18 | 5 | 198 | 13% |
| Buganda | 401 | 41 | 14 | 456 | 31% |
| Bugisu | 52 | 9 | 2 | 63 | 4% |
| Bukedi | 67 | 8 | 1 | 76 | 5% |
| Bunyoro | 32 | 3 | 2 | 37 | 2% |
| Busoga | 242 | 13 | 4 | 259 | 17% |
| Karamoja | 3 | | | 3 | 0% |
| Kigezi | 71 | 10 | 2 | 83 | 6% |
| Lango | 18 | 4 | | 22 | 1% |
| Sebei | 3 | | | 3 | 0% |
| Teso | 69 | 6 | 4 | 79 | 5% |
| Tooro | 43 | 3 | 3 | 49 | 3% |
| West Nile | 114 | 6 | | 120 | 8% |
| Grand Total | 1325 | 122 | 37 | 1484 | 100% |

Source: computed by EOC

Analysis of sub-regional share of top management positions revealed that Buganda and Ankole enjoy the biggest share, with 39% and 14% respectively.

7.5.26 Assessment of National Agricultural Advisory Services (NAADS)

7.5.26.1 Assessment by sex

The institution employs a total of 49 employees, out of whom 25% are female. Further analysis revealed that out of the 8 top management positions at the agency, females occupy 38% as presented in the table below

Table 7.34: Percentage of National Agricultural Advisory Services Staff by sex

| Sex of employees | Lower | Middle | Top | |
|------------------|-------|--------|-----|-----|
| F | | 20% | 50% | 38% |
| M | | 80% | 50% | 63% |

7.5.26.2 Analysis by Sub Region

Buganda sub-regions enjoys a lion share of access to employment at the institution. This is followed by Ankole and Busoga. Bugisu and Sebei sub-regions have the least share of employees at NAADS, while some regions (Acholi, West Nile, and Karamoja) completely have no representation in employment at the entity. The findings are presented in the table below;

Table 7.35: Percentage distribution of National Agricultural Advisory Services by sub-region

| Sub region | Lower | middle | top | Total | % distribution |
|-------------|-------|--------|-----|-------|----------------|
| Ankole | 6 | | 1 | 7 | 14% |
| Buganda | 18 | 1 | 1 | 20 | 41% |
| Bugishu | 1 | | | 1 | 2% |
| Bukedi | 2 | | | 2 | 4% |
| Bunyoro | 2 | | | 2 | 4% |
| Busoga | 4 | 2 | 1 | 7 | 14% |
| Kigezi | 1 | | 1 | 2 | 4% |
| Lango | 2 | 1 | | 3 | 6% |
| Sebei | 1 | | | 1 | 2% |
| Tooro | 3 | 1 | | 4 | 8% |
| Grand Total | 40 | 5 | 4 | 49 | 100% |

Source: computed by EOC

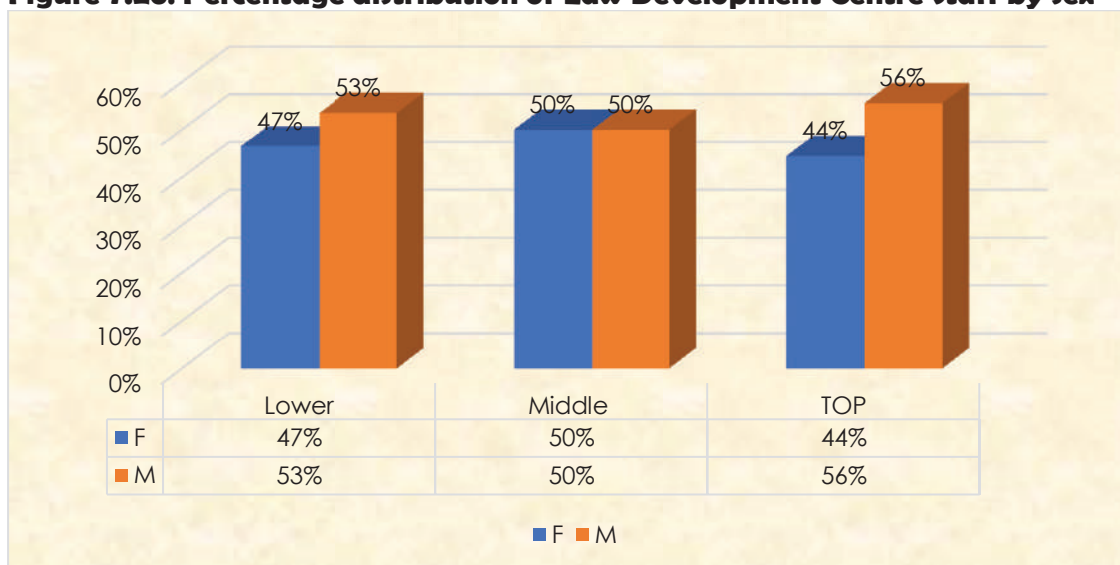
The analysis of sub-regional share of the top management positions revealed that all the positions are shared among Buganda, Ankole, Busoga and Kigezi in equal proportion of 25% each.

7.5.27 Assessment of the Law Development Centre

7.5.27.1 Assessment by sex

The institution employs a total of 111 employees, of which 47% are female and 53% are male. Of the 8 top management positions at the Centre, the females occupy 44% of such positions as presented in the figure below;

Figure 7.26: Percentage distribution of Law Development Centre Staff by sex



7.5.27.2 Analysis by Sub Region

Almost one-quarter of the employees at LDC are from Buganda region. This is followed by Ankole, and West Nile. The least represented regions are Bunyoro and Acholi. The other regions (Sebei, Karamoja) completely have no employment share at LDC. Further analysis of the regional share of the top management positions revealed that Buganda and Ankole are the most represented with 33% each.

The findings are presented in the table below;

Table 7.36: Percentage distribution of Law Development Centre Staff by sub-region

| Sub region | lower | middle | top | Total | % distribution |
|-------------|-------|--------|-----|-------|----------------|
| Acholi | 2 | 1 | | 3 | 3% |
| Ankole | 12 | 2 | 3 | 17 | 15% |
| Buganda | 19 | 5 | 3 | 27 | 24% |
| Bugisu | 6 | | | 6 | 5% |
| Bukedi | 7 | 2 | | 9 | 8% |
| Bunyoro | | 2 | | 2 | 2% |
| Busoga | 3 | 2 | 1 | 6 | 5% |
| Kigezi | 6 | 1 | 1 | 8 | 7% |
| Lango | 4 | 1 | | 5 | 5% |
| Teso | 6 | | | 6 | 5% |
| Tooro | 8 | | | 8 | 7% |
| Westnile | 13 | | 1 | 14 | 13% |
| Grand Total | 86 | 16 | 9 | 111 | 100% |

Source: computed by EOC

7.6 Key observations

- i. Only 39% of the youth in Uganda have access to employment under public service.
- ii. Based on the aggregation of data from the 30 sampled government MDAs, the Western region had the highest number of persons accessing employment opportunities in public service at 36% followed by the Central region at 24%. The highest level of access to government jobs in the two regions is explained by the high population of educated persons, proximity and access to information, and access to the national databorne as compared to the other regions.
- iii. Across all the sampled agencies, males had the highest number of employees occupying the top management positions, with an average of 60%, as compared to their female counterparts.

- iv. Regarding occupation of top positions, the MDAs finding revealed that western region had the highest number of employees in top positions at 40%, followed by the Central region at 26%, while the Northern and Eastern regions had the lowest percentage at 12% and 21% respectively.
- v. Sebei sub-region had no employees in the top management positions in all the sampled institutions.

7.7 Conclusion

Gender and sub-regional bias in awarding jobs in public institutions is uncontested. Whether or not such bias is conscious and intentional, its implications on the realisation of gender and regional equity and/or equality are glaring. With respect to gender, the evidence presented in this Report is interpreted to represent toxic masculinity in the recruitment process and award of jobs in public institutions. Such practices that marginalise and exclude women in their efforts to access employment at different levels imply alot. Relegation of women to lower-level jobs implies that they hardly have the space and voice to make a contribution to strategic decision-making in public institutions.

Turning to disability, generally, there is a scarcity of disability-disaggregated employment data in public institutions. So far, many public institutions do not seem committed to documenting this data. Further evidence suggests that a range of barriers stand in the way of access to employment by persons with disabilities.

For instance, during recruitment, most workplaces (public institutions) fall short of providing reasonable accommodation for persons with different functional difficulties. For example, during assessments, there is no provision of braille format, sign language interpreters during interviews but also during employment, and there is rarely flexibility in the assessment time and location of interviews where persons with disabilities are involved. There are also cases when employed persons with disabilities do not have favourable working conditions. A case in point is when the washrooms, working tables and chairs, computers (that need the JAWS program or magnifying screens) and other equipment are not adapted to accommodate persons with disabilities. To this effect, some of these entities consider employing persons with disabilities as "costly and inconveniencing" and these are gaps that need to be addressed.

Overall, inequality in access to employment in public institutions is manifest at the gender, sub-group level (youth, adults, elderly, persons with disabilities), and sub-regional level. All these undermine the national efforts to the realisation of international and national targets on access to economic opportunities for all and sustainable development in general.

7.8 Recommendations

Based on the findings presented in this chapter, the following recommendations are advances:

- i. In future, government needs to develop a policy that guides the recruitment process that employ people based on regional balance, population, academic qualification among other parameters.
- ii. The different public institutions should be intentional in addressing the gender-based, sub-group and regional inequalities in access to employment. During any recruitment exercise, these should be intentional considerations. Both the carrot and the stick ought to be used to achieve this. For instance, budget approvals can be premised on the extent to which the respective institutions have adhered to addressing these inequalities. Data in this Report could serve as the baseline.
- iii. In order to address the scarcity of data on disability disaggregated employment data in public institutions, the EOC should consider commissioning a study that addresses this issue. This will help to demonstrate where the respective public institutions stand as far as the employment of persons with disabilities is concerned as a proportion of total number of staff employed and the levels of employment (lower level, middle and top management levels). Such data will offer a basis for evidence-based advocacy and inform policy.
- iv. Public institutions should take individual responsibility to address the gaps in reasonable accommodation of persons with disabilities. The EOC, working with the Ministry of Gender, Labour and Social Development (disability Department), ought to consider undertaking a "Reasonable Accommodation Audit" for all public institutions. Until this is done, it will be difficult to let the management of the different entities appreciate that their practices are wanting and far from guaranteeing disability inclusion in employment.

- v. The barriers to youth employment should be addressed. While these are many, it is critical that the different public institutions identify and document the barriers and propose measures they intend to institute to address this gap.
- vi. Overall, all public institutions should be encouraged to include in their annual performance reports the status of employment disaggregated by gender, disability, youth, adults, elderly, sub-region, and level of employment.

CHAPTER EIGHT

STATUS OF EQUAL OPPORTUNITIES IN ACCESSING THE FOUR MAJOR FACTORS OF PRODUCTION



8.0 Introduction

Equitable access to the four major factors of production, namely; land, labor, capital, and entrepreneurship, is essential for fostering balanced economic growth and development, reducing inequalities, and promoting sustainable development in Uganda. Equitable access to each of the major factors of production makes contribution to Uganda's economic well-being in various ways.

8.1 Land as a factor of production

Land refers to the natural resources and geographical features that are used in the production process to create goods and services. Uganda covers a total surface area of approximately 241,038 square kilometres of which 18.2 percent is water and 81.7 percent is land. A total of 42 percent of the available land is arable land although only 21 percent is currently utilized mostly in the southern parts of the country. Land resources play an important complementary role for economic growth, employment and general socio-economic development. Land is a key resource in agriculture, industry and forestry and it underpins rural livelihoods of the majority of landholders in the rural area. Approximately 85% of Ugandans live in rural areas where land and resources are central to their livelihoods.

The contribution of land-based sector share is 24.1% of GDP for the FY 2021/2022. The Uganda Bureau of Statistics (UBOS) household surveys indicate that about 50% of most Ugandan household wealth is held in the form of land and provides the majority of employment opportunities in the country. However, the majority of land owners do not have land titles to guarantee their security of tenure. This is evidenced with findings from the agriculture survey report of 2018 which revealed that 39.6 percent of the adults (18+) living in agricultural households are owners or right holders over the agricultural land they cultivate and the percentage gets as high as 48.7 percent among the men, while it goes down to 31.1 percent among the women (SDG 5.a.1). Yet, women cultivate crops more frequently than men and for longer hours and hence the need to ensure equitable access to land among all persons so as to reduced poverty by providing livelihoods and economic security.

8.2 Status of Access to Land as a Factor of Production

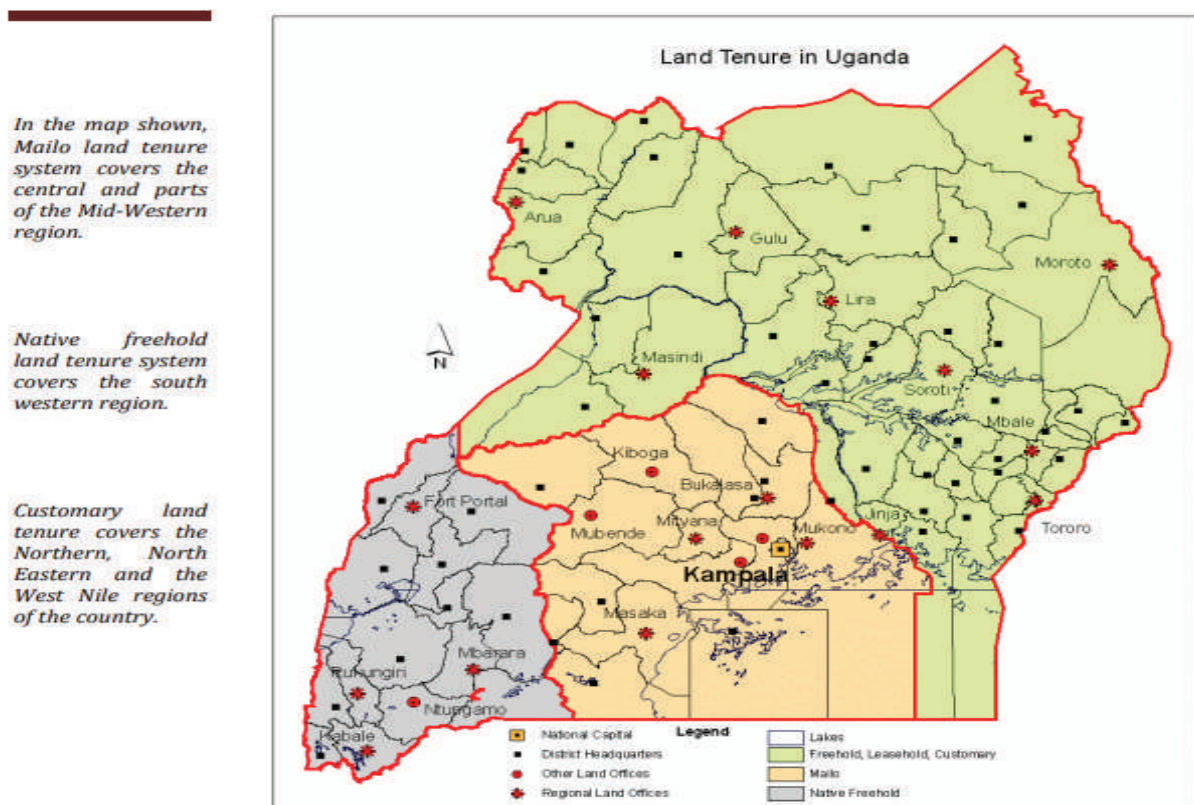
8.2.1 Land Ownership or tenure in Uganda

Article 237(1) of the 1995 Constitution of the Republic of Uganda (as amended) states that land belongs to the citizens of Uganda and Article 26(1) protects the right to own property either individually or in association with others.

Land tenure is the mode of holding rights in land and specifies how property rights to land are allocated. These rules define how access is granted to rights of use, control and transfer land, as well as associated responsibilities and obligations. There are four legally recognized land tenure regimes in Uganda. These are; freehold, leasehold, customary and Mailo. Of these, Customary tenure is the dominant system, constituting about 80% of the total land in Uganda.

Below is a map of Uganda showing the land tenure or ownership.

Figure 8.1: Map showing the land tenure in Uganda

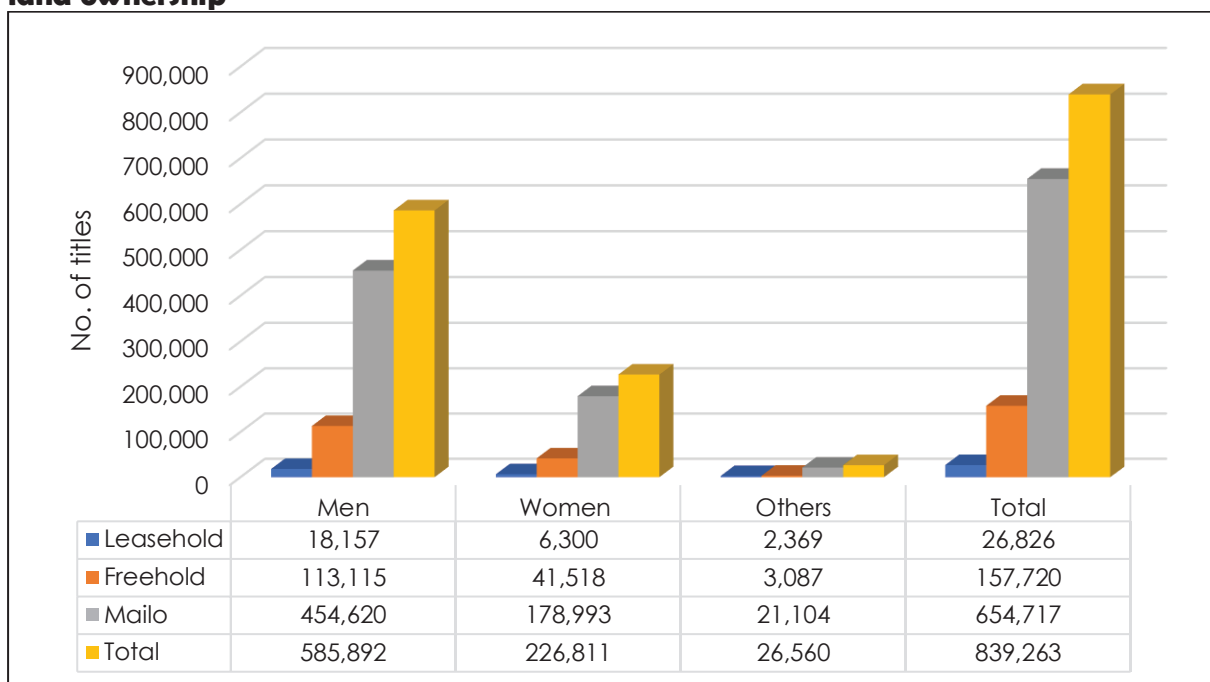


8.2.2 Type of land ownership disaggregated by sex

Land is a concrete investment and an asset that keeps increasing in value over time. People who own land have financial security and contentment. The Commission

assessed the status of land ownership by sex and findings are presented as in the figure below.

Figure 8.2: shows the status of land owner disaggregated by Sex against the forms of land ownership



Data source: MLHUD

The findings in the figure above reveal that 78.0% (654,717) have mailo land ownership, 18.8% (157,720) freehold ownership and 3.2% (26,826) have leasehold tenure system. Evaluating the proportion of registered land titles held by women versus men can reveal gender-based disparities in land ownership since the figure above reveals that the biggest proportion of the land titles are owned by men 69.8% (585,892), 27% (226,811) are women and 3.2% (26,560) for others to cater for institution and joint ownership.

8.2.3 Accessibility to Certificates of Customary Ownership

Section 237 of the 1995 Constitution of the Republic of Uganda recognizes four tenure systems: customary, freehold, leasehold and mailo. and the 1998 Land Act operationalized this provision of the Constitution.

In Uganda, a significant proportion of the population access land through customary land tenure system governed by the customs and norms of the respective area where the land is situated. With undocumented land rights, land conflicts and fragmentation are high, and women are most affected by tenure insecurity. Customary land

tenure accounts for 80% of Uganda's land. In order to strengthen land tenure security and in a bid to reduce land related conflicts, the government embarked on documenting and securing land rights under customary systems by issuance of Certificate of Customary Ownership in line with the law. Thus, the ministry is currently issuing land titles to individuals, families and communities under a customary tenure system at a minimal fee of Shs10, 000 for both registration and receiving. The money is payable at the sub-counties. To register and receive a land title under the customary tenure, one can apply to be registered on the land as an individual, a family or a community.

Selection criteria

- i. An applicant submits a completed Form 1 in triplicate to the Area Land Committee together with the fees. (Application fee is Ugs.5000)
- ii. The Area Land Committee puts a notice on Form 9 in a known place in the area and on the land being applied for.
- iii. On the specified date in Form 9, the ALC goes on ground and holds a public hearing to verify ownership of the land and ascertain whether the land subject of inspection is free from any conflicts or claims.
- iv. If there are any conflicts such must be resolved before any demarcation takes place. However, if there are no any such claims, the Area Land Committee moves around the piece of land, ascertain the boundaries with all the neighbors present and witnesses planting the natural boundary makers traditional accepted in that area.
- v. The Area Land Committee confirms and marks the boundaries.
- vi. The Area Land Committee demarcates rights of way and other easements over the land.
- vii. The ALC makes a decision on the land using both the governing laws and customary.
- viii. The ALC writes a detailed inspection report detailing all the findings on the land during inspection is submitted to the Board. Gives a copy to the applicant and makes a copy available for all people who may have claims on the land or who were heard by the Committee in respect of the application.
- ix. Using all the forms and the inspection report the ALC advises the Board on whether the land is available and owned by the applicant(s). The Committee

produces three copies of the sketch of the land in respect of which an application is made on Form 23. The original copy is sent to the Board, a copy is given to the applicant and the Committee retains the third copy. (Regulation 35)

- x. The Board considers the report and recommendations of the Committee and may confirm the recommendations or reject them. If it agrees, the Board communicates its decision in writing to the Recorder.
- xi. Where an application for a certificate of customary ownership is approved, the Board makes copies of the sketch and retains one copy for its records, sends the original and a copy to the Recorder.
- xii. It communicates its decision that a CCO be issued to the recorder in writing.
- xiii. The Recorder issues a certificate to the applicant in the terms of the decisions of the Board. (Issuance of the CCO costs UGX 5,000).
- xiv. A parcel of land for which a certificate of customary ownership is issued must bear a unique Customary Land Identification Number (CLIN) given by the Recorder.

The Commission assessment findings revealed that the Ministry of Lands had issued over 20,000 Certificates of Customary Ownership (CCOs) to customary land owners in Kasese, Nwoya, Pader, Soroti, Katakwi, Butaleja, Adjumani and Kabale districts, among others. Some of the beneficiaries are presented in the photo below;





8.2.4 Status on accessibility to land services

The Uganda Bureau of Statistics (UBOS) household surveys indicate that about 50% of most Ugandan household wealth is held in the form of land and provides the majority of employment opportunities in the country. However, the majority of land owners do not have land titles to guarantee their security of tenure.

In order to ease land transactions for its clientele, the Ministry of Lands established twenty-two Ministerial Zonal Offices (MZOs) across the country to increase access to land related services among the vulnerable groups of people. The MZOs are located in the following districts; Kampala (KCCA), Mukono, Masaka, Mityana, Luwero, Mpigi, Wakiso (Wakiso-Busiro and Wakiso-Kyadondo), Jinja, Mbale, Lira, Tororo, Soroti and Moroto. Others are Gulu, Arua, Kabarole, Mbarara, Masindi, Kibaale, Kabale, and Rukungiri. The MZOs are fully operational and functional and provide the same services as those provided at the Ministry headquarters in Kampala.

These offices have tremendously reduced on the distance, time and cost of doing business whilst carrying out land transactions, hence improving accessibility to land.

Table 8.1: Titles distributed Per Ministry Zonal Offices as of June 2023

| S/N | Ministry Zonal Offices | Region | No of title | % Of titles | % Of titles Per region |
|-----------|------------------------|----------|----------------|---------------|------------------------|
| 1 | Mpigi | Central | 61,754 | 7.4% | 83.1% |
| 2 | Mityana | | 33,788 | 4.0% | |
| 3 | Luweero | | 86,188 | 10.3% | |
| 4 | Masaka | | 26,752 | 3.2% | |
| 5 | Kampala | | 29,219 | 3.5% | |
| 6 | Mukono | | 122,659 | 14.6% | |
| 7 | Wakiso - Busiro | | 193,354 | 23.0% | |
| 8 | Wakiso - Kyadondo | | 143,446 | 17.1% | |
| 9 | Tororo | Eastern | 5,783 | 0.7% | 5.2% |
| 10 | Soroti | | 6,195 | 0.7% | |
| 11 | Mbale | | 7,191 | 0.9% | |
| 12 | Jinja | | 23,992 | 2.9% | |
| 13 | Moroto | | 603 | 0.1% | |
| 14 | Arua | Northern | 6,455 | 0.8% | 2.6% |
| 15 | Gulu | | 4,501 | 0.5% | |
| 16 | Lira | | 10,510 | 1.3% | |
| 17 | Mbarara | Western | 45,340 | 5.4% | 9.2% |
| 18 | Rukungiri | | 2,335 | 0.3% | |
| 19 | Kabale | | 4,104 | 0.5% | |
| 20 | Masindi | | 10,468 | 1.2% | |
| 21 | Kibaale | | 4,095 | 0.5% | |
| 22 | Kabarole | | 10,532 | 1.3% | |
| 23 | Total | | 839,264 | 100.0% | 100.0% |

Data Source: MLHUD

The above findings reveal that central region has the highest number of titles at 83.1%, with Wakiso Busiro (23.0%) and Wakiso Kyadondo (17.1%) offices having the highest numbers of title issued. Western region (9.2%) takes the second position in giving out titles, with Mbarara Zonal Office taking the largest percentage in that zone at 5.4%. Eastern region has 2.6%, with Jinja Zonal Offices taking the highest percentage at 2.9%.

8.2.5 Status of access, control and utilization land in Uganda

The Commission assessment findings revealed that most of the decisions regarding access, utilization and control over land in the household are made by husbands (58.1%), followed by wives at 11.1%. The assessment further showed that even vulnerable groups like women, persons with disabilities and the youth cannot easily have control over utilization of land or even make decisions regarding land use in the community with customary land ownership. The Commission further investigated the reasons which hinder access to land as a factor of production. These are presented below;

8.2.5.1 Factors affecting accessing to land as a factor of production among the vulnerable groups:

Unfavorable land tenure systems and customary practices: Most of the land is communally-owned and managed according to customary law. This customary tenure system disadvantages the youth since they virtually have no access to it except through inheritance. Customary practices, which mostly favor inheritance by boys, makes it even more difficult for girls and young women to access land.

Over reliance on inheritance which limits choices in terms of timing, size, quality and location of land: Inheritance of land is the main means by which young people obtain access to land. For example, in central region, land inheritance accounts for 40 percent of land access, while in northern Uganda it is at 91 percent of the total land acquisitions (World Bank 2015). However, a number of factors have reduced the effectiveness of this means of access to land and the key factor is shortage of land where the average land being cultivated is already too small to support commercial agriculture, with farm size averaging less than 1.5 hectares and then the subdivision of land among a large number of siblings resulting in land fragmentation.

Lack of resources to buy or rent land: Vulnerable groups, including the youth, women and persons with disabilities, lack resources to purchase land. They cannot access them through credit markets because they are not well developed, especially for long term credit and moreover they do not own land or other assets; they cannot provide collateral such as land and savings.

Inadequate access to information and lack of legal protection of land rights: Most vulnerable groups lack knowledge on land rights and this impacts negatively on land tenure security since they are not aware of the relevant legislation and policies they could use to access and secure land. In addition, there are minimal deliberate efforts by the State to sensitize the general public on land related laws, their land rights in general, and women land rights in particular.

Cultural barriers: the patriarchal setting in Africa and Uganda in particular, whereby men dominate in matters concerning land, makes it difficult, if not impossible, for women to access and own land in their own right. Women are allocated land by men within their clan or through their male spouses. The other equally important factor is the general perception in Uganda that a 'woman's place is in kitchen'. In some

communities, women are seen as commodities and as such they cannot own another commodity, land.

Stigmatization of Persons with disabilities has affected their access and utilization of communal land. Persons with disabilities are looked at as persons with no capacity to utilize the land by calling them names and keeping them under caretakers who think and take decisions on their behalf.

Mobility challenges to attend courts and land meetings: Most Persons with Disabilities do not report cases of land wrangles to the authorities. They lack transportation means. For instance, a person with physical disability at times uses a wheelchair that needs an extra cost to transport. Also, persons with visual impairment require a guide to guide their movements and the deaf persons require a sign language interpreter. All this necessitates extra costs of transport. They end up failing to move because of the cost of transport involved, the distance to court and the duration the court takes to handle land matters.

8.2.6 Observations

Land information system has been penetrated by fraudsters who connive with some land officials who upload and display wrong information regarding proprietorship of some plots of land. When a buyer makes a search, details will reflect a fraudster as the owner which propagates transaction. We recommend that a search copy from land registry should bear at least three former owners other than the current system which reflects only the current owner.

Fraudulent?? Double titling of land; The existence of more than one title on the same piece of land has fuelled land-related conflicts in most parts of the country. This fraud is usually committed within the land registry which is mandated to issue certificates of title. In most cases, the land registries while acting on forged documents submitted by the clients have erroneously issued more than one title on the same piece of land.

Forging land titles; There are many cases where innocent purchasers acquire forged titles from fraudsters only to be surprised at the land registries when they are retained and cancelled on submission to affect a transfer. Many have been victims of such scam. The forged titles appear as authentic as the titles issued by MLHUD. There are reports that this form of land fraud through the issuance of forged documents has been aided by corrupt Lands Ministry officials as explained.

Illegal removal of caveats; Fraudsters have taken advantage of Sections 140 and 202 of the Registration of titles Act which provide for removal of a caveat by the Registrar issuing to the Caveator a notice to show cause why the caveat should not be removed. The notice is sent to the Caveator by post. In most cases, the notices are never posted. As long as there is a receipt from post office, this is evidence enough for the registrar to remove the caveat on expiry of the 60 days. Unfortunately, the Registrar of Titles cannot be blamed because he/she is following the law and hence need for legislative reform to permit registrar use other media sources like newspaper.

In reality, communication through postal services is the oldest mode of communication. Many people use fictitious postal addresses or postal addresses that do not actually belong to them. Whereas the postal services are available, most Ugandans do not utilize them because of the e-communication.

Real Estate Companies/dealers giving Bibanja Holders unreasonable offers; Real Estate Companies have a tendency of identifying customary land or unregistered land and entering unreasonable agreements with the squatters by offering them less consideration for their land or forcefully taking over their property. The real estate dealers then process the title to the land, subdivide the same and eventually sell to innocent buyers who will never take quiet possession of the land because of the unresolved issues with the squatters.

It is therefore an important duty on the purchaser to have made sufficient inquiries before getting registered on the land. There is need for carrying out inquiries by court in various decisions. The position of the law is that, a person who purchases an estate which he knows or should have known to be in occupation and use of another other than the vendor without carrying out the due inquiries from the persons in occupation and use commits fraud. Therefore, the failure to make reasonable inquiries of the persons in possession and use of land or the purchaser's ignorance or negligence to do so forms particulars of fraud. Knowledge of other people's rights or claims and the deliberate acquisition of an interest in the face of such knowledge is fraud.

Many titles are being issued at the district levels without updating the cadastral map at the surveys and mapping office at Entebbe. We recommend that all the subdivisions being made in the country should be entered at surveying and mapping office at Entebbe for reference and recording keeping purpose.

State agencies and actors such as the RDCs have frustrated court decisions and empowered illegal squatters on land. Whereas the affected people have on many occasions petitioned Courts for redress, it takes long for such cases to be adjudicated upon. Court eviction orders are issued thereafter, presented to DPC as a mandated by law for implementation. The DPCs refer such orders to the RDCs, who in turn end up frustrating the holder. This results into force and unprofessional evictions which end up claiming people's lives.

8.3 Capital as a Factor of Production

Capital are the resources that people use to increase the productivity of goods and services. Equitable access to capital is a critical factor of production in Uganda that can drive economic development, reduce poverty, and promote social equity. Over the years, the government has created a favorable environment where all Ugandans have the opportunity to access the capital they need to thrive and contribute to the country's economic growth.

In terms of employment, the majority of the people are employed in the informal sector, mainly in the agriculture sector. The overall unemployment rate was 8.8 percent in 2019/20 higher than the 8.5 percent NDP III target by 2020/21. The unemployment rate was higher in the rural areas (91%) compared to urban areas (82%) in 2019/20, which has resulted into high poverty rates. According to the Uganda National Household Survey (UNHS) 2019/20, the poverty rate is estimated to be 20.3 percent, based on the national poverty line.

Government has made strides to reduce poverty level by designing various interventions. These include: the Youth Livelihood Programme (YLP), the Person with Disability Grants, youth capital venture, and the Uganda Women Empowerment Programme (UWEP), among others. Despite the successes of the interventions, the implementation of these programs continued to be characterized by a number of limitations. These include the following: i) the coverage of these interventions has been localized to a few parishes at a given time, ii) they have not been directly relevant to the country's industrialization and food security agenda, iii) they generally suffer from high administrative costs, and their services are relatively expensive for their intended beneficiaries. Due to these challenges, the government rolled out new programs such

as Emyooga and the Parish Development Model, especially in rural areas, to foster inclusive growth, equalize opportunities for all regions and reduce income inequalities.

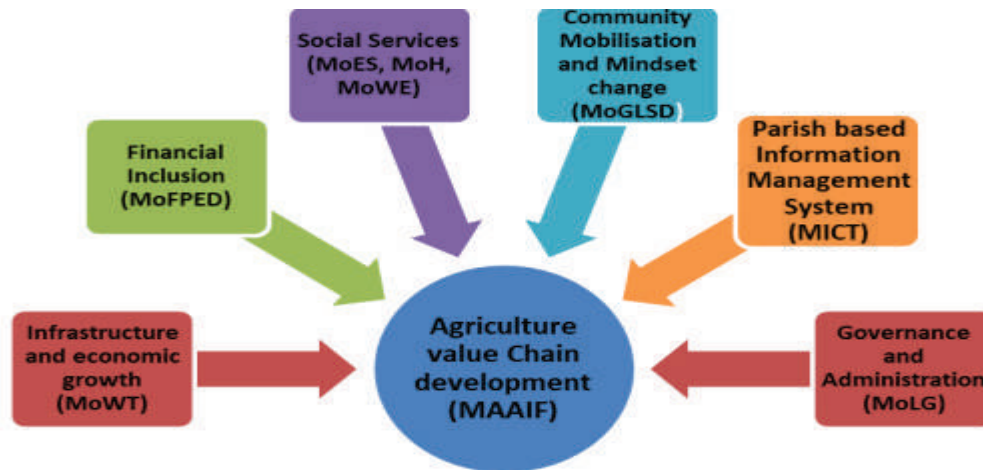
8.3.1 Parish Development Model

On 26 February 2022, the Government of Uganda launched the Parish Development Model (PDM) as a delivery mechanism for transitioning 39% of households from a subsistence economy to a money economy. The PDM is a strategy by government aimed at organizing and delivering the public and private sectors out of poverty through the creation of employment opportunities at the lowest economic planning unit, which is the Parish. The PDM is the last mile strategy for service delivery by Government of Uganda to improve the incomes and welfare of all Ugandans at the household level. This intervention is an extension of the whole of Government approach to development as envisioned in the NDP-III.

The PDM is prioritizing interventions across the production value chain in agriculture which will create opportunities for wealth and job creation. The successful implementation of the model will eventually contribute to the Uganda Vision 2040 which envisions "a transformed Ugandan society from a peasant to a modern and prosperous country" and hence the realization of the third National Development Plan (NDP III) which prioritises inclusive growth, employment and sustainable wealth creation at household level. To promote equity, the funding quotas for population category were defined as follows: Women -30%, Youth- 30%, PWDs-10%, Elderly-10% and others- 20%.

8.3.1.1 Status of implementation of the PDM

The Parish Development Model was designed to cover all parishes in Uganda and is hinged on seven pillars. The primary pillar is "Agriculture value chain development (Production, Storage, Processing and Marketing)". This is supported by six other pillars which are presented in the figure below;



8.3.1.2 Criteria for Access to Funds by the Enterprise Groups

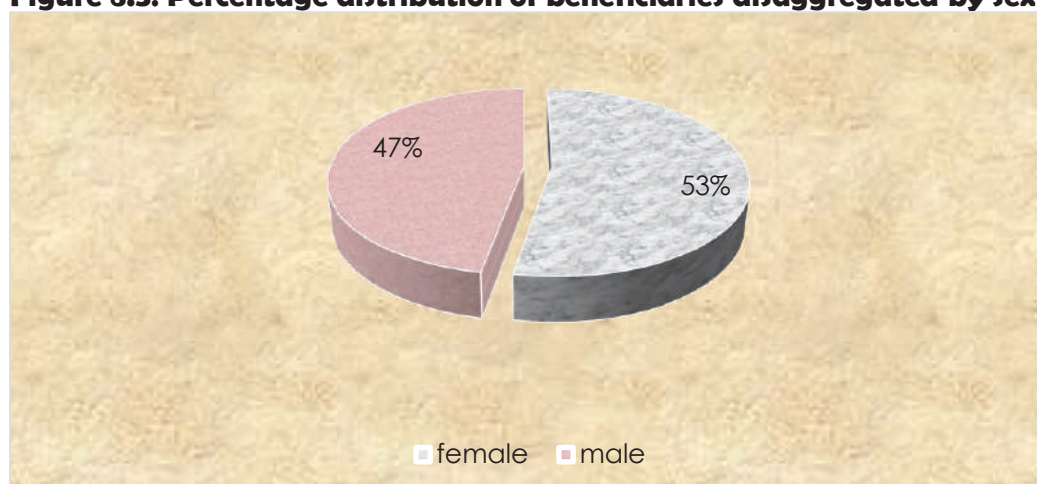
The communities are required to organize themselves into enterprise groups. The enterprise groups will then form themselves into the PDM SACCO and each parish will have one PDM SACCO. Enterprise groups are then registered as Community Based Organisations (CBOs) under the NGOs Act by the districts. The PDM SACCOs then apply and access funding from the Parish Revolving Fund. The Parish Revolving Fund (PRF) shall lend to money to member owned Enterprises that are engaged in production, storage, value addition, processing and marketing of agricultural enterprises or qualifying projects at a concessional interest rate of (a 5- year average inflation rate plus 1%) per annum and shall be charged on a reducing balance basis which shall be determined a year in advance. Each household or enterprise group shall be financed up to an amount approved by the PDM SACCO depending on the nature of the income generating activity/enterprise being undertaken. The maximum duration for the recovery of funds is three (3) years.

During the assessment of the program, the Commission observed that the registration process was hectic because of the too much paperwork required yet most of the beneficiaries were illiterate. In some cases, some of the beneficiaries end up paying money to the district officials to help them undertake the registration process.

8.3.1.3 Access to the revolving fund disaggregated by sex

The month of May 2023 marked the second year of the implementation of PDM. Since the implementation of the program commenced, a total of 370,623 people had so far benefited from the program by September 2023. Of these, 53% were female and 47% male. The findings are presented in the figure below.

Figure 8.3: Percentage distribution of beneficiaries disaggregated by sex



8.3.1.4 Status of access to the PDM funds

In FY 2021/22, a total budget of UGX. 180Bn was required for the Parish Revolving Fund i.e., UGX. 17M per Parish. However, only UGX 16598n was provided, of which the initial appropriation to Local Governments and KCCA was UGX 12709Bn and a supplementary budget of UGX 20.98Bn; and the funds repurposed from Gadgets and Tools amounting to UGX. 17.838bn. This was done so that PDM beneficiaries would access money through their SACCOs, and by September 2023 a total of 10,594 PDM SACCOs in 117 district local governments and four municipalities had received the funds on their SACCO accounts. It is worth noting that funds under PDM are given based on household level. Hence the analysis was based on the total number of households, where each household is mandated to receive UGX. 1,000,000. The table below shows the status of the distribution of the revolving fund by region analyzed against 39% of the targeted population below the money economy who are the main beneficiaries of the program.

Table 8.2: percentage distribution of the revolving fund by sub region against the target beneficiaries

| Region | Total H/H | 39% of H/H below the money economy | Total loans Approved | No. of the H/H under 39% and have benefitted | Variance |
|----------|-----------|------------------------------------|----------------------|--|----------|
| Buganda | 1,731,025 | 675,100 | 47,064,801,309 | 47,065 | 628,035 |
| Western | 4,635,967 | 614,635 | 94,740,099,070 | 94,740 | 519,894 |
| Eastern | 1,651,346 | 644,025 | 138,020,485,296 | 138,020 | 506,004 |
| Northern | 874,258 | 340,961 | 36,816,122,827 | 36,816 | 304,144 |

Source: Computed by EOC using dataset from PDM secretariat

The table above reveals that the PDM Secretariat had disbursed funds worth UGX. 316 Bns, out of which the Eastern region had received the biggest share of 44%, followed by Western region at 30%, Buganda region at 15%, and the Northern region at 12%.

Analysis on the target population of the 39% of the people below the money economy in the four regions revealed that Buganda had the lowest number of households who had so far received the funds, with 7% (47,065H/H) of the households having accessed the funds against the targeted households of 675,100. This was followed by Northern region with 11% (36,816H/H) of the households having accessed the funds against the targeted households of 340,961. On the other hand, the Eastern region had the highest number of households accessing the funds, with 21% (138,020 H/H) of the households having received the funds against the targeted 644025 households. This was followed by the Western region with 15% (94,740 H/H) against the targeted 614635H/H. The above findings show that there are inequalities in the distribution of the funds since the regions with the lower targeted households had received more funds compared to those with a high number of households. The table below shows the distribution of funds with the target households.

Table 8.3: List of Districts that have benefited from the PDM

| District | Total HH | 39% HH | Total amount received | HH that have received | Variance |
|----------------|----------|--------|-----------------------|-----------------------|----------|
| BUGANDA | | | | | |
| Buikwe | 97,933 | 38,194 | 3,285,149,500 | 3,285 | 34,909 |
| Bukomansimbi | 34,335 | 13,391 | 831,650,000 | 832 | 12,559 |
| Butambala | 21,601 | 8,424 | 1,039,878,000 | 1,040 | 7,385 |
| Gomba | 35,285 | 13,761 | 2,564,210,000 | 2,564 | 11,197 |
| Kalangala | 20,100 | 7,839 | 52,000,000 | 52 | 7,787 |
| Kalungu | 41,437 | 16,160 | 2,867,288,800 | 2,867 | 13,293 |
| Kayunga | 76,073 | 29,668 | 2,420,061,000 | 2,420 | 27,248 |
| Kiboga | 34,072 | 13,288 | 4,595,170,000 | 4,595 | 8,693 |
| Kyakwanzi | 47,771 | 18,631 | 301,680,000 | 302 | 18,329 |
| Luwero | 105,346 | 41,085 | 3,022,613,000 | 3,023 | 38,062 |
| Lwengo | 61,800 | 24,102 | 1,067,550,000 | 1,068 | 23,034 |

| | | | | | |
|----------------|-----------|---------|----------------|--------|----------|
| Lyantonde | 20,639 | 8,049 | 235,740,000 | 236 | 7,813 |
| Mityana | 80,087 | 31,234 | 4,102,800,000 | 4,103 | 27,131 |
| Mpigi | 60,511 | 23,599 | 3,708,500,000 | 3,709 | 19,891 |
| Mubende | 151,277 | 58,998 | 2,315,600,000 | 2,316 | 56,682 |
| Mukono | 144,632 | 56,406 | 225,490,000 | 225 | 56,181 |
| Nakaseke | 43,167 | 16,835 | 2,840,594,000 | 2,841 | 13,995 |
| Nakasongola | 36,378 | 14,187 | 491,200,000 | 491 | 13,696 |
| Rakai | 116,492 | 45,432 | 16,000,000 | 16 | 45,416 |
| Wakiso | 502,089 | 195,815 | 11,081,627,009 | 11,082 | 184,733 |
| Total | 1,731,025 | 675,100 | 47,064,801,309 | 47,065 | 628,035 |
| EASTERN | | | | | |
| Amuria | 48,317 | 18,844 | 4,601,971,000 | 4,602 | 14,242 |
| Bududa | 36,824 | 14,361 | 858,500,000 | 859 | 13,503 |
| Bugiri | 74,511 | 29,059 | 9,382,600,000 | 9,383 | 19,677 |
| Bukedea | 36,304 | 14,159 | 14,836,999,509 | 14,837 | - 678 |
| Bukwo | 16,638 | 6,489 | 4,568,113,000 | 4,568 | 1,921 |
| Bulambuli | 34,038 | 13,275 | 177,250,000 | 177 | 13,098 |
| Busia | 64,788 | 25,267 | 6,906,520,000 | 6,907 | 18,361 |
| Butaleja | 44,376 | 17,307 | 79,320,000 | 79 | 17,227 |
| Buyende | 61,228 | 23,879 | 7,788,456,000 | 7,788 | 16,090 |
| Iganga | 102,672 | 40,042 | 19,000,000 | 19 | 40,023 |
| Jinja | 105,463 | 41,131 | 3,625,600,000 | 3,626 | 37,505 |
| Kaberamaido | 38,797 | 15,131 | 769,400,000 | 769 | 14,361 |
| Kaliro | 42,935 | 16,745 | 3,003,100,000 | 3,003 | 13,742 |
| Kamuli | 93,998 | 36,659 | 7,429,800,000 | 7,430 | 29,229 |
| Kapchorwa | 21,512 | 8,390 | 2,454,487,541 | 2,454 | 5,935 |

| | | | | | |
|-----------------|-----------|---------|-----------------|---------|---------|
| Katakwi | | | | | 10,450 |
| | 30,766 | 11,999 | 1,548,400,000 | 1,548 | |
| Kibuku | | | | | 11,668 |
| | 35,468 | 13,833 | 2,164,800,000 | 2,165 | |
| Kumi | | | | | 1,765 |
| | 40,804 | 15,914 | 14,148,861,400 | 14,149 | |
| Kween | | | | | 6,294 |
| | 17,852 | 6,962 | 668,090,000 | 668 | |
| Luuka | | | | | 16,829 |
| | 44,371 | 17,305 | 475,900,000 | 476 | |
| Manafwa | | | | | 26,795 |
| | 72,903 | 28,432 | 1,636,680,000 | 1,637 | |
| Mayuge | | | | | 34,915 |
| | 95,282 | 37,160 | 2,244,622,646 | 2,245 | |
| Mbale | | | | | 42,005 |
| | 108,538 | 42,330 | 324,594,000 | 325 | |
| Namayingo | | | | | 13,037 |
| | 42,970 | 16,758 | 3,721,176,000 | 3,721 | |
| Namutumba | | | | | 8,653 |
| | 45,323 | 17,676 | 9,022,665,000 | 9,023 | |
| Ngora | | | | | 2,948 |
| | 23,648 | 9,223 | 6,275,200,000 | 6,275 | |
| Pallisa | | | | | 16,374 |
| | 65,764 | 25,648 | 9,274,400,000 | 9,274 | |
| Serere | | | | | 16,898 |
| | 47,676 | 18,594 | 1,696,000,000 | 1,696 | |
| Soroti | | | | | 18,356 |
| | 54,946 | 21,429 | 3,072,700,000 | 3,073 | |
| Tororo | | | | | 24,782 |
| | 102,634 | 40,027 | 15,245,279,200 | 15,245 | |
| Sub Total | | | | | 506,004 |
| | 1,651,346 | 644,025 | 138,020,000,000 | 138,020 | |
| NORTHERN | | | | | |
| Abim | | | | | 3,902 |
| | 18,081 | 7,052 | 3,149,250,000 | 3,149 | |
| Alebtong | | | | | 15,845 |
| | 46,258 | 18,041 | 2,196,111,827 | 2,196 | |
| Amolatar | | | | | 7,208 |
| | 27,983 | 10,913 | 3,705,516,000 | 3,706 | |
| Amudat | | | | | 5,224 |
| | 15,496 | 6,043 | 819,000,000 | 819 | |
| Amuru | | | | | 13,562 |
| | 36,702 | 14,314 | 751,370,000 | 751 | |
| Apac | | | | | 22,470 |
| | 71,655 | 27,945 | 5,475,650,000 | 5,476 | |
| Dokolo | | | | | 10,410 |
| | 34,882 | 13,604 | 3,193,580,000 | 3,194 | |
| Gulu | | | | | 33,267 |
| | 86,924 | 33,900 | 633,100,000 | 633 | |
| Kaabong | | | | | 11,390 |
| | 29,210 | 11,392 | 1,800,000 | 2 | |
| Kitgum | | | | | 14,939 |
| | 39,688 | 15,478 | 539,500,000 | 540 | |
| Kole | | | | | 17,459 |
| | 48,426 | 18,886 | 1,426,975,000 | 1,427 | |

| | | | | | |
|----------------|---------|---------|----------------|--------|---------|
| Kotido | 26,170 | 10,206 | 98,000,000 | 98 | 10,108 |
| Lamwo | 27,251 | 10,628 | 4,595,175,000 | 4,595 | 6,033 |
| Lira | 89,133 | 34,762 | 4,137,950,000 | 4,138 | 30,624 |
| Moroto | 22,067 | 8,606 | 509,845,000 | 510 | 8,096 |
| Nakapiripirit | 25,400 | 9,906 | 44,000,000 | 44 | 9,862 |
| Napak | 26,857 | 10,474 | 1,486,300,000 | 1,486 | 8,988 |
| Nebbi | 77,397 | 30,185 | 2,000,000 | 2 | 30,183 |
| Nwoya | 26,230 | 10,230 | 332,000,000 | 332 | 9,898 |
| Otuke | 21,955 | 8,562 | 3,669,000,000 | 3,669 | 4,893 |
| Oyam | 76,493 | 29,832 | 50,000,000 | 50 | 29,782 |
| Totals | 874,258 | 340,961 | 36,816,122,827 | 36,816 | 304,144 |
| WESTERN | | | | | |
| Buliisa | 21,652 | 8,444 | 6,000,000 | 6 | 8,438 |
| Bundibugyo | 44,818 | 17,479 | 13,213,660,805 | 13,214 | 4,265 |
| Hoima | 125,554 | 48,966 | 5,559,440,000 | 5,559 | 43,407 |
| Ibanda | 55,006 | 21,452 | 4,338,770,000 | 4,339 | 17,114 |
| Isingiro | 101,590 | 39,620 | 64,400,000 | 64 | 39,556 |
| Kabale | 117,854 | 45,963 | 10,500,000 | 11 | 45,953 |
| Kabarole | 107,260 | 41,831 | 2,496,780,000 | 2,497 | 39,335 |
| Kamwenge | 88,686 | 34,588 | 28,850,000 | 29 | 34,559 |
| Kanungu | 55,975 | 21,830 | 910,700,000 | 911 | 20,920 |
| Kakumiro | | | 5,327,250,000 | 5,327 | - |
| Kazo | | | 4,096,282,000 | 4,096 | - |
| Kagadi | | | 8,549,119,665 | 8,549 | - |
| Kasese | 139,066 | 54,236 | 19,213,102,600 | 19,213 | 35,023 |
| Kibaale | 168,322 | 65,646 | 69,000,000 | 69 | 65,577 |
| Kiruhura | 67,224 | 26,217 | 51,000,000 | 51 | 26,166 |
| Kiryandongo | 52,158 | 20,342 | 4,119,016,000 | 4,119 | 16,223 |

| | | | | | |
|------------|-----------|---------|----------------|--------|------------|
| Kisoro | 62,247 | 24,276 | 6,368,650,000 | 6,369 | 17,908 |
| Kyegegwa | 60,061 | 23,424 | 373,000,000 | 373 | 23,051 |
| Kitagwenda | | | 1,992,400,000 | 1,992 | - 1,992 |
| Kyenjojo | 91,534 | 35,698 | 7,886,058,000 | 7,886 | 27,812 |
| Masindi | 64,935 | 25,325 | 3,983,500,000 | 3,984 | 21,341 |
| Mitooma | 39,816 | 15,528 | 3,294,150,000 | 3,294 | 12,234 |
| Ntoroko | 13,942 | 5,437 | 1,462,800,000 | 1,463 | 3,975 |
| Rubirizi | 28,789 | 11,228 | 10,000,000 | 10 | 11,218 |
| Rukungiri | 69,497 | 27,104 | 1,315,670,000 | 1,316 | 25,788 |
| Total | 1,575,986 | 614,635 | 94,740,099,070 | 94,740 | 519,894 |

Source: Dataset from PDM secretariat.

The above table shows the lists of districts that had submitted their data to the PDM Secretariat at the time of data compilation and hence some districts are not captured in the analysis.

The Commission team further conducted an assessment to ascertain the status of implementation of PDM among the beneficiaries and made the following observations.

8.3.1.5 Key observations

- i. Although the PDM guidelines ring-fenced quotas for special interest groups / quotas, i.e. (30% youth, 30% women, 10% elderly, 10% disabled), it is not being followed by most of the LGs because of the overriding guidance to focus on households. It has been noted that most of the PDM beneficiaries are men compared to their female counterparts. The LGs were urged to respect and follow the set guidelines.
- ii. The criteria for allocation of funds under PDM is based on the number on parishes rather than consideration to the population size of the given parish, which has resulted in inequity. Different parishes with varying population and poverty levels still receive the same level of funding.
- iii. At the start of this Programme, accurate data for households at the parish level was not adequately available to facilitate its full implementation hence key parameters or variables were not applied with respect to the financial inclusion pillar.
- iv. Under PDM, each beneficiary is supposed to receive UGX. 1M. However, there are some beneficiaries that have received less the set threshold. Through the focus group discussions, respondents reported that the funds released for the programme were inadequate which led to some of the beneficiaries under the registered SACCOs receiving less than what they were supposed to get.
- v. Apart from the financial inclusion pillar mainly implemented through the parish revolving fund, the Commission noted that community mobilization and mindset change are not fully functionalized. For example, on the issue of infrastructure development, the people are facing problems of roads, especially feeder roads in parishes and sub counties, yet the PDM programme provided for this.
- vi. The beneficiaries of PDM are not well trained and sensitized, hence they perceive these funds as “kasiimo”. There is need to train the beneficiaries on financial literacy so that they can effectively utilize the funds to improve on the household incomes and quality of life.
- vii. Inadequate facilitation for the Commercial Officers and Community Development Officers (CDOs) to undertake activities of the PDM. There was a programme to give motorcycles to the CDOs to implement PDM, which has not been implemented. During the KIIs, some districts officials reported that on

- several occasions beneficiary groups request them for support and guidance and they end up using their own funds to reach out to those groups.
- viii. The Commercial Officers and Parish Chiefs lack gadgets and tools to support the implementation of PDM and to fight corruption. The Parish Chiefs lack computer skills to enable them to effectively manage the information of the beneficiaries.
 - ix. There are some newly created parishes that are not fully functional and which are not receiving PDM funds. For example, in Bunyangabo district, there are some parishes that are yet to be operationalize and therefore non-functional.
 - x. Bureaucracy: The bureaucracy subjected to the vulnerable groups has denied them access to the program. In many cases, the process they go through to access the funds is tedious and expensive.
 - xi. Respondents in the Focus Group Discussion reported that the PDM forms are all in English, which makes it hard for them to interpret and comprehend. In addition, most of the Parish Chiefs are illiterate and do not know how to use computers, yet they are supposed to be used to capture and enter beneficiary data in the system. This causes a delay in the processing of beneficiary information since the Parish Chiefs have to acquire the services of those who are knowledgeable in English and those competent in computer use, such as the CDOs, to translate and support in data entry.
 - xii. The Commission established that a substantial number of PDM beneficiaries decided to intentionally deviate from the guidelines and diverted the funds they received towards solving their immediate family problems such as paying school fees, UNEB registration fees, medical bills and repairing family homes. The diversion of the PDM funds by the beneficiaries from its intended purpose will militate against the Government's good intention of alleviating poverty,
 - xiii. The criteria for allocating the PDM funds is based on the number of existing Parishes in the district rather than the traditionally used parameter of population. Consequently, districts, sub regions and regions with a big population, but with fewer number of parishes are not being equitably served. For example, Buganda Region with a population of 15 million and 1761 number of parishes was allocated 47 billion shillings, while Western Region with a population of 11.557 million and a total number of 2788 parishes was allocated 94 billion. Furthermore, Eastern region with a total population of 11.8 million and

3600 number of parishes was allocated 138 billion While northern region with a total population of 9.4 million and 2568 parishes was allocated 36.8 billion. This therefore means that Parishes with big population are receiving the same amount like those with a small population thereby causing a problem of inequity. Further analysis on number of households per region reveals that some regions with high number of households are receiving less while those with fewer number of households are receiving more.



Commission Team holding Focus Group discussion in Mpigi district

8.3.1.6 Recommendations

- i. The MoGLSD, together with the PDM Secretariat, should issue a circular to the LGs to emphasize to them the need to follow the defined quotas in PDM implementation.
- ii. For households that did not get the UGX. 1M, another member of the household can apply for the balance of the funds using the household code to get access.
- iii. The MoLG should continue to conduct sensitization on mindset change in the parishes and at the district level.
- iv. The MoLG and the District Service Commissions should address the staffing gaps at all LG levels to enable the smooth implementation of the programme.
- v. The PDM Secretariat and the MoLG should follow-up on the issue of facilitation for the Commercial Officers and the Community Development Officers and ensure the procurement of the motorcycles for the latter.
- vi. The MoLG should build the capacity of staff in computer skills in order to expedite the processes of data capturing, entry and storage of PDM beneficiaries.
- vii. The MoLG and the PDM Secretariat should provide the Parish Chiefs with the necessary tools and gadgets like computers to support them in PDM implementation.
- viii. UBOS should provide accurate data for households at the parish level to guide PDM implementation.
- ix. The MoLG should ensure that all the non-functional parishes are operationalized to reduce inequalities in regional distribution.

8.3.2 Status of Implementation of Emyooga Program

According to Kyatusiimire (2020), Emyooga is a local Runyankole dialect meaning a group of people working together on similar enterprise with a shared goal. The programme was launched by President Yoweri Kaguta Museveni in August 2019 as part of the government's continuous effort to transform Ugandans from subsistence to market-oriented production.

The core objectives of the programme were; to increase employment opportunities so as to improve the household income, and to enhance the entrepreneurial capacity of the beneficiaries through sensitization, skilling and tooling.

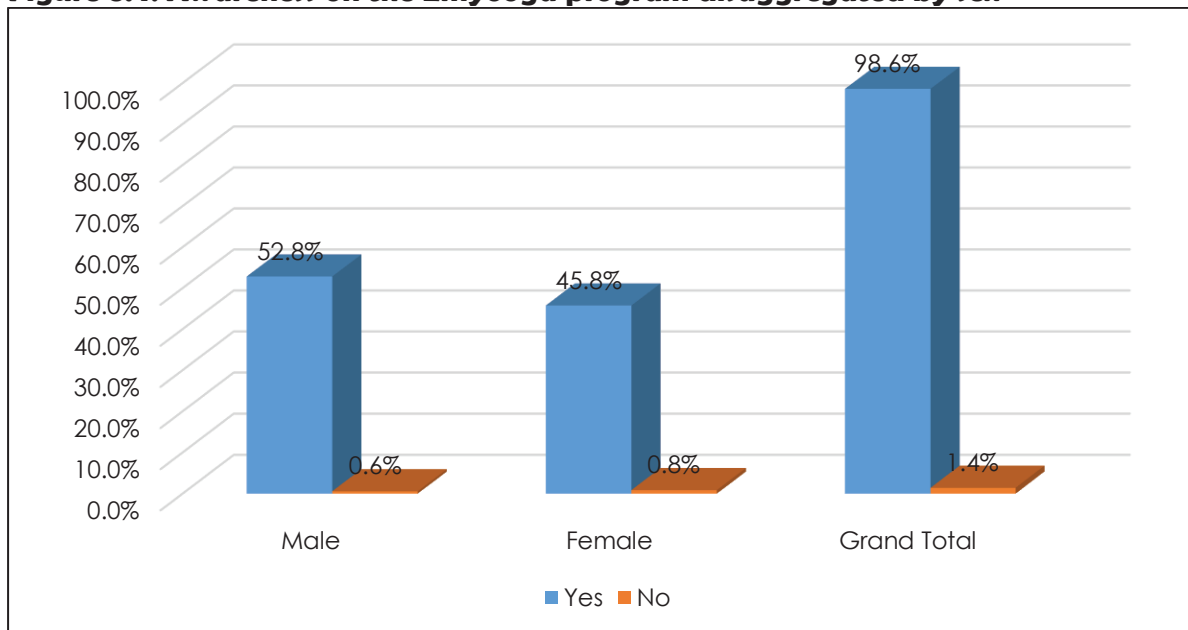
The programme targets people who are already in Savings and Credit Co-operatives (SACCOS) operating in enterprises like Boda-bodas, women entrepreneurship, saloon operators, restaurants owners, welders, market vendors, youth leaders, Persons with Disability (PWD), produce dealers, mechanics, journalists, tailors, performing arts, veterans, fishermen and elected leaders (Micro Support Finance Centre Limited 2019).

The Emyooga programme operates on the principle of SACCOS: where there is saving, borrowing and returning of the received funds at interest rate of 8% and 34.4% saving rate per annum. This enables other members of the SACCO to borrow funds and use them for development. The Commission sought to ascertain the level of awareness and implementation challenges of the Emyooga program among the vulnerable groups in selected districts.

8.3.2.1 Level of Awareness About the Emyooga program

Awareness helps to increase uptake of the available opportunities by the targeted population and awareness is affected by gender issues, among others. The findings are presented below.

Figure 8.4: Awareness on the Emyooga program disaggregated by sex



The findings in Figure 8.4 above shows that the majority of the respondents (98.6%) were aware about the Emyooga programme. Disaggregation by sex revealed that more male (52.8%) were aware of the program compared to their female counterparts (45.8%). Although people were aware about the program, there were

differing perceptions about the program. This was especially the case because the programme was rolled out in 2020 during the electoral period. It was reported that some political leaders had informed the public that the grant was from government to the citizens as a token of appreciation from the President, yet it was money supposed to be paid back with interest. This miscommunication, in fact, affected the recovery rate as the beneficiaries intentionally refused to pay it back claiming that it was free money given to them by the President.

During the KIIs in Masaka, the respondents reported that whereas the level of awareness was high, the level of uptake and involvement of the marginalised groups was low as people have a perception that their funds would not be returned to them if they saved with the SACCOs in place.

The study noted that although most of the participants knew about the Emyooga package, very few understood the criteria to access the funds.



On the left is the Commission Team holding a FGD with some of the beneficiaries and the right is one of enterprise that had benefitted from the programme.

Success story;

My name is Twinamatsiko Malcom, a Emyooga beneficiary from Igorora Town Council in Ibanda district. Before accessing Emyooga money, I was a welder in this same place, but at a small scale. When the government introduced the Emyooga program, I decided to join the program, and applied for a loan of 2 million shillings. I used the loan to expand my business and started dealing in the buying and selling of metallic bars. I now employ 5 people in my workshop. We have our SACCO called Ibanda South Welders SACCO where we save and borrow money. I would like to appreciate

the government for this initiative and also request for more seed capital to boost our SACCO.

8.3.2.2 Key Observations

- i. Inadequate seed capital given to the SACCOs: The funds provided to the SACCOs are inadequate compared to the number of the associations that are in need of what the Government allocates to the program. This creates a challenge in determining and selecting of program beneficiaries. This leads to poor relationships between the groups left out of the program and their leaders whom they consider to be discriminating among the beneficiaries.
- ii. Delay to receive guidelines from Microfinance Support Center: The Microfinance Support Center delayed to issue the guidelines to guide the processes of accessing Emyooga funds, and the trainers found it hard to explain to the beneficiaries that they cannot withdraw Emyooga money without saving first.
- iii. Limited operation funds to facilitate the signatories of the SACCO: This is the sense that any member of the group who is benefiting from the fund must provide transport facilitation to the signatories of the group. This is costly to the side of beneficiaries since the chairperson has to make deductions from the proportion or share of one's loans.
- iv. Limited access to financial institution in some districts: Whereas the guidelines require that SACCOs should have accounts in banks, some districts do not have banks which hinders the process of registration and access to loans. A respondent in Budada district reported that *".... Here in Budada we have to travel to Mbale to access any financial institution and that challenge of limited access to banks culminates into taking a certain percentage from our loan to cater for transportation of the leaders who access the bank. There is a high risk for our leaders losing their lives in the process of taking the money from the bank..."* The same problem was reported in Amuru and Buhweju district.
- v. Discrimination in accessing the funds: Some members easily access money because they are rich and connected to some influential people. This leaves out the other members who meet all requirement.
- vi. Political interference was another major challenge as many beneficiaries perceived the Emyooga funds to be a token of appreciation from the

government for voting it into power. This is because the funds were disbursed during the election period. This made most of the beneficiaries to deliberately refuse to pay back.

- vii. Limited capacity building of the community members who are not conversant with the process of acquiring loans: It was reported that MSC conducts half-day trainings to the leaders of the SACCOs, who in turn are expected to train the other members. A half-day training is very little time to enable the SACCO leaders to clearly understand the concepts and the nitty gritty of the program, which also impacts on the quality of the training they offer to the other community members.
- viii. No clear policy: The program does not follow a clear policy. The trainers teach people to multiply capital share by 3 and the Microfinance Support Center teaches them to multiply by 2.

8.3.2.3 Challenges faced in the implementation of the Emyooga program

- i. Limited manpower; SACCOs are many and the Community Development Officers are few who manage them.
- ii. Conflict of roles amongst the Resident District Commissioner, Chief Administrative Officer and the Commercial Officers: Everyone says it's this person to do a certain role and you go approach the person they also refer back, so there is some confusion on who to handle what.
- iii. Some political cadres want money to go to their own SACCOs (Associations) yet their SACCOs do not include any vulnerable person. They pile a lot of pressure on the implementers to release the funds to them which makes the vulnerable people to miss out
- iv. Monitoring and financial support from the Government is still low and yet all associations need to be monitored.

8.3.2.4 Recommendations

- i. There is need for more sensitization of the communities about the objectives and purpose of the fund, as well as conduct trainings on financial management.
- ii. Government should provide administrative costs to monitor the progress of the fund and also issue clear guidelines on how to recover the money from those that received first, so that other members can benefit from that revolving fund.

- iii. NITA-U should continue to improve the national data borne network in all the districts to effectively operationalize the developed systems in service delivery specially for DPM.
- iv. The Ministry of Local Government should undertake measures to implement all the pillars of PDM, especially the mindset change component which will improve the understanding of the program by all actors, including the political leaders and the community at large.

8.4 Labor as a factor of production

Uganda is one of the countries grappling with a high rate of population growth albeit with low levels of economic growth, thus resulting in a high unemployment rate. Currently, the country's average population growth is 3.32%,³⁰ with a working age population of 52%. This implies that the larger part of the country's working age population is currently unemployed and those engaged remain employed in low production activities. This is largely because the bulk of the population continues to work in the agricultural sector, often engaged in subsistence activities, with only a small proportion of agricultural workers engaged in the cultivation of high-value, commercialized crops.

While the government has focused on job creation in its development agenda, the rate at which jobs are created is still low to meet the employment demand. In a bid to create more jobs, the government developed strategies including externalization of labour and industrialization through creation of industrial parks.

8.4.1 Industrial Parks

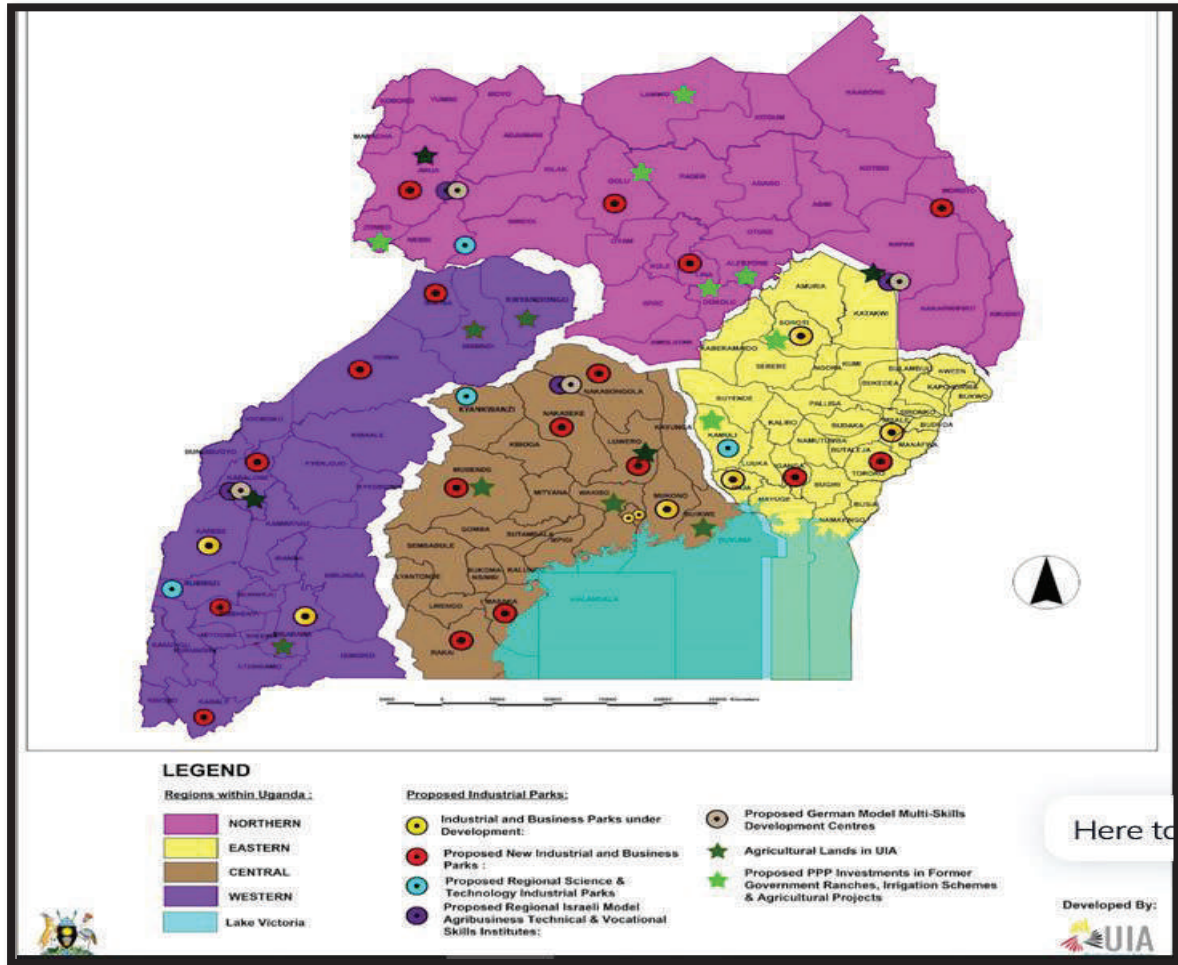
Uganda's industrialization strategy is being driven by the development of industrial parks across the country. This is in line with the Uganda Vision 2040 and the NDP III goal premised on theme of sustainable industrialization for inclusive growth, employment and wealth creation. This was highlighted in the State of the Nation Address delivered on 7th June 2023, where H.E President Yoweri Museveni stated that "The development of industrial parks is one of the vehicles for socio-economic transformation, with the projected creation of 2.5 million jobs in the next five years".

Uganda Investment Authority is a government agency mandated to promote investment opportunities in Uganda. The Authority was tasked to develop 22 Industrial and Business Parks around the country with the aim of creating more jobs, easing accessibility of land for investments, introducing new research, technologies and skills development, as well as boost Uganda's exports.

Currently, the Authority has established and operationalized ten (10) Industrial Parks whose implementation is at different levels. These are: Kampala, Luzira, Soroti, Tian Shan Mbale, Mbarara, Kasese, Bweyogerere, Jinja, Hoima and Karamoja Industrial

³⁰ World Population Review at <https://worldpopulationreview.com/countries/uganda-population>

and Business Park. The total number of factories in Uganda currently stands at 4,008, with a labour force of 150,685 employees. The figure below shows the proposed location for each of the Business Industrial Parks in the country.



Of the 23 Industrial and Business Parks, only 10 have so far been constructed as of 2021. Table 8.4 below presents the status of each of the 23 Business Industrial Parks.

Table 8.4: Status of the 23 Business Industrial Parks in Uganda

| A. Operational Business Industrial Parks | | | | | |
|--|-----------------|-----------------------------|--|------------|---|
| S/N | Industrial Park | Land Allocated (Acres) | No. of factories | | Categories of factories |
| | | | Capacity | Functional | |
| 1 | Kampala | 2,200 400 to be acquired | 329 | 75 | Agro processing- Steel products, Beverages, Transformers, ICT/BPOs, Veterinary drugs, Packaging materials, mineral processing and pharmaceutical products |
| 2 | Luzira | 70 | 12 | 10 | human drugs, furniture products, paper products and beverages |
| 3 | Bweyogerere | 50 | 10 | 8 | animal feeds, paper products, nutritional feeds, leather and tarpaulin, quality and standards body |
| 4 | Kasese | 216 | 5 | 1 | Bus assembling and Agro processing |
| 5 | Jinja | 182 | 12 | 1 | Vehicle assembling, vehicle spare parts and pharmaceuticals |
| 6 | Soroti | 219 | 17 | 02 | Agro processing, Juice processing and construction. |
| 7 | Mbale | 619 | 40 | 8 | LED Bulbs, Detergents and Electric Cables |
| 8 | Koboko | 193 | 15 | 0 | Agro processing and logistics |
| 9 | Karamoja | 417 | 30 | 0 | Mineral processing for Gold, Limestone and Marble |
| 10 | Hoima | 18,925 | | | International Airport, the Refinery and Crude Oil |
| B. Status of non-Operational Business Industrial Parks | | | | | |
| S/N | Industrial Park | Land Allocated (Acres) | Remarks | | |
| 11 | Mbarara | 25 | The land is next to a water supply source with road access and power connection in the area is on going | | |
| 12 | Kabale | 40 | However, part of the land has been encroached | | |
| 13 | Kisoro | 620 | The land has a water source 300 metres away and electricity about 3km from the Park | | |
| 14 | Kabarole | 502 | The 502 acres of land identified are in Kyembogo. | | |
| 15 | Rukungiri | 203 | Identified land is located at Bwambara, 29Km away from Rukungiri Town. | | |
| 16 | Lira | 200 | The land is located 12Km from Lira Town on Kitgum road. | | |
| 17 | Gulu | 265 | 20 acres of this land is for the Industrial Hub, and 45 acres to be used for an SME Park | | |
| 18 | Arua | 488 | land identified Logiri Sub County near the Congo Vurra Border post. Land title transfer to district names is on-going. | | |

| | | | |
|----|----------------|-----|---|
| 19 | Oyam | 100 | Free public land was identified located in Eceme Sub-County pending Sub County & District Council Resolutions to have this land set aside for an Industrial Park development. |
| 20 | Yumbe | 200 | The land is located in Bijo Sub- County pending the district resolution of gazetting this land for an Industrial Park development and then communicate to UIA. |
| 21 | Dokolo | 200 | The land was allocated for Industrial Park development by members of District Executive Committee under Minute 5/August/2021 in their sitting held on 30/8/2021 and the land Title is available. |
| 22 | Pader | 500 | The District Council passed a resolution gazetting this land for industrial development. |
| 23 | Madi Okollo | 500 | The Land is titled and Located in Rhino Camp Sub County. The owner agreed to donate it free of charge to the District for Industrial Park development. |
| 24 | Pakwach Okollo | 500 | The land is located in Alweny Sub County which is 3 Km away from Pakwach Town along Pakwach-Nebbi road. This land belongs to private individuals and the District is expecting the Central Government to compensate the owners after valuation. |
| 25 | Nebbi | 500 | The land is located in Nyaravur Sub County, along the Pakwach-Nebbi road. |
| 26 | Zombo | 500 | The land is located 13 km away from the District Headquarters. |

Source: Adopted from UIA, 2021

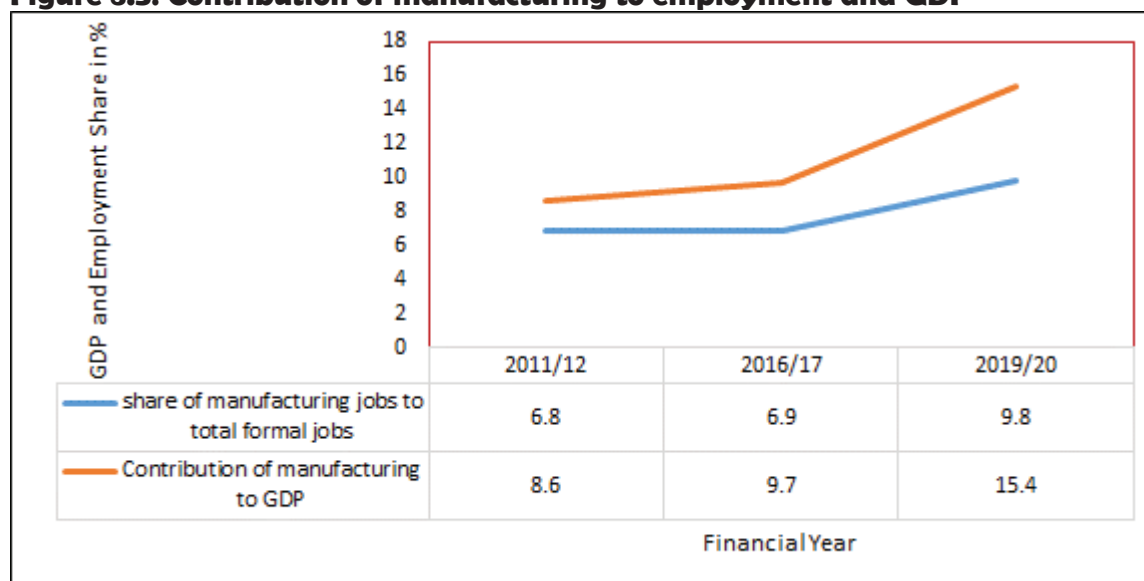
During the assessment, it was observed that all the Industrial Parks that have been constructed, with the exception of the Kampala Industrial Business Park, do not meet the required standards as stipulated in the 2016 Presidential Directive because they have less than 50% of the infrastructure and amenities connected to them, which has affected the level of private investment. For example, Tangshan Industrial and Business Park located in Mbale district had only 3 factories operational as of March 2020 out of the projected 55 factories (MoFPED, 2020).

8.4.1.2 Impact on establishment of the Industrial Parks

Employment creation under Manufacturing and contribution to GDP

Manufacturing adds value to the country's production, which enhances the derived GDP as well as the creation of employment. Since the issuance of the 23 directives and strategic guidelines, there has been slight improvement in the contribution of the manufacturing sector to the employment levels in the country and GDP as presented in Figure 8.5 below;

Figure 8.5: Contribution of manufacturing to employment and GDP



Source: UBOS, 2011/12-2019/20

When the 23 strategic directives were issued in 2016, the share of manufacturing jobs to formal jobs stood at 6.9%, which has since improved to 9.8%. On the other hand, the contribution to GDP has also increased from 8.6% to 15.4%. However, despite the improvement, the performance ranks below the targets.

Job creation

Findings revealed that the presence of the industrial park had increased access to jobs—both permanent and casual—in the area, especially for the youth and women. Those who were directly employed by the industrial park noted that the park had created over 10,000 jobs. On the other hand, indirect jobs were created through the provision of services like transporting workers like boda bodas, raw materials, and suppliers of food products to the industrial park.

Increased incomes levels in the area

During the assessment, the respondents reported that the presence of the industrial area has increased the amount of money in circulation in the community. This is

especially the case at the start and in the middle of the month when the workers in the industrial park are paid their salaries. This has resulted in the increase in business activities, with many of them operating for longer hours which was not the case before the industrial park was created.

Business opportunities

The presence of the industrial parks has led to the growth of new markets where the local community can sell their agricultural products like bananas, maize, cassava, and chicken, among others. Some of the new markets emerged include the Kapeeka mark near the taxi park and Kalagala market which has over 50 temporary stalls operated by women who earn a daily income that supports them meet their day-to-day needs.

Despite the above positive impacts, the industrial parks have had negative impacts which affect development. These are discussed below:

Environmental degradation

Since most of the industrial parks are established in wetlands, they have been several forms of pollution, including air pollution due to the dangerous gasses emitted by the factories conducting production, and water pollution due to the waste disposal in water channels. The latter form of pollution has resulted in the killing of many animals which take such water from the streams. There have also been cases of noise pollution due to the noise by the heavy trucks.

Despite the great contribution resulting from the establishment of industrial parks, there have been a few challenges related to the patriotization the parks and these include:

- i. Workers in the industrial parks routinely receive low pay which averages between 8000 -10000 Uganda Shillings per day. This same amount of money has deductibles like lunch of 2000 Uganda Shillings. As a result, most of the local people near the industrial parks have shunned the new jobs and left them for foreigners in favour of locally available alternatives that pay more like gardening on people's farms
- ii. There was an increase in the termination of jobs for people due to the fact they lack appointment letters and contracts for the services offered. This has

increased the threats of insecurity since these people opt for criminal activities out of frustration over the loss of their jobs so as to make ends meet.

8.4.2 Labor Externalization program

This is a government strategic initiative that facilitates the recruitment of Ugandan migrant workers to “decent employment opportunities and promotes the protection of their rights and welfare while in the countries where they are employed. The Ministry of Gender, Labour and Social Development (MoGLSD) is the responsible agency for the implementation of the program. The Ministry licenses and regulates private recruitment companies / agencies, and signs bilateral agreements on behalf of Uganda to ensure fair working conditions of the migrants. It mainly relies on the Employment Regulation, 2005 as the main legal instrument in guiding the implementation of the program.

By July 2019, the MoGLSD had negotiated and signed three bilateral labour management agreements with several governments, including that of the Kingdom of Saudi Arabia, the Hashemite Kingdom of Jordan and the United Arab Emirates.

In Uganda, labour externalisation takes mainly three channels. These are: a) Licensed recruitment companies and as of July 2022, the Ministry had licensed 276 firms to externalise labour³¹. b) Individuals sourcing jobs: Many Ugandans go abroad independently, through friends or connections, searching for employment. The actual statistics are hard to establish, as travel reasons are often vague and not aligned to job searching.

According to the report by the 2020 United Nations Department of Economic and Social Affairs (UNDESA), the estimated number of Ugandan migrant workers stood at approximately 781,440, of which 408,705 were females and 372,735 males. The table below show a trend in numbers of migrant workers by the destination country, 2010-2019.

³¹ *Labour Externalisation in Uganda: Research Series No. 160 August 2022 Madina M. Guloba, Elizabeth Birabwa Aliro, Ibrahim Kasirye and Aida K. Nattabi EPRC*

Table 8.5: Showing number of Ugandan Migrant Workers Deployed by Year and Country of Destination from 2010 to May 2019

| Country | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | Total |
|--------------|--------------|--------------|--------------|--------------|--------------|---------------|--------------|--------------|---------------|---------------|---------------|
| Afghanistan | 198 | 188 | 260 | 124 | 142 | 298 | 342 | 416 | 228 | 642 | 2,838 |
| Bahrain | 2 | 2 | 2 | 5 | 87 | 97 | 410 | 451 | 23 | 60 | 1,139 |
| Iraq | 9,120 | 2,516 | 2,033 | 935 | 907 | 951 | 646 | 217 | 2,206 | 535 | 20,066 |
| Jordan | | | | | | | | 1,427 | 2,582 | 306 | 4,315 |
| Kuwait | | | 32 | 278 | 223 | 209 | | | | 88 | 830 |
| Qatar | 20 | 20 | 20 | 299 | 627 | 1,026 | 487 | 520 | 923 | 456 | 4,398 |
| Saudi Arabia | 65 | 65 | 66 | 18 | 18 | 479 | 175 | 1,621 | 12,366 | 13,825 | 28,698 |
| Somalia | | 2 | 99 | 550 | 532 | 687 | 96 | 162 | 745 | 139 | 3,012 |
| South Sudan | 43 | 45 | 45 | – | – | – | – | – | | | 133 |
| Syria | 2 | 2 | 2 | | | | | | | | 6 |
| Taiwan | 2 | 2 | 2 | – | – | – | – | – | | 0 | 6 |
| UAE | 515 | 2,001 | 3,202 | 3,954 | 6,369 | 9,732 | 383 | 303 | 2,556 | 1,629 | 30,644 |
| Total | 9,967 | 4,843 | 5,763 | 6,163 | 8,905 | 13,479 | 2,539 | 5,117 | 21,629 | 17,680 | 96,085 |

Source: Adopted from EEU Deployment Report Database, 2020

From the table, it is evident that countries like Iraq, Saudi Arabia, UAE and Qatar were the much-sought destinations for Ugandan migrant workers. However, the government has not yet signed any agreement of working conditions for the migrants in Iraq, and yet it has the second highest number of Ugandan migrant workers. There is therefore a need for the government of Uganda to expedite the process of signing an agreement with the authorities of Iraq to ensure that the Ugandans who move to the latter to provide labour services work in favorable conditions.

Additionally, there is significant variation in the remunerations received by different categories of migrant workers. For example, the minimum salary for housemaids ranging from USD225 to USD500 (besides the accommodation and meals which are provided for free) for domestic workers in Saudi Arabia. The monthly salaries for different category of workers vary across the different countries. For instance, factory workers in Qatar, UAE and Saudi Arabia, on average, earn between USD350 - USD700. Workers engaged in providing catering services in Qatar and UAE earn between USD350 - USD600. Those providing security services as security guards earn between USD300 - USD900, and in high-risk states such as Iraq and Afghanistan, between

USD500 - USD1,000. Overall, the above rates indicate migrant workers earn higher wages than they would have earned in Uganda.

When compared to a maid in Uganda, who is paid an average salary of USD 25 a month (UNHS, 2021), the salary for the same services in Dubai is about USD250, 10 times higher, which makes a lot of sense to travel abroad for work. It is important to note that in addition to creating job opportunities, the program is also a major foreign exchange earner for the country bringing in over US\$ 1.4billion in form of remittances.

In spite of the benefits accruing to the government of Uganda in terms of job opportunities to the unemployed youth, foreign exchange, and revenue, the externalization of labor is marred with abuse of the migrant workers' rights due to inhumane treatment they are subjected to such as sexual abuse, denial of food, being overworked without rest among other rights violations. The situation was further exacerbated by the outbreak of the COVID-19 pandemic for the migrant workers that work and live in the Gulf Countries. Many were exposed to the coronavirus and eventually infected due to the unsanitary and crowded places of accommodation that they live in with limited initiative from their employers to protect their health, lack of protective gear for workers in the construction sector, loss of jobs for those in the tourism industry and finally, long working hours for the domestic workers without equitable compensation among others.³² This is happening even in countries where the government of Uganda signed bilateral agreements and memoranda of understanding.³³

8.4.3 Recommendations

- i. Create a skills training centre in the community to provide information about the skills demanded by factories in the industrial parks, for easy recruitment of workers and also to support factories to take on apprentices for skills development. These centres can also double as places to change the misconception about the type of jobs available in the industrial park.
- ii. Formalize all jobs in the industrial park by ensuring that all workers have enforceable contracts feeling out their work terms, benefits and workman compensation in case of injury on duty.

³² Advocacy Brief on Labour Between Exploitation and Work: Realizing The Right To Work Of Ugandan Migrant Workers In The Middle East October 2022 UCCA (Please ensure proper citation of the sources/)

³³ Parliament of the Republic of Uganda, supra. at n. 7 (This is not clear ...n7 above is even very different)

- iii. Enact a specific law to manage and facilitate affairs of externalization of labour in Uganda or make amendments to the Employment Act 2006 such that this sector is regulated by substantive law and not just policies and regulations.
- iv. The MoGLSD is entrusted with the regulation of this sector and as such should ensure to also regulate the actions of the UAERA that has been left unregulated
- v. International Monitoring mechanism needs to be developed

8.5 Entrepreneurship

Development of entrepreneurship is key in increasing industrial output, generation of employment, dispersal of industrial activities across regions and propagations of SMEs. Entrepreneurship is defined as the pursuit of creating, managing, and scaling a business by taking calculated risks, and being innovative. Entrepreneurship involves combining resources, skills, and vision to bring forth new products, services, or solutions that meet market demands and create value. Entrepreneurship can take on various forms which include small and medium scale enterprise which are privately owned.

Micro Small and Medium Enterprises (MSMEs) play a vital role in the development of economies and societies. The MSME sector contributes to economies in many ways, including by offering job opportunities which can help lower the unemployment rate, by addressing the demographic challenges posed by growing populations, and by contributing to the generation of domestic income.

Uganda has an extensive MSME sector that accounts for approximately 90% of the private sector, over 80% of manufactured output and contributes about 75% to the GDP³⁴. Out of an estimated 980,000 enterprises, an estimated 84% fall under micro category. The sector employs over 3.0 million people, which makes it one of the largest employers in the country with majority of them being the vulnerable women, youth and persons with disabilities. The government has also implemented some interventions to enhance entrepreneurship and they are presented as below;

- I. Improved skilling of Ugandan; the government through the ministry of education and sports established a Business, Technical Vocational Education and Training system whose main role is to enhance skills development for employment for the un employed youth and respond to the needs of the labour market
- II. the government through Private Sector Foundation Uganda (PSFU) in partnership with Mastercard Foundation and African Management Institute (AMI) have collaborated to develop national BDS standards and offered business development service providers with training to increase their capacity to serve MSMEs.

³⁴ MSME Finance in Uganda – Status and Opportunities for Financial Institutions Anup Singh March 2017

- III. Entrepreneurship Training Program: for the last ten years, government through the Uganda Investment Authority has been implementing the Entrepreneurship Training programme in collaboration with its partners MUBS and MTAC to enable entrepreneurs to access and utilize appropriate business skills, information and services aimed at achieving a sustainable and competitive private sector in the long run.

Given the role MSME's in Uganda play in generating employment and in enhancing GDP, it is imperative to understand the factor/ challenges experienced by entrepreneurs in Uganda and they include:

Limited Access to Affordable Finance: whereas government has put a number of measures to increase access to finance among MSMEs research has shown that limited access to affordable finance needed to meet their diverse needs is still major challenge experienced among the young growing enterprises. This is because of to nature of their establishment, the high interest rates charged and high cost of obtaining credit risk collateral. This normally affects enterprises established by mainly women, youth and people with disabilities (PWDs) as well as agriculture-based enterprises whose businesses are perceived to be risky.

The Dominant Informality of the Sector : The majority of enterprises within the micro, small and medium sector operate informally which is a major challenge for the achievement of growth and expansion of the enterprises, enterprise productivity, and working conditions and has a negative impact on the development of sustainable enterprises, fair competition in national and international markets, public revenues and government's scope of action, particularly with regard to economic, social and environmental policies.

Limited Access to Appropriate Technology: Country wide there has been a fundamental shift in how traditional business operate and engage their customers and this has been through internet and mobile technology and the situation was worsened by the outbreak of Covid that created a paradigm shift which has influenced the level of competitiveness and efficiency however in Uganda Majority of the MSME have challenges in use and adopting to the new technologies. This is because of the high cost of internet that vulnerable persons cannot afford and the limited network coverage.

Limited Infrastructural facilities: Limited infrastructural facilities such as; modern village markets, industrial parks, business premises, clusters, and access to land for operation, common testing facility centres and business incubators hinder the innovativeness and creativity of the MSMEs. The existing infrastructural facilities related to transportation (roads, railways), power generation, transmission and distribution, water supply, telecommunication are not adequate but also expensive rendering the cost of doing business high.

Limited Access to Markets and Business Information Services: MSMEs are faced with a number of challenges in accessing markets for their goods and services that are directly related to the actual disposal of the product or service on the local or export market. The limited access to market information such as strict international standards, fluctuating foreign exchange rates, free trade areas, stiff competition of similar products makes MSMEs less aware of opportunities in the market.

Limited Access to Quality Assurance & Affordable Product Certification Services MSMEs face the challenge of costly process for their product Certification and Standardisation. This puts MSMEs in a disadvantageous position within local, regional and export market access of their products and services. In reality, many of MSME (especially women, PWDs, and youth) cannot comply with the present minimum requirements due to limited capital.

Inadequate technical and business skills Whereas the country has been blessed by the increasing number of academic and training institutions, there is still a gap in the entrepreneurship, technical and management skills.

CHAPTER NINE

IMPLEMENTATION STATUS ON RECOMMENDATIONS MADE UNDER THE PREVIOUS ANNUAL REPORTS

9.0 Introduction

In accordance with Section 24(2) and (3) of the EOC Act 2007, the Commission has published nine Annual Reports on the State of Equal Opportunities in Uganda since its establishment in 2010. In all those Reports, the Commission made recommendations to facilitate redressing of the imbalances and inequalities among the people of Uganda.

Section 15(4)(b) and (c) of the EOC Act 2007 empowers the Commission to recommend to or order any institution, body, authority or person to adopt or take particular steps or action which, in the opinion of the Commission, will promote equal Opportunities and; to implement or cause the implementation of the recommendation within six months from the date of communication of the recommendation. However, due to Covid-19, the Commission did not follow-up with the recommendations for the past three financial years. With the relaxation of the Covid-19 measures, the Commission was able to follow-up with the respective institutions to establish the actions being taken to implement the recommendations.

9.1 Implementation Status of the Commission's Recommendations

The Matrix below presents the status of respective institutions on the implementation of the Commission's recommendations from the previous Annual Reports on the State of Equal Opportunities in Uganda.

| 7 TH ANNUAL REPORT FY 2019/2020 | | | | |
|--|--|---|----------|--------------------|
| S/N | Recommendation | Status Of Implementation | Rating | Responsible Agency |
| 1 | Government should increase the network coverage across the country to increase access and utilization of ICT in rural communities. | The NBI has been extended to a total of 57 districts across the country, representing 42% coverage of the 135 districts spanning a total of 4,298.87 kms, connecting a total of 1,466 MDA/LG & TUG sites. | On track | NITA-U |

| | | | | |
|---|---|---|----------|--------|
| | | <p>Additionally, five hundred forty-nine (549) MyUG hotspots were deployed and activated as a means of increasing network coverage and access to services across the country.</p> | | |
| 2 | <p>NITA-U should place a policy to ensure all online government information and services (including webpages, website applications and websites) are accessible to all vulnerable groups.</p> | <p>During the FY 2022/23, NITA-U supported the development of the National ICT policy in which most of the inclusive aspects within the IT space were addressed.</p> <p>Furthermore, commendable progress was registered in line with the enhancement of online services to increase their accessibility and utilization by all groups of people across the country.</p> <p>With respect to online safety, especially for children online, a child protection option was introduced on all websites, and data disaggregation enabled on all service applications.</p> | On track | NITA-U |

| | | | | |
|---|--|--|--------------------|--------------------------------------|
| 3 | Government should allocate adequate funds to the Special Needs Directorate for instructional materials | Government has increased funding to Special Needs Education department on instructional materials from UGX. 597,798,201 to 605,805,109. This is still inadequate compared to the educational learning needs of learners with special educational needs. | Some progress made | Ministry of Education and Sports |
| 4 | Government should ensure equitable recruitment of specialized teachers trained in handling students who are living with disabilities in all secondary government schools to ensure access. | | Not done | The Ministry of Education and Sports |
| 5 | Government needs to ensure the availability of SRH services to the entire country, but the initial emphasis needs to be in the areas/sub-regions with the highest prevalence rates. | The Ministry of Health has further scaled up an integrated approach to the provision of sexual and reproductive health services, including postpartum and post-abortion family planning, reproductive health education, cancer screening and STI screening, and treatment. Health workers have also been mentored in | | Ministry of Health |

| | | | | |
|--|--|--|---------------|--|
| | | provision of sexual and reproductive health services across the country. Further, capacity has been built to effectively quantify, order and manage supplies for sexual and reproductive health services to ensure availability. | | |
| 6 | There is a need to establish post-harvest facilities to partly address price fluctuations and loss of output during harvest due to lack of storage facilities | The Ministry has trained small scale farmers in better post harvesting methods | Some progress | Ministry of Agriculture, Animal Industry & Fisheries |
| 7 | Recruit more extension workers to fill the gaps in the dissemination of information on modern agricultural practices within all segments of the communities while emphasizing gender and equity requirements | | Not done | Ministry of Agriculture, Animal Industry & Fisheries |
| 8 th ANNUAL REPORT FY 2020/2021 | | | | |
| 8 | There is a need to construct more primary and secondary schools in the indigenous minority communities. This should be followed by sensitization | | Not done | Ministry of Education and Sports |

| | | | | |
|----|--|--|----------|--|
| | and advocacy among the ethnic minority groups to take their children to schools. | | | |
| 9 | Government should identify children with disabilities in all districts and categorize them each with their type of disability to know who can go to an inclusive school and those who need a school specifically targeting children with disabilities only | | Not done | Ministry of Education and Sports, and the DLGs |
| 10 | Need to improve the access roads within the refugee communities to improve access to social services | | Not done | Rural road fund |
| 11 | Government should construct new modern latrines that have provisions for persons with disabilities. | The GOU has prioritized equity in health service delivery with a significant focus on addressing equity gaps that prevent access to health services by persons with disabilities. The current Ministry of Health infrastructural designs incorporate the needs of vulnerable persons such as persons with disabilities. All newly constructed health facilities have ramps and a special | | Ministry of Health |

| | | | | |
|----|---|--|---------------|-----------------------------------|
| | | latrine stance for persons with disabilities. However, there is funding gap to remodel all toilet/latrine facilities in older health centers and hospitals | | |
| 12 | There is a need to ensure compliance with the standard ratio of 1:30 by increasing staffing levels in government-aided schools and ensuring that the Private schools meet the set standards in all schools. | | Not done | Ministry of Education and Sports |
| 13 | The Government should improve access to water for schools, especially those located in water-stressed areas | The Ministry, through infrastructure loan, has constructed various water supply systems that provide safe and clean water in schools | On track | Ministry of Water and Environment |
| 14 | The Ministry should provide staff houses for teachers' accommodation in hard-to-reach areas to reduce the high staff turnover, especially in underserved districts such as those hosting thousands of refugee children and youth of school-going age. | Ministry of Education and Education partners have made an effort to construct staff houses in a few hard-to-reach schools. The SNE department in collaboration with the CIM department is yet to compile data on benefited schools. However, many schools still lack accommodation | Some progress | Ministry of Education and Sports |

| | | | | |
|--|--|--|---------------|----------------------------------|
| 15 | There is a need to construct more government vocational institutes and also organize non-formal education programmes so that students from impoverished households can access BTVET | Construction of vocational institutions has taken place in some regions. However, almost all of them cannot enroll learners with disabilities because they lack trained SNE teachers to support the learners with different learning needs. | Some progress | Ministry of Education and Sports |
| 16 | The Ministry should consider providing more learning and instructional materials to these vocational institutions since they are more practical-oriented rather than theoretical hence the need for teaching and learning equipment. | It is ongoing. The government of Uganda through the department responsible for Technical, Vocation Education and Training; and Skill Development projects, has equipped Vocational Institutions with equipment and materials to support skills development for children. | On track | Ministry of Education and Sports |
| 9 th ANNUAL REPORT FY 2021/2022 | | | | |
| 17 | Improve access to banking and other financial services, including mobile banking, and ensure accessibility for persons with disabilities | Not done | | Ministry of Finance |
| 18 | The government should fill the staff structures at health facilities to improve service delivery | The government recognizes human resources as invaluable | | MoH |

| | | | | |
|----|--|---|--|-----|
| | | to realize the NDP III targets and Vision 2040. Over a ten-year span, staffing levels have gradually increased from 56% in 2010/11 to 78% in 2021/22. However, the staffing levels are still below the 85% NDPIII target. | | |
| 19 | Government should upgrade Health Centres to a level where several health care services can be accessed. For example, upgrade the Health Centre IIIs to grade IV so that services are brought closer to the community | From 2018, Government has upgraded over 330 health center IIs to III and constructed 41 new health center IIIs in a phased manner to ensure that every sub county has at least a functional health center III which should provide basic obstetric and neonatal care as well as other reproductive and child health services closest to the people. Priority was given to sub counties without any health facility and hard-to-reach areas. | | MoH |

CHAPTER TEN

CONCLUSION & RECOMMENDATIONS

10.1 Introduction

This chapter provides the conclusions and recommendations drawn from each of the nine chapters in this Report.

Table 10.1: Summary of recommendations from the 10th Annual Report

| S/N | Recommendation | Responsible Agency |
|---------------|---|---------------------------------|
| Health | | |
| 1 | The Ministry of Health should construct a referral hospital in Bukedi sub region so as to enhance equitable service delivery, as well as improve the health outcomes of the people in the sub region. | MOH |
| 2 | In line with the National Health Policy that prioritizes the construction of a General Hospital or HC IV in each district, the Ministry of Health should consider constructing hospitals in the 76 Districts without any government hospital and establishing health facilities at a level of a Health Centre IV in the four districts. | MOH |
| 3 | Government of Uganda should increase the budgetary allocation to the health sector budget so as to meet the 15% threshold of the Abuja Declaration. | MoFPED & Parliament |
| 4 | The Ministry of Health should recruit more health workers as well as specialists to address the challenges of staff workload and also improve service delivery. | MOH & Health Service Commission |
| 5 | Government, through the Ministries of Health should consider providing RRHs with free assistive devices such as artificial limbs, clutches, special shoes/boots, wheelchairs among others, so as to ease persons with disabilities in need of these devices the | MOH |

| S/N | Recommendation | Responsible Agency |
|------------------|---|-------------------------|
| | burden of travelling to Mulago hospital in Kampala in search for these items. | |
| 6 | The Ministry of Health, in collaboration with higher institutions of learning in the country, should include a module on sign language in the curriculum of all medical professionals. This will ease communication between persons with hearing impairments and health workers, hence improving the health outcomes for this category of people. | MOH |
| 7 | The Ministry of Health should ensure the inclusion of more essential drugs for non-communicable diseases into the Minimum Health Care Package such that they can easily be accessed by older persons since majority of older persons cannot afford these medicines. And also provide community based mental health care strategy | National Medical Stores |
| Education | | |
| 8 | The Ministry of Education and Sports through the Directorate of Education Standards should closely monitor the quality of teaching and learning environments in schools so as to ensure adherence to the minimum standards. | MOES |
| 9 | The Ministry of Education and Sports should construct more secondary schools in the districts of Northern and Eastern Uganda, including those in the hard-to-reach areas. | MOE |
| 10 | Head teachers in primary and secondary schools should put in place strategies to prevent and manage teenage pregnancies in schools in accordance with the 2020 Guidelines for the Prevention and Management of Teenage Pregnancy in School Settings issued by the Ministry of Education and Sports. | MOES |
| 11 | The Ministry of Education and Sports should allocate adequate funds to Special Needs Directorate for instructional materials. | MOES |

| S/N | Recommendation | Responsible Agency |
|----------------------------------|--|--------------------|
| | <p>The need to adopt the National Inclusive Education Policy (It's been on the shelves too long)</p> <p>There should also be an emphasis on improved regulation of the Early child education sector</p> | |
| Integrated Infrastructure | | |
| 12 | The Ministry of Agriculture, Animal Industry and Fisheries should prioritize areas that are hard-hit by food insecurity to benefit from a number projects under it. | MAAIF |
| 13 | The Ministry of Works, Transport and Communications and UNRA should apply affirmative action in the implementation of local content policy to offer opportunities to local companies | UNRA & MOWT |
| 14 | The Ministry of Education and Sports should supply adequate learning aid material for learners with disabilities in schools. | MOES |
| 15 | The Ministry of Education and Sports should promote inclusive learning in all levels by deploying teachers/lecturers with skills in special needs education | MOE |
| Employment | | |
| 16 | Government should develop a policy that guides the recruitment of people based on regional balance, population, academic qualification, among other parameters. | MoPS |
| 17 | MGLSD should monitor public institutions and enforce the implementation of disability-friendly facilities by public institutions. | MoGLS&D |
| 18 | All public institutions should be encouraged to include in their annual performance reports the status of employment disaggregated by gender, disability, youth, adults, elderly, sub-region, and level of employment. | MoPS |

| S/N | Recommendation | Responsible Agency |
|------------------------------|--|--|
| Factors of production | | |
| 19 | URSB should increase their target of registering the micro, small and medium enterprises that are operating informally | URSB |
| 20 | The Ministry of ICT and National Guidance should spearhead the reduction in the cost of accessing internet as well as increase the number of districts connected to the national backbone infrastructure. | MoICT |
| 21 | The Ministry of Trade, Industry and Co-operatives should provide modern village markets, more industrial parks, business premises, clusters, and ensure access to land for operation, common testing facility centres and business incubators for MSMEs. | MoT&I, UNBS, ULC |
| 22 | The Land Fund be expanded to cover the entire country | MoFPED, ULC & Parliament |
| 23 | The Ministry of Lands, Housing and Urban Development should have a repository of information on all land tenure systems in the country | Ministry of Lands, Housing and Urban Development |
| 24 | The District Commercial Officers should be adequately facilitated so as to effectively supervise, guide and monitor the implementation for EMYOOGA and PDM. | MSC, PDM Secretariat, Parliament & MoFPED |
| 25 | All workers in the industrial park should have Formalize all jobs in the industrial park by ensuring that all workers have enforceable contracts feeling out their work terms, benefits and workman compensation in case of injury on duty. | MoGLSD, UIA |
| 26 | Enact a law to manage and facilitate affairs of externalization of labour in Uganda or make amendments to the Employment Act 2006 such that this sector is regulated by substantive law and not just policies and regulations. | MoGLSD & Parliament |

| S/N | Recommendation | Responsible Agency |
|--------------------------------|--|-------------------------|
| 27 | Communities should be sensitized about the objectives and purpose of PDM, as well as conduct trainings on financial management. | PDM Secretariat |
| 28 | MoGLSD together with the PDM Secretariat should issue a circular to LGs to emphasize program implementation following the defined quotas. | MoGLSD, PDM Secretariat |
| 29 | UBOS should provide timely, accurate and reliable data for household at the parish level to guide and inform program implementation. | UBOS |
| 30 | The MoLG should ensure that all the parishes that are non-functional are operationalized to reduce inequalities in regional distribution | MoLG |
| Political Participation | | |
| 31 | The establishment of cities and municipalities should strictly be based on the laid down technical criteria, bearing in mind the population, geographical size, revenue generation, infrastructure facilities, level of urbanization, among others. This should be a uniform criterion for creation all constituents in Uganda. | MOLG |
| 32 | Representation of special interest groups in parliament should be based on a ratio of 1:1,000,000. For example, for every 1 million youth, there should be 1 representative. | Parliament |
| 33 | Parliament should enact special measures and legislation to guarantee marginalized groups (<i>in particular ethnic minorities</i>) access to the legislature as well as local councils and decision-making positions, through reserved seats so as to ensure fair and equal representation of all vulnerable groups at a national and local government levels. | Parliament |

| S/N | Recommendation | Responsible Agency |
|----------------|---|--------------------|
| 34 | The districts and sub counties level Councils should be allowed to use the local dialects during deliberations in council meetings as well as interpretation of resolutions for the benefit and active participation of some representatives of marginalized groups that may not be in position to communicate effectively in the English language. | MOLG & Parliament |
| General | | |
| 35 | Sign language interpreters should be provided at all health facilities | MOH |

10.2 Conclusion

The elimination of all forms of discrimination and inequalities is critical to addressing the different development concerns of the marginalised and vulnerable groups and or persons including women, youth, older persons, persons with disabilities, ethnic minorities, rural and urban poor, among others. Therefore, both the state and non-state actors have a role to play in addressing the current and other emerging issues and challenges that hinder equal access to opportunities for all. The recommendations highlighted in this Report should be integrated into the policies, plans, programs and implementation of various interventions by the respective institutions.

Annex 1: Sub counties without a Health Center III

| Subcounty | District | Subcounty | District | Subcounty | District | Subcounty | District | Subcounty | District | Subcounty | District | Subcounty | District |
|-----------|-----------|-----------|------------|--------------|----------|-------------|------------|--------------|-----------|-----------|----------|-----------|----------|
| Abia | Alebong | Buhanda | Kitagwenda | Dabani | Busia | Kapir | Ngora | Kitumbi | Mubende | | | | |
| Abim | Abim | Buheesi | Bunyangabu | Dokolo | Dokolo | Karenga | Karenga | Kitura | Kiruhura | | | | |
| Adeknino | Dokolo | Buhemba | Namayingo | Endiinzi | Isingiro | Kasaana | Sheema | Kityerera | Mayuge | | | | |
| Adak | Dokolo | Buhuhira | Kasese | Gimara | Obongi | Kashenshero | Mitooma | Koena | Bukedea | | | | |
| Agikdak | Amolatar | Bukabooli | Mayuge | Guruguru | Amuru | Kashozi | Sheema | Kuru | Yumbe | | | | |
| Agwingiri | Amolatar | Bukatube | Mayuge | Hamurwa | Rubanda | Katakwi | Katakwi | Kyabakara | Rubirizi | | | | |
| Aka | Zombo | Bukedea | Bukedea | Imanyiro | Mayuge | Katanda | Rubirizi | Kyabugimbi | Bushenyi | | | | |
| Akeriaw | Amuria | Bukhaweka | Namisindwa | Ifirikwa | Adjumani | Katebwa | Bunyangabu | Kyahenda | Buhweju | | | | |
| Aleka | Oyam | Bukhulo | Sironko | Ifojo | Ntungamo | Katanga | Mitooma | Kyakabadiima | Kagadi | | | | |
| Aloi | Alebong | Bukiiri | Mbarara | Jagusi | Mayuge | Kafikara | Kakumiro | Kyamuliibwa | Kalungu | | | | |
| Amach | Lira | Bukinda | Rukiga | Kaabong West | Kaabong | Katine | Soroti | Kyamuswa | Kalangala | | | | |
| Amudat | Amudat | Bukokho | Namisindwa | Kabasekende | Kibadde | Katooke | Kyenjojo | Kyangyenyi | Sheema | | | | |
| Amukol | Kapchorwa | Bukonde | Namisindwa | Kabei | Bukwo | Kawalakol | Karenga | Kyesiiga | Masaka | | | | |
| Amwoma | Dokolo | Bukuuku | Kabarole | Kabweri | Kibuku | Kawowo S | Kapchorwa | Labor | Serere | | | | |
| Anaka | Nwoya | Bukwo | Bukwo | Kacheri | Kotido | Kayonza | Kayunga Di | Lake Katwe | Kasese | | | | |
| Arinyapi | Adjumani | Bulaago | Bulambuli | Kachonga | Butaleja | Kayunga | Kayunga | Laliya | Gulu | | | | |
| Arwoceek | Amolatar | Bumanya | Kaliro | Kadama | Kibuku | Kazo | Kazo | Lalle | Soroti | | | | |
| Atanga | Pader | Bungatira | Gulu | Kaderuna | Budaka | Kenshunga | Kiruhura | Lamiyo | Agago | | | | |
| Atiak | Amuru | Burora | Kagadi | Kadungulu | Serere | Khabufoola | Manafwa | Latanya | Pader | | | | |
| Atutur | Kumi | Busaru | Bundibugyo | Kahunge | Kamwenge | Kibasti | Ntungamo | Layima | Amuru | | | | |
| Atyak | Zombo | Bushiribo | Bududa | Kakamar | Kaabong | Kidera | Buyende | Lodiko | Kaabong | | | | |
| Aukot | Soroti | Busisi | Hoima | Kakiika | Mbarara | Kigambo | Kyegegwa | Lokori | Karenga | | | | |
| Awach | Gulu | Busimbi | Mityana | Kakindo | Kakumiro | Kigandalo | Mayuge | Lokung | Lamwo | | | | |

| Subcounty | District | Subcounty | District | Subcounty | District | Subcounty | District | Subcounty | District | Subcounty | District |
|-----------|------------|------------|-----------|-------------|---------------|-------------|----------|-----------|----------|-----------|----------|
| Awaliwal | Soroti | Busime | Busia | Kakomongole | Nakapiripirit | Kigwera | Buliisa | | | | |
| Awelo | Amolatar | Busunju | Mityana | Kakooge | Nakasongola | Kihungya | Buliisa | | | | |
| Awizitu | Maracha | Butebo | Butebo | Kakule | Budaka trict | Kihuura | Kyenjojo | | | | |
| Bagezza | Mubende | Butoloogo | Mubende | Kakuuto | Kyotera | Kijongo | Ibanda | | | | |
| Bbaale | Kayunga | Buwasa | Sironko | Kambuga | Kanungu | Kikobero | Sironko | | | | |
| Bbanda | Mityana | Buyanga | Busia | Kamdini | Oyam | Kikyenkya | Ibanda | | | | |
| Bihanga | Kamwenge | Buyanja | Rukungiri | Kamet | Bukwo | Kimmenyedde | Mukono | | | | |
| Birere | Isingiro | Buyinda | Kaliro | Kamion | Kaabong | Kinaaba | Kanungu | | | | |
| Bitsya | Buhweju | Buyobo | Sironko | Kamu | Bulambuli | Kirugu | Rubirizi | | | | |
| Bubandi | Bundibugyo | Bwesumbu | Kasese | Kamuganguzi | Kabale | Kirumya | Kanungu | | | | |
| Bubango | Kibaale | Bwikhonge | Bulambuli | Kamutur | Bukedea | Kisinga | Kasese | | | | |
| Bududa | Bududa | Chegere | Apac | Kamwenge | Kamwenge | Kitagata | Sheema | | | | |
| Bugamba | Rwampara | Chema | Kapchorwa | Kanginima | Butebo | Kitaihuka | Kakumiro | | | | |
| Bugana | Namayingo | Chepkwasta | Bukwo | Kangulumira | Kayunga | Kitimbwa | Kayunga | | | | |
| Bugobero | Manafwa | Chepterech | Kapchorwa | Kapchesombe | Kapchorwa | Kapir | Ngora | | | | |



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