



Assessment Report

Compliance of Budget Framework Papers with Gender and Equity

Financial Year 2016/2017

By

**The Equal Opportunities Commission (EOC),
Plot 7, Luthuli Clause, Bugolobi,
P.O. Box 27672, Kampala.**

December, 2015



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Compiled

By

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this subject please quote No

4th December, 2015

The Permanent Secretary/Secretary to the Treasury,
Ministry of Finance, Planning and Economic Development,
Plot 2-12, Apollo Kagga Road,
P.O. Box 8147,
Kampala,
Uganda.

RE: EQUAL OPPORTUNITIES COMMISSION ASSESSMENT REPORT ON COMPLIANCE OF BUDGET FRAMEWORK PAPERS WITH ISSUES OF GENDER AND EQUITY FOR THE FINANCIAL YEAR 2016/2017

The Equal Opportunities Commission has the pleasure and honor to present to the Ministry of Finance, Planning and Economic Development its 1st Assessment Report on compliance of Budget Framework Papers with issues of gender and equity for the Financial Year 2016/2017. Submission of this Assessment Report is in fulfillment of Article 32(3) of the Constitution of the Republic of Uganda (1995) as amended, Section (14) and (15) of the Equal Opportunities Commission Act, 2007 and Section 9 (6) (a) and (b) of the Public Finance Management Act, 2015 (PFMA).

This Assessment Report, (*in Sections 1-4*) highlights the General Introduction (Section 1), Assessment Approach (Section 2), and Compliance of Budget Framework Papers to issues of Gender and Equity by Sector (Section 3). Recommendations The Conclusion and General Recommendations are heightened in the fourth Section.

FOR GOD AND MY COUNTRY

Catherine Amal
SECRETARY,
EQUAL OPPORTUNITIES COMMISSION.

Foreword

It is with great pleasure that, on behalf of the Equal Opportunities Commission (EOC), I present the 1st Assessment Report on compliance of Budget Framework Papers (BFPs) with Issues of Gender and Equity for the Financial Year 2016/2017. The Report is presented in compliance with Article 32(3) of the Constitution of the Republic of Uganda (1995) as amended, Section (14) and (15) of the Equal Opportunities Commission Act, 2007 and Section 9 (6) (a) and (b) of the Public Finance Management Act, 2015 (PFMA).

This Assessment Report highlights compliance of Budget Framework Papers to gender and equity focusing on: the Sector's contribution to inclusive Growth (NDP II), highlight of key Performance Issues with respect to gender and equity, highlight of Past Performance and Medium Term Plans, Physical & financial Performance, Medium Term Plans, Sector Allocations and Medium Term Challenges

The Assessment Report examines the extent to which the sixteen sectors have taken care of issues relating to gender and equity in an effort to ensure same treatment or consideration in the enjoyment of rights and freedoms, attainment of access to social services or the participation in social, cultural, economic and political activities regardless of sex, age, race, colour, ethnic origin, tribe, birth, location creed, religion, health status, social or economic standing, political opinion or disability.

The Commission recognizes the progress so far made by various stakeholders socially, politically and economically in enhancing equal opportunities. Nevertheless, it is also clear that many of the marginalized groups still face challenges in accessing services equitably and equally. Therefore, there is need to redress imbalances identified in this Report and promote equal opportunities for all in an effort to eliminate discrimination and marginalization.

Equitable sustainable development, creation of wealth and subsequent improvement in livelihoods emphasizes non marginalization and discrimination in resource allocation, power centers, opportunity, access to services and goods on grounds based on an individual person's status including gender or other discriminatory attributes created and perpetuated by history and social economic standing in society. Dedicating efforts to realize the full potentials of every Uganda especially the Special Interest Groups¹ is instrumental in the achievement of the 17 sustainable Development Goals (SDGs), among other targets that Uganda is committed to.

The Equal Opportunities Commission is committed to working with all the stakeholders to redress imbalances as articulated in this Report and to promote equal opportunities for all so as to realize a society free from all forms of discrimination and wherein all persons have equal opportunities in accessing goods and services.

FOR GOD AND MY COUNTRY
Catherine Amal,
SECRETARY,
EQUAL OPPORTUNITIES COMMISSION

¹ Refugees, Internally displaced persons, War orphans, Abductees, Traumatized civilians, Households living near conflict zones, Widows and Widowers without assets, Orphans and abandoned children, Female-headed households, Child-headed households, People with disabilities (PWDs), The chronically sick, HIV & AIDS, cancer, etc. sufferers and careers, Victims of domestic abuse, Ethnic minority groups, Street children, Urban poor, Urban unemployed, Low-paid workers, Informal sector workers, Beggars, Squatters, Rural dwellers, Rural landless, Cash crop farmers, Pastoralists, Plantation workers, older persons and fish mongers.

Acknowledgement

The Equal Opportunities Commission has worked with a number of stakeholders whose concerted effort has resulted into timely and successful completion and production of this 1st Assessment Report on Compliance of the Sectoral Budget Framework Papers with Gender and Equity for the Financial Year 2016/2017.

The Commission acknowledges the support of the Government of Uganda for continued funding of the Commission activities with an enhanced budget and for emphasizing the Commission's Mandate in Section 9 (6) (a) and (b); Section 13 (11) e (i) and (ii); and Section 13 (15) g (i) & (ii) of the Public Finance Management Act, 2015.

Special appreciation goes to the line Ministries, Departments, Authorities and Civil Society Organizations for collaborating with the Commission in fulfilling the provisions of the Public Finance Management Act.

The Commission further acknowledges Parliament, and in a special way, the Standing Committee on Equal Opportunities, the Committee on Gender Labour and Social Development and the Parliamentary Committee of Finance Planning and Economic Development for their continued guidance and support which have played an instrumental role in the implementation of the Commission's mandate.

The Commission is grateful for the technical and financial support from our development partners, namely; the Democratic Governance Facility (DGF) and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) _GmbH, the UN Human Rights and the UN Joint Programme on Gender Equality and Women's Empowerment, whose Financial and technical support has been instrumental in the production of this 1st Assessment Report.

Finally, the Commission highly appreciates all Staff of the Commission whose participation and commitment was critical to the successful and timely completion of this Assessment Report.

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List of Abbreviations

CSOs	Civil Society Organizations
DGF	Democratic Governance Facility
EOC	Equal Opportunities Commission
GoU	Government of Uganda
HIV/AIDS	Human Immune Virus/ Acquired Immune Deficiency Syndrome
HRBA	Human Rights Based Approach
MDAs	Ministries, Departments and Agencies
MFPED	Ministry of Finance Planning AND Economic Development
MoESTS	Ministry of Education, Science, Technology and Sport
MoGLSD	Ministry of Gender Labour and Social Development
NDP	National Development Plan
NGOs	Non Government Organizations
PWDs	People with Disabilities
UN	United Nations

SECTION ONE GENERAL INTRODUCTION

1.0 Introduction

The Equal Opportunities Commission (EOC) is a constitutional body established by the EOC Act 2007 and is mandated to among others; monitor, evaluate and ensure that national policies, laws, plans, budgets, programs are compliant with equal opportunities for all.

In accordance with, Article 32(3) of the Constitution of the Republic of Uganda (1995) as amended, Section (14) and (15) of the Equal Opportunities Commission Act (2007) and Section 9 (6) (a) and (b)² of the Public Finance Management Act (PFMA), 2015, the Equal Opportunities Commission (EOC) assessed sixteen Sectoral Budget Framework Papers (BFPs) for the Financial Year 2016/2017.

Section 9 (6) (a) and (b) of the Public Finance Management Act (PFMA), 2015 mandates the EOC to assess compliance of Sectoral Budget Framework Papers (BFPs) with gender and equity and to specify measures to be taken to equalize opportunities for all, particularly men, women, persons with disabilities and other marginalized groups in the country.

In line with the above mandate and on the request by the Ministry of Finance, Planning and Economic Development (MoFPED), the Commission assessed compliance of Sectoral Budget Framework Papers to gender and equity requirements for the FY 2016/17.

² The Minister shall, in consultation with the Equal Opportunities Commission, issue a certificate

- (a) certifying that the budget framework paper is gender and equity responsive; and
- (b) specifying measures taken to equalize opportunities for women, men, persons with disabilities and other marginalized groups.

This Report presents the outcome of the assessment with respect to the sixteen sectors. It further highlights the issues that emerged during the process, lessons learned and recommendations by the Commission in light of gender and equity requirements.

1.1 Background

The Equal Opportunities Commission (EOC) is a constitutional body established by the Equal Opportunities Commission Act, 2007³. The functions of the Commission are spelt out under section 14 of the EOC Act (2007). Among them include; to monitor, evaluate and ensure that policies, laws, plans, programs, activities, practices, traditions, cultures, usage and customs of: organs of state at all levels, statutory bodies and agencies, public bodies and authorities, private businesses and enterprises, non-governmental organizations, and social and cultural communities, are compliant with equal opportunities and affirmative action in favor of groups marginalized.

Prior to the set-up of the Equal Opportunities Commission, attempts were underway to formulate and pass a law pertaining to the gender certificate. Due to lack of an overseer, the efforts did not yield the desired results and hence gender as a concept remained a crosscutting issue across all Ministries, Departments, Agencies and Local Governments (MDAs/LGs). Following the inauguration of the Commission on 8th July 2010, the Commission Members supplemented the efforts by including equity to formulate gender and equity which forms part of the Commission's mandate.

³ "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 matter" (EOC Act, 2007).

His Excellency the President assented to the Public Finance Management Act (2015) with a clause for the Gender and Equity Certificate. This requires all Ministries, Departments, Agencies and local Governments to address gender and equity issues in their Budget Framework Paper, by specifying measures and allocating budgets to address the different needs of men and women, People with Disabilities, older persons, youth and other marginalized groups.

It is now mandatory for MDAs to budget for gender and equity issues so as to be issued with a Gender and Equity Certificate, before submission of Budget Estimates to Parliament. The Certificate is issued by the Minister of Finance, Planning and Economic Development in consultation with the Equal Opportunities Commission.

1.2 Purpose of the Assessment Report

The purpose of this Assessment Report is to enhance inclusive growth (NDP II) by eliminating non-compliance to gender and equity in the; design of interventions, development of plans, allocation of resources and measurement of performance within the sixteen (16) Sectors of Government of the Republic of Uganda. Gender and equity responsiveness inspires and intensifies concerted efforts to empower all Ugandans to participate fully in economic growth and development. The Assessment Report also gives recommendation to the Minister of Finance Planning and Economic Development to issue the Gender and Equity Certificate of Compliance to Sectors that at least score the minimum qualifying mark.

1.3 Scope of the Assessment Report

- i. The Equal Opportunities Commission assessed sixteen Sectoral Budget Framework Papers, namely; Agriculture; Lands, Housing and Urban Development; Energy and Mineral Development; Works and Transport; Information and Communications Technology; Tourism, Trade and Industry; Education; Health; Water and Environment; Social Development;

Security; Justice, Law and Order; Public Sector Management; Accountability; Legislature and Public Administration.

- ii. The assessment was conducted within a period of ten days starting on 25th November 2015 up to 9th December 2015.
- iii. The assessment focused on: the Sector's contribution to inclusive Growth (NDP II), highlight of key Performance Issues with respect to gender and equity, highlight of Past Performance and Medium Term Plans, Physical & financial Performance, Medium Term Plans, Sector Allocations and Medium Term Challenges.
- iv. The Assessment Report examined the extent to which the sixteen sectors have taken care of issues relating to gender and equity in an effort to ensure same treatment or consideration in the enjoyment of rights and freedoms, attainment of access to social services or the participation in social, cultural, economic and political activities regardless of sex, age, race, colour, ethnic origin, tribe, birth, location creed, religion, health status, social or economic standing, political opinion or disability.

1.4. Objective of the Assessment

The primary objective of the Assessment was to establish the level of compliance to issues of gender and equity in the sixteen Sectoral Budget Framework Papers for the Financial Year 2016/2017. The report has been submitted to the Minister of Finance, Planning and Economic Development to inform the issuance of the gender and equity compliance certificates to the respective sectors.

Specifically, the assessment set out to:

- i. Examine the extent to which sector objectives and strategies focus on inclusive growth (NDP II);
- ii. To examine the performance of sectors and their medium term plans in matters of gender and equity;

- iii. Examine the extent to which sectors allocation budget to priority outputs in response to gender and equity concerns or issues.
- iv. Assess gender and equity challenges faced by Sectors in budgeting and programming and recommend appropriate measures for corrective action towards ensuring equal opportunities for all.
- v. To inform the issuance of the gender and equity compliance certificates to the respective sectors.

At impact level, the report is intended to inform and enhance inclusive growth (NDP II) by addressing issues of compliance to gender and equity in the; design of interventions, allocation of resources and measurement of performance within all Sectors.

SECTION TWO ASSESSMENT APPROACH

2.0 Introduction

Section Two presents the approach used by the Commission to assess the 16 Sectoral Budget Framework Papers for compliance with issues of gender and equity for the Financial Year 2016/2017. This section presents in detail the collection of sectoral BFPs, focus of the assessment, Grading of performance, and reporting of findings and recommendation of certificate issuance.

2.1 Collection of Sectoral BFPs

In collaboration with the Ministry of Finance, Planning and Economic Development, the Commission received Sectoral Budget Framework Papers on the 25th of November 2015.

2.2 Focus of the Assessment

The Commission used the compliance approach to assess the Budget Framework Papers using the assessment guidelines and tools developed. This Assessment focused on: the Sector's contribution to inclusive Growth (NDP II), highlight of key Performance Issues with respect to gender and equity, highlight of Past Performance and Medium Term Plans, Physical & financial Performance, Medium Term Plans, Sector Allocations and Medium Term Challenges.

During the assessment the Commission examined the extent to which each of the sixteen sectors has taken care of issues relating to gender and equity in an effort to ensure same treatment or consideration in the enjoyment of rights and freedoms, attainment of access to social services or the participation in social, cultural, economic and political activities regardless of sex, age, race, colour, ethnic origin, tribe, birth, location creed, religion, health status, social or

economic standing, political opinion or disability. Table 2.1 below shows the areas of focus;

Table 2.1: Areas of Focus during the assessment of Sectoral Budget Framework Papers.

BFP Sections	Compliance Area	Compliance Checklist	
1. Sector overview	1.1 The Sector contribution to Inclusive Growth (NDP II)	a. Reflects the sector contribution to the NDP II goal/objectives/ priority areas from a gender & equity perspective	Sector highlights elements of promotion of i. Gender equality, ii. Equity, iii. Social inclusion & participation.
		b. Sector objective reflects gender and equity concerns	i. At least one objective is specific in addressing gender and equity issues OR ii. Objective is all inclusive
	1.2 Key Performance Issues	a. The sector states gender and equity issues	i. Issues are identified ii. Data is disaggregated by: Sex, Age, Disability and Location iii. Implication of the G&E data and issues to sector performance
2 Past Performance and Medium Term Plans	2.1. Physical & financial Performance	a. Gender outputs for the period under review	i. Specific amount utilized (in relation to appropriated budget) on outputs that address Gender inequalities for the period under review at the Vote function level. ii. -Specific amount utilized on outputs that address inequity (age, disability and location) during the period under review at the Vote function level.
		b. Equity outputs for the period under review	
	c. Budget utilization on G&E during the period under review at the Vote function level.		
	a. Mechanisms for promotion of G and E in the sector	Allocation of budgetary resources for: i. gender policy formulation and or implementation ii. gender working group, iii. functional GFPs, iv. Childcare services at work, v. G&E Research studies vi. G&E Tools and guidelines vii. G&E Assistive devices and services viii. G&E Capacity development ix. Regional imbalance	
	2.2 Medium Term Plans	a. G&E outputs & activities planned for the medium term to ensure equitable service delivery	i. Gender responsive interventions/outputs for 5 yrs ii. Equity responsive interventions/outputs for 5years
		b. Specify priority outputs, targets, activities and indicators for the ensuing FY.	i. Gender responsive outputs/activities for the ensuing year ii. Equity responsive output/activities for the ensuing year.
c. Outcome/output indicators		i. Gender sensitive outcome/output ii. Equity sensitive outcome/output	
3 Sector Allocations	3.1 Allocations	a. Specified budget allocations to priority outputs addressing Gender and Equity issues by vote function	i. Gender specific expenditures by vote function ii. Equity specific expenditures by vote function (<i>Special programmes to address inequity targeting disadvantaged regions/locations and groups</i>)
4 Challenges	4.1 Medium Term Challenges	a. Internal challenges b. External challenges c. Emerging issues (including solutions)	i. Policy / legal framework issues ii. Institutional (including multi-sectoral) issues iii. Capacity (Human, equipment, iv. Socio-cultural issues

BFP Sections		Compliance Area	Compliance Checklist
			v. Geographical issues vi. Others (Specify) vii. Proposed actions to challenges.

2.3 Grading of Performance

A compliance check list was generated with respect to the targeted area of compliance. The sum of the overall score was 100%. The weights to the various items in the compliance check list were different and they were based on their level of importance in enhancing inclusive growth.

2.4 Reporting and Recommendation of Certificate Issuance

The Assessment findings are herein comprehensively presented. This being the Commission's base year as far as implementing Section 9 (6) (a) and (b) of the Public Finance Management Act, 2015 is concerned; the pass mark has been lowered to 35 percent. Subsequently and as more capacity is given to the various sectors, the Commission will raise the pass mark.

SECTION THREE

ASSESSMENT FINDINGS

3.0 Introduction

The Equal Opportunities Commission assessed sixteen Sectoral Budget Framework Papers, namely; Agriculture; Lands, Housing and Urban Development; Energy and Mineral Development; Works and Transport; Information and Communications Technology; Tourism, Trade and Industry; Education; Health; Water and Environment; Social Development; Security; Justice, Law and Order; Public Sector Management; Accountability; Legislature and Public Administration.

The assessment focused on: the Sector's contribution to inclusive Growth (NDP II), highlight of key Performance Issues with respect to gender and equity, highlight of Past Performance and Medium Term Plans, Physical & financial Performance, Medium Term Plans, Sector Allocations and Medium Term Challenges.

The Assessment Report examined the extent to which the sixteen sectors have taken care of issues relating to gender and equity in an effort to ensure same treatment or consideration in the enjoyment of rights and freedoms, attainment of access to social services or the participation in social, cultural, economic and political activities regardless of sex, age, race, colour, ethnic origin, tribe, birth, location creed, religion, health status, social or economic standing, political opinion or disability.

The level of compliance with gender and equity at sector level is presented in the sub sections below;

3.1 Agriculture Sector

Table 3.1: Assessment Results of the Agriculture Sector

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
1. Sector overview	1.2 The Sector contribution to Inclusive Growth (NDP II)	a. Reflects the sector contribution to the NDP II goal/objectives/ priority areas from a gender & equity perspective	Sector highlights elements of promotion of <ul style="list-style-type: none"> i. Gender equality, ii. Equity, iii. Social inclusion & participation. 		
		b. Sector objective reflects gender and equity concerns	<ul style="list-style-type: none"> i. At least one objective is specific in addressing gender and equity issues OR ii. Objective is all inclusive 		
	2.2 Key Performance Issues	a. The sector states gender and equity issues	<ul style="list-style-type: none"> i. Issues are identified ii. Data is disaggregated by: Sex, Age, Disability and Location iii. Implication of the G&E data and issues to sector performance 		
2. Past Performance and Medium Term	2.1. Physical & financial Performance	<ul style="list-style-type: none"> a. Gender outputs for the period under review b. Equity 	<ul style="list-style-type: none"> i. Specific amount utilized (in relation to appropriated budget) on outputs that address Gender 		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
Plans		<p>outputs for the period under review</p> <p>c. Budget utilization on G&E during the period under review at the Vote function level.</p>	<p>inequalities for the period under review at the Vote function level.</p> <p>ii. -Specific amount utilized on outputs that address inequity (age, disability and location) during the period under review at the Vote function level.</p>		
		a. Mechanisms for promotion of G and E in the sector	<p>Allocation of budgetary resources for:</p> <p>i. gender policy formulation and or implementation</p> <p>ii. gender working group,</p> <p>iii. functional GFPs,</p> <p>iv. Childcare services at work,</p> <p>v. G&E Research studies</p> <p>vi. G&E Tools and guidelines</p> <p>vii. G&E Assistive devices and services</p> <p>viii. G&E Capacity development</p> <p>ix. Regional imbalance</p>		
	4.2 Medium Term Plans	a. G&E outputs & activities planned for	i. Gender responsive interventions/outp		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
		the medium term to ensure equitable service delivery	<ul style="list-style-type: none"> ii. Equity responsive interventions/outputs for 5years 		
		b. Specify priority outputs, targets, activities and indicators for the ensuing FY.	<ul style="list-style-type: none"> i. Gender responsive outputs/activities for the ensuing year ii. Equity responsive output/activities for the ensuing year. 		
		c. Outcome/output indicators	<ul style="list-style-type: none"> i. Gender sensitive outcome/output ii. Equity sensitive outcome/output 		
3. Sector Allocations	3.1 Allocations	a. Specified budget allocations to priority outputs addressing Gender and Equity issues by vote function	<ul style="list-style-type: none"> i. Gender specific expenditures by vote function ii. Equity specific expenditures by vote function (<i>Special programmes to address inequity targeting disadvantaged regions/locations and groups</i>) 		
4. Challenges	4.1 Medium Term Challenges	<ul style="list-style-type: none"> a. Internal challenges b. External challenges 	<ul style="list-style-type: none"> i. Policy / legal framework issues ii. Institutional (including multi- 		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
		c. Emerging issues (including solutions)	<ul style="list-style-type: none"> iii. Capacity (Human, equipment, iv. Socio-cultural issues v. Geographical issues vi. Others (Specify) vii. Proposed actions to challenges. 		

3.2 Lands, Housing and Urban Development Sector

Table 3.3: Assessment Results of the Lands, Housing and Urban Development Sector

BFP Sections		Compliance Area	Compliance Checklist		
1. Sector overview	1.3 The Sector contribution to Inclusive Growth (NDP II)	a. Reflects the sector contribution to the NDP II goal/objectives/ priority areas from a gender & equity perspective	Sector highlights elements of promotion of <ul style="list-style-type: none"> iv. Gender equality, v. Equity, vi. Social inclusion & participation. 		
		b. Sector objective reflects gender and equity concerns	<ul style="list-style-type: none"> iii. At least one objective is specific in addressing gender and equity issues OR iv. Objective is all inclusive 		

BFP Sections		Compliance Area	Compliance Checklist		
	2.3 Key Performance Issues	a. The sector states gender and equity issues	<ul style="list-style-type: none"> iv. Issues are identified v. Data is disaggregated by: Sex, Age, Disability and Location vi. Implication of the G&E data and issues to sector performance 		
2. Past Performance and Medium Term Plans	2.1. Physical & financial Performance	<ul style="list-style-type: none"> a. Gender outputs for the period under review b. Equity outputs for the period under review c. Budget utilization on G&E during the period under review at the Vote function level. 	<ul style="list-style-type: none"> iii. Specific amount utilized (in relation to appropriated budget) on outputs that address Gender inequalities for the period under review at the Vote function level. iv. -Specific amount utilized on outputs that address inequity (age, disability and location) during the period under review at the Vote function level. 		
		a. Mechanisms for promotion of G and E in the sector	Allocation of budgetary resources for: <ul style="list-style-type: none"> x. gender policy formulation and or implementation xi. gender working group, xii. functional GFPs, 		

BFP Sections		Compliance Area	Compliance Checklist		
			<ul style="list-style-type: none"> xiii. Childcare services at work, xiv. G&E Research studies xv. G&E Tools and guidelines xvi. G&E Assistive devices and services xvii. G&E Capacity development xviii. Regional imbalance 		
	4.3 Medium Term Plans	a. G&E outputs & activities planned for the medium term to ensure equitable service delivery	<ul style="list-style-type: none"> iii. Gender responsive interventions/outputs for 5 yrs iv. Equity responsive interventions/outputs for 5years 		
		b. Specify priority outputs, targets, activities and indicators for the ensuing FY.	<ul style="list-style-type: none"> iii. Gender responsive outputs/activities for the ensuing year iv. Equity responsive output/activities for the ensuing year. 		
		c. Outcome/output indicators	<ul style="list-style-type: none"> iii. Gender sensitive outcome/output iv. Equity sensitive outcome/output 		
3.	3.1	a. Specified	iii. Gender specific		

BFP Sections		Compliance Area	Compliance Checklist		
Sector Allocations	Allocations	budget allocations to priority outputs addressing Gender and Equity issues by vote function	iv. expenditures by vote function Equity specific expenditures by vote function (Special programmes to address inequity targeting disadvantaged regions/locations and groups)		
4. Challenges	4.1 Medium Term Challenges	a. Internal challenges b. External challenges c. Emerging issues (including solutions)	viii. Policy / legal framework issues ix. Institutional (including multi-sectoral) issues x. Capacity (Human, equipment, xi. Socio-cultural issues xii. Geographical issues xiii. Others (Specify) xiv. Proposed actions to challenges.		

3.3 Energy and Mineral Development Sector

Table 3.3: Assessment Results of the Energy and Mineral Development Sector

BFP Sections		Compliance Area	Compliance Checklist		
1. Sector overview	1.4 The Sector contribution to	a. Reflects the sector contribution to the NDPII	Sector highlights elements of promotion of vii. Gender equality, viii. Equity,		

BFP Sections		Compliance Area	Compliance Checklist		
	Inclusive Growth (NDP II)	goal/objectives/ priority areas from a gender & equity perspective	ix. Social inclusion & participation.		
		b. Sector objective reflects gender and equity concerns	v. At least one objective is specific in addressing gender and equity issues OR vi. Objective is all inclusive		
	2.4 Key Performance Issues	a. The sector states gender and equity issues	vii. Issues are identified viii. Data is disaggregated by: Sex, Age, Disability and Location ix. Implication of the G&E data and issues to sector performance		
2. Past Performance and Medium Term Plans	2.1. Physical & financial Performance	a. Gender outputs for the period under review b. Equity outputs for the period under review c. Budget utilization on G&E during	v. Specific amount utilized (in relation to appropriated budget) on outputs that address Gender inequalities for the period under review at the Vote function level. vi. -Specific amount utilized on outputs that address		

BFP Sections		Compliance Area	Compliance Checklist		
		the period under review at the Vote function level.	inequity (age, disability and location) during the period under review at the Vote function level.		
		a. Mechanisms for promotion of G and E in the sector	Allocation of budgetary resources for: xix. gender policy formulation and or implementation xx. gender working group, xxi. functional GFPs, xxii. Childcare services at work, xxiii. G&E Research studies xxiv. G&E Tools and guidelines xxv. G&E Assistive devices and services xxvi. G&E Capacity development xxvii. Regional imbalance		
	4.4 Medium Term Plans	a. G&E outputs & activities planned for the medium term to ensure equitable service delivery	v. Gender responsive interventions/outputs for 5 yrs vi. Equity responsive interventions/outputs for 5years		

BFP Sections		Compliance Area	Compliance Checklist		
		b. Specify priority outputs, targets, activities and indicators for the ensuing FY.	v. Gender responsive outputs/activities for the ensuing year vi. Equity responsive output/activities for the ensuing year.		
		c. Outcome/output indicators	v. Gender sensitive outcome/output vi. Equity sensitive outcome/output		
3. Sector Allocations	3.1 Allocations	a. Specified budget allocations to priority outputs addressing Gender and Equity issues by vote function	v. Gender specific expenditures by vote function vi. Equity specific expenditures by vote function (<i>Special programmes to address inequity targeting disadvantaged regions/locations and groups</i>)		
4. Challenges	4.1 Medium Term Challenges	a. Internal challenges b. External challenges c. Emerging issues (including solutions)	xv. Policy / legal framework issues xvi. Institutional (including multi-sectoral) issues xvii. Capacity (Human, equipment, xviii. Socio-cultural issues xix. Geographical issues		

BFP Sections		Compliance Area	Compliance Checklist		
			xx. Others (Specify) xxi. Proposed actions to challenges.		

3.4 Works and Transport Sector

Table 3.4: Assessment Results of the Works and Transport Sector

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
1. Sector overview	1.5 The Sector contribution to Inclusive Growth (NDP II)	a. Reflects the sector contribution to the NDP II goal/objectives/ priority areas from a gender & equity perspective	Sector highlights elements of promotion of x. Gender equality, xi. Equity, xii. Social inclusion & participation.		
		b. Sector objective reflects gender and equity concerns	vii. At least one objective is specific in addressing gender and equity issues OR viii. Objective is all inclusive		
	2.5 Key Performance Issues	a. The sector states gender and equity issues	x. Issues are identified xi. Data is disaggregated by: Sex, Age, Disability and Location xii. Implication of the G&E data and issues to sector performance		
2. Past Performance and Medium Term	2.1. Physical & financial Performance	a. Gender outputs for the period under review b. Equity	vii. Specific amount utilized (in relation to appropriated budget) on outputs that address Gender		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
Plans		<p>outputs for the period under review</p> <p>c. Budget utilization on G&E during the period under review at the Vote function level.</p>	<p>inequalities for the period under review at the Vote function level.</p> <p>viii. -Specific amount utilized on outputs that address inequity (age, disability and location) during the period under review at the Vote function level.</p>		
		<p>a. Mechanisms for promotion of G and E in the sector</p>	<p>Allocation of budgetary resources for:</p> <p>xxviii. gender policy formulation and or implementation</p> <p>xxix. gender working group,</p> <p>xxx. functional GFPs,</p> <p>xxxi. Childcare services at work,</p> <p>xxxii. G&E Research studies</p> <p>xxxiii. G&E Tools and guidelines</p> <p>xxxiv. G&E Assistive devices and services</p> <p>xxxv. G&E Capacity development</p> <p>xxxvi. Regional imbalance</p>		
	4.5 Medium Term Plans	<p>a. G&E outputs & activities planned for</p>	<p>vii. Gender responsive interventions/outp</p>		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
		the medium term to ensure equitable service delivery	viii. uts for 5 yrs Equity responsive interventions/outputs for 5years		
		b. Specify priority outputs, targets, activities and indicators for the ensuing FY.	vii. Gender responsive outputs/activities for the ensuing year viii. Equity responsive output/activities for the ensuing year.		
		c. Outcome/output indicators	vii. Gender sensitive outcome/output viii. Equity sensitive outcome/output		
3. Sector Allocations	3.1 Allocations	a. Specified budget allocations to priority outputs addressing Gender and Equity issues by vote function	vii. Gender specific expenditures by vote function viii. Equity specific expenditures by vote function (<i>Special programmes to address inequity targeting disadvantaged regions/locations and groups</i>)		
4. Challenges	4.1 Medium Term Challenges	a. Internal challenges b. External challenges	xxii. Policy / legal framework issues xxiii. Institutional (including multi-		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
		c. Emerging issues (including solutions)	sectoral) issues xxiv. Capacity (Human, equipment, xxv. Socio-cultural issues xxvi. Geographical issues xxvii. Others (Specify) xxviii. Proposed actions to challenges.		

3.5 Information and Communication; Technology Sector

Table 3.5: Assessment Results of the Information and Communications Technology Sector

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
1. Sector overview	1.6 The Sector contribution to Inclusive Growth (NDP II)	a. Reflects the sector contribution to the NDP II goal/objectives/ priority areas from a gender & equity perspective	Sector highlights elements of promotion of xiii. Gender equality, xiv. Equity, xv. Social inclusion & participation.		
		b. Sector objective reflects gender and equity concerns	ix. At least one objective is specific in addressing gender and equity issues OR x. Objective is all inclusive		
	2.6 Key Performance	a. The sector states gender	xiii. Issues are identified		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
	nce Issues	and equity issues	<ul style="list-style-type: none"> xiv. Data is disaggregated by: Sex, Age, Disability and Location xv. Implication of the G&E data and issues to sector performance 		
2. Past Performance and Medium Term Plans	2.1. Physical & financial Performance	<ul style="list-style-type: none"> a. Gender outputs for the period under review b. Equity outputs for the period under review c. Budget utilization on G&E during the period under review at the Vote function level. 	<ul style="list-style-type: none"> ix. Specific amount utilized (in relation to appropriated budget) on outputs that address Gender inequalities for the period under review at the Vote function level. x. -Specific amount utilized on outputs that address inequity (age, disability and location) during the period under review at the Vote function level. 		
		a. Mechanisms for promotion of G and E in the sector	<ul style="list-style-type: none"> Allocation of budgetary resources for: <ul style="list-style-type: none"> xxvii. gender policy formulation and or implementation xxviii. gender working group, xxix. functional GFPs, xl. Childcare services at work, 		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
			<ul style="list-style-type: none"> xli. G&E Research studies xlii. G&E Tools and guidelines xliii. G&E Assistive devices and services xliv. G&E Capacity development xlv. Regional imbalance 		
	4.6 Medium Term Plans	a. G&E outputs & activities planned for the medium term to ensure equitable service delivery	<ul style="list-style-type: none"> ix. Gender responsive interventions/outputs for 5 yrs x. Equity responsive interventions/outputs for 5years 		
		b. Specify priority outputs, targets, activities and indicators for the ensuing FY.	<ul style="list-style-type: none"> ix. Gender responsive outputs/activities for the ensuing year x. Equity responsive output/activities for the ensuing year. 		
		c. Outcome/output indicators	<ul style="list-style-type: none"> ix. Gender sensitive outcome/output x. Equity sensitive outcome/output 		
3. Sector Allocati	3.1 Allocations	a. Specified budget allocations	<ul style="list-style-type: none"> ix. Gender specific expenditures by vote function 		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
ons		to priority outputs addressing Gender and Equity issues by vote function	x. Equity specific expenditures by vote function (<i>Special programmes to address inequity targeting disadvantaged regions/locations and groups</i>)		
4. Challenges	4.1 Medium Term Challenges	a. Internal challenges b. External challenges c. Emerging issues (including solutions)	xxix. Policy / legal framework issues xxx. Institutional (including multi-sectoral) issues xxxi. Capacity (Human, equipment, xxxii. Socio-cultural issues xxxiii. Geographical issues xxxiv. Others (Specify) xxxv. Proposed actions to challenges.		

3.6 Tourism, Trade and Industry Sector

Table 3.6: Assessment Results of the Tourism, Trade and Industry Sector

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
1. Sector overview	1.7 The Sector contribution to Inclusive Growth	a. Reflects the sector contribution to the NDP II goal/objectives/ priority	Sector highlights elements of promotion of xvi. Gender equality, xvii. Equity, xviii. Social inclusion & participation.		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
	(NDP II)	areas from a gender & equity perspective			
		b. Sector objective reflects gender and equity concerns	xi. At least one objective is specific in addressing gender and equity issues OR xii. Objective is all inclusive		
	2.7 Key Performance Issues	a. The sector states gender and equity issues	xvi. Issues are identified xvii. Data is disaggregated by: Sex, Age, Disability and Location xviii. Implication of the G&E data and issues to sector performance		
2. Past Performance and Medium Term Plans	2.1. Physical & financial Performance	a. Gender outputs for the period under review b. Equity outputs for the period under review c. Budget utilization on G&E during the period under	xi. Specific amount utilized (in relation to appropriated budget) on outputs that address Gender inequalities for the period under review at the Vote function level. xii. -Specific amount utilized on outputs that address inequity (age, disability and		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
		review at the Vote function level.	location) during the period under review at the Vote function level.		
		a. Mechanisms for promotion of G and E in the sector	Allocation of budgetary resources for: xlv. gender policy formulation and or implementation xlvii. gender working group, xlviii. functional GFPs, xlix. Childcare services at work, i. G&E Research studies ii. G&E Tools and guidelines lii. G&E Assistive devices and services liii. G&E Capacity development liv. Regional imbalance		
	4.7 Medium Term Plans	a. G&E outputs & activities planned for the medium term to ensure equitable service delivery	xi. Gender responsive interventions/outputs for 5 yrs xii. Equity responsive interventions/outputs for 5years		
		b. Specify priority	xi. Gender responsive		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
		outputs, targets, activities and indicators for the ensuing FY.	xii. outputs/activities for the ensuing year Equity responsive output/activities for the ensuing year.		
		c. Outcome/output indicators	xi. Gender sensitive outcome/output xii. Equity sensitive outcome/output		
3. Sector Allocations	3.1 Allocations	a. Specified budget allocations to priority outputs addressing Gender and Equity issues by vote function	xi. Gender specific expenditures by vote function xii. Equity specific expenditures by vote function (<i>Special programmes to address inequity targeting disadvantaged regions/locations and groups</i>)		
4. Challenges	4.1 Medium Term Challenges	a. Internal challenges b. External challenges c. Emerging issues (including solutions)	xxxvi. Policy / legal framework issues xxxvii. Institutional (including multi-sectoral) issues xxxviii. Capacity (Human, equipment, xxxix. Socio-cultural issues xl. Geographical issues xli. Others (Specify) xlii. Proposed actions		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
			to challenges.		

3.7 Education Sector

Table 3.7: Assessment Results of the Education Sector

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
1. Sector overview	1.8 The Sector contribution to Inclusive Growth (NDP II)	a. Reflects the sector contribution to the NDP II goal/objectives/ priority areas from a gender & equity perspective	Sector highlights elements of promotion of xix. Gender equality, xx. Equity, xxi. Social inclusion & participation.		
		b. Sector objective reflects gender and equity concerns	xiii. At least one objective is specific in addressing gender and equity issues OR xiv. Objective is all inclusive		
	2.8 Key Performance Issues	a. The sector states gender and equity issues	xix. Issues are identified xx. Data is disaggregated by: Sex, Age, Disability and Location xxi. Implication of the G&E data and issues to sector performance		
2. Past Performance and Medium Term	2.1. Physical & financial Performance	a. Gender outputs for the period under review b. Equity	xiii. Specific amount utilized (in relation to appropriated budget) on outputs that address Gender		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
Plans		<p>outputs for the period under review</p> <p>c. Budget utilization on G&E during the period under review at the Vote function level.</p>	<p>inequalities for the period under review at the Vote function level.</p> <p>xiv. -Specific amount utilized on outputs that address inequity (age, disability and location) during the period under review at the Vote function level.</p>		
		<p>a. Mechanisms for promotion of G and E in the sector</p>	<p>Allocation of budgetary resources for:</p> <p>lv. gender policy formulation and or implementation</p> <p>lvi. gender working group,</p> <p>lvii. functional GFPs,</p> <p>lviii. Childcare services at work,</p> <p>lix. G&E Research studies</p> <p>lx. G&E Tools and guidelines</p> <p>lxi. G&E Assistive devices and services</p> <p>lxii. G&E Capacity development</p> <p>lxiii. Regional imbalance</p>		
	4.8 Medium Term Plans	<p>a. G&E outputs & activities planned for</p>	<p>xiii. Gender responsive interventions/outp</p>		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
		the medium term to ensure equitable service delivery	xiv. uts for 5 yrs Equity responsive interventions/outputs for 5years		
		b. Specify priority outputs, targets, activities and indicators for the ensuing FY.	xiii. Gender responsive outputs/activities for the ensuing year xiv. Equity responsive output/activities for the ensuing year.		
		c. Outcome/output indicators	xiii. Gender sensitive outcome/output xiv. Equity sensitive outcome/output		
3. Sector Allocations	3.1 Allocations	a. Specified budget allocations to priority outputs addressing Gender and Equity issues by vote function	xiii. Gender specific expenditures by vote function xiv. Equity specific expenditures by vote function (<i>Special programmes to address inequity targeting disadvantaged regions/locations and groups</i>)		
4. Challenges	4.1 Medium Term Challenges	a. Internal challenges b. External challenges	xliii. Policy / legal framework issues xliv. Institutional (including multi-		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
		c. Emerging issues (including solutions)	sectoral) issues xlv. Capacity (Human, equipment, xlvi. Socio-cultural issues xlvii. Geographical issues xlviii. Others (Specify) xlix. Proposed actions to challenges.		

3.8 Health Sector

Table 3.8: Assessment Results of the Health Sector

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
1. Sector overview	1.9 The Sector contribution to Inclusive Growth (NDP II)	a. Reflects the sector contribution to the NDP II goal/objectives/ priority areas from a gender & equity perspective	Sector highlights elements of promotion of xxii. Gender equality, xxiii. Equity, xxiv. Social inclusion & participation.		
		b. Sector objective reflects gender and equity concerns	xv. At least one objective is specific in addressing gender and equity issues OR xvi. Objective is all inclusive		
	2.9 Key Performance	a. The sector states gender	xxii. Issues are identified		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
	nce Issues	and equity issues	xxiii. Data is disaggregated by: Sex, Age, Disability and Location xxiv. Implication of the G&E data and issues to sector performance		
2. Past Performance and Medium Term Plans	2.1. Physical & financial Performance	a. Gender outputs for the period under review b. Equity outputs for the period under review c. Budget utilization on G&E during the period under review at the Vote function level.	xv. Specific amount utilized (in relation to appropriated budget) on outputs that address Gender inequalities for the period under review at the Vote function level. xvi. -Specific amount utilized on outputs that address inequity (age, disability and location) during the period under review at the Vote function level.		
		a. Mechanisms for promotion of G and E in the sector	Allocation of budgetary resources for: lxiv. gender policy formulation and or implementation lxv. gender working group, lxvi. functional GFPs, lxvii. Childcare services at work,		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
			lxxviii. G&E Research studies lxxix. G&E Tools and guidelines lxxx. G&E Assistive devices and services lxxxi. G&E Capacity development lxxxii. Regional imbalance		
	4.9 Medium Term Plans	a. G&E outputs & activities planned for the medium term to ensure equitable service delivery	xv. Gender responsive interventions/outputs for 5 yrs xvi. Equity responsive interventions/outputs for 5years		
		b. Specify priority outputs, targets, activities and indicators for the ensuing FY.	xv. Gender responsive outputs/activities for the ensuing year xvi. Equity responsive output/activities for the ensuing year.		
		c. Outcome/output indicators	xv. Gender sensitive outcome/output xvi. Equity sensitive outcome/output		
3. Sector Allocati	3.1 Allocations	a. Specified budget allocations	xv. Gender specific expenditures by vote function		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
ons		to priority outputs addressing Gender and Equity issues by vote function	xvi. Equity specific expenditures by vote function (<i>Special programmes to address inequity targeting disadvantaged regions/locations and groups</i>)		
4. Challenges	4.1 Medium Term Challenges	a. Internal challenges b. External challenges c. Emerging issues (including solutions)	i. Policy / legal framework issues ii. Institutional (including multi-sectoral) issues iii. Capacity (Human, equipment, Socio-cultural issues iv. Geographical issues v. Others (Specify) vi. Proposed actions to challenges.		

3.9 Water and Environment Sector

Table 3.9: Assessment Results of the Water and Environment Sector

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
1. Sector overview	1.10 The Sector contribution to Inclusive Growth	a. Reflects the sector contribution to the NDP II goal/objectives/ priority	Sector highlights elements of promotion of xxv. Gender equality, xxvi. Equity, xxvii. Social inclusion & participation.		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
	(NDP II)	areas from a gender & equity perspective			
		b. Sector objective reflects gender and equity concerns	xvii. At least one objective is specific in addressing gender and equity issues OR xviii. Objective is all inclusive		
	2.10 Key Performance Issues	a. The sector states gender and equity issues	xxv. Issues are identified xxvi. Data is disaggregated by: Sex, Age, Disability and Location xxvii. Implication of the G&E data and issues to sector performance		
2. Past Performance and Medium Term Plans	2.1. Physical & financial Performance	a. Gender outputs for the period under review b. Equity outputs for the period under review c. Budget utilization on G&E during the period under	xvii. Specific amount utilized (in relation to appropriated budget) on outputs that address Gender inequalities for the period under review at the Vote function level. xviii. -Specific amount utilized on outputs that address inequity (age, disability and		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
		review at the Vote function level.	location) during the period under review at the Vote function level.		
		a. Mechanisms for promotion of G and E in the sector	Allocation of budgetary resources for: lxxiii. gender policy formulation and or implementation lxxiv. gender working group, lxxv. functional GFPs, lxxvi. Childcare services at work, lxxvii. G&E Research studies lxxviii. G&E Tools and guidelines lxxix. G&E Assistive devices and services lxxx. G&E Capacity development lxxxi. Regional imbalance		
	4.10 Medium Term Plans	a. G&E outputs & activities planned for the medium term to ensure equitable service delivery	xvii. Gender responsive interventions/outputs for 5 yrs xviii. Equity responsive interventions/outputs for 5years		
		b. Specify priority	xvii. Gender responsive		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
		outputs, targets, activities and indicators for the ensuing FY.	xviii. outputs/activities for the ensuing year Equity responsive output/activities for the ensuing year.		
		c. Outcome/output indicators	xvii. Gender sensitive outcome/output xviii. Equity sensitive outcome/output		
3. Sector Allocations	3.1 Allocations	a. Specified budget allocations to priority outputs addressing Gender and Equity issues by vote function	xvii. Gender specific expenditures by vote function xviii. Equity specific expenditures by vote function (<i>Special programmes to address inequity targeting disadvantaged regions/locations and groups</i>)		
4. Challenges	4.1 Medium Term Challenges	a. Internal challenges b. External challenges c. Emerging issues (including solutions)	lvii. Policy / legal framework issues lviii. Institutional (including multi-sectoral) issues lix. Capacity (Human, equipment, lx. Socio-cultural issues lxi. Geographical issues lxii. Others (Specify) lxiii. Proposed actions		

BFP Sections	Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
		to challenges.		

3.10 Social Development Sector

Table 3.10: Assessment Results of the Social Development Sector

BFP Sections	Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
1. Sector overview	1.11 The Sector contribution to Inclusive Growth (NDP II)	a. Reflects the sector contribution to the NDP II goal/objectives/ priority areas from a gender & equity perspective	Sector highlights elements of promotion of xxviii. Gender equality, xxix. Equity, xxx. Social inclusion & participation.	
		b. Sector objective reflects gender and equity concerns	xix. At least one objective is specific in addressing gender and equity issues OR xx. Objective is all inclusive	
	2.11 Key Performance Issues	a. The sector states gender and equity issues	xxviii. Issues are identified xxix. Data is disaggregated by: Sex, Age, Disability and Location xxx. Implication of the G&E data and issues to sector performance	
2. Past	2.1.	a. Gender	xix. Specific amount	

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
Performance and Medium Term Plans	Physical & financial Performance	<p>outputs for the period under review</p> <p>b. Equity outputs for the period under review</p> <p>c. Budget utilization on G&E during the period under review at the Vote function level.</p>	<p>utilized (in relation to appropriated budget) on outputs that address Gender inequalities for the period under review at the Vote function level.</p> <p>xx. -Specific amount utilized on outputs that address inequity (age, disability and location) during the period under review at the Vote function level.</p>		
		<p>a. Mechanisms for promotion of G and E in the sector</p>	<p>Allocation of budgetary resources for:</p> <p>lxxxii. gender policy formulation and or implementation</p> <p>xxxiii. gender working group,</p> <p>xxxiv. functional GFPs,</p> <p>xxxv. Childcare services at work,</p> <p>xxxvi. G&E Research studies</p> <p>xxxvii. G&E Tools and guidelines</p> <p>xxxviii. G&E Assistive devices and services</p> <p>xxxix. G&E Capacity development</p>		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
	4.11 Medium Term Plans	a. G&E outputs & activities planned for the medium term to ensure equitable service delivery	xc. Regional imbalance		
			xix. Gender responsive interventions/outputs for 5 yrs xx. Equity responsive interventions/outputs for 5years		
		b. Specify priority outputs, targets, activities and indicators for the ensuing FY.	xix. Gender responsive outputs/activities for the ensuing year xx. Equity responsive output/activities for the ensuing year.		
			c. Outcome/output indicators	xix. Gender sensitive outcome/output xx. Equity sensitive outcome/output	
3. Sector Allocations	3.1 Allocations	a. Specified budget allocations to priority outputs addressing Gender and Equity issues by vote function	xix. Gender specific expenditures by vote function xx. Equity specific expenditures by vote function (Special programmes to address inequity targeting disadvantaged regions/locations)		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
			<i>and groups)</i>		
4. Challenges	4.1 Medium Term Challenges	a. Internal challenges b. External challenges c. Emerging issues (including solutions)	lxiv. Policy / legal framework issues lxv. Institutional (including multi-sectoral) issues lxvi. Capacity (Human, equipment, lxvii. Socio-cultural issues lxviii. Geographical issues lxix. Others (Specify) lxx. Proposed actions to challenges.		

3.11 Security Sector

Table 3.11: Assessment Results of the Security Sector

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
1. Sector overview	1.12 The Sector contribution to Inclusive Growth (NDP II)	a. Reflects the sector contribution to the NDP II goal/objectives/ priority areas from a gender & equity perspective	Sector highlights elements of promotion of xxxi. Gender equality, xxxii. Equity, xxxiii. Social inclusion & participation.		
		b. Sector objective reflects gender and equity	xxi. At least one objective is specific in addressing gender and equity issues		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
		concerns	xxii. OR Objective is all inclusive		
	2.12 Key Performance Issues	a. The sector states gender and equity issues	xxxi. Issues are identified xxxii. Data is disaggregated by: Sex, Age, Disability and Location xxxiii. Implication of the G&E data and issues to sector performance		
2. Past Performance and Medium Term Plans	2.1. Physical & financial Performance	a. Gender outputs for the period under review b. Equity outputs for the period under review c. Budget utilization on G&E during the period under review at the Vote function level.	xxi. Specific amount utilized (in relation to appropriated budget) on outputs that address Gender inequalities for the period under review at the Vote function level. xxii. -Specific amount utilized on outputs that address inequity (age, disability and location) during the period under review at the Vote function level.		
		a. Mechanisms for promotion of G and E in the	Allocation of budgetary resources for: xci. gender policy formulation and or implementation		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
		sector	xcii. gender working group, xciii. functional GFPs, xciv. Childcare services at work, xcv. G&E Research studies xcvi. G&E Tools and guidelines xcvi. G&E Assistive devices and services xcvi. G&E Capacity development xcix. Regional imbalance		
4.12	Medium Term Plans	a. G&E outputs & activities planned for the medium term to ensure equitable service delivery	xxi. Gender responsive interventions/outputs for 5 yrs xxii. Equity responsive interventions/outputs for 5years		
		b. Specify priority outputs, targets, activities and indicators for the ensuing FY.	xxi. Gender responsive outputs/activities for the ensuing year xxii. Equity responsive output/activities for the ensuing year.		
		c. Outcome/	xxi. Gender sensitive outcome/output		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
		output indicators	xxii. Equity sensitive outcome/output		
3. Sector Allocations	3.1 Allocations	a. Specified budget allocations to priority outputs addressing Gender and Equity issues by vote function	xxi. Gender specific expenditures by vote function xxii. Equity specific expenditures by vote function (<i>Special programmes to address inequity targeting disadvantaged regions/locations and groups</i>)		
4. Challenges	4.1 Medium Term Challenges	a. Internal challenges b. External challenges c. Emerging issues (including solutions)	lxxi. Policy / legal framework issues lxxii. Institutional (including multi-sectoral) issues lxxiii. Capacity (Human, equipment, lxxiv. Socio-cultural issues lxxv. Geographical issues lxxvi. Others (Specify) lxxvii. Proposed actions to challenges.		

3.12 Justice, Law and Order Sector

Table 3.12: Assessment Results of the Justice, Law and Order Sector

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
1.	1.13 The	a. Reflects the	Sector highlights elements		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
Sector overview	Sector contribution to Inclusive Growth (NDP II)	sector contribution to the NDPII goal/objectives/ priority areas from a gender & equity perspective	of promotion of xxiv. Gender equality, xxxv. Equity, xxxvi. Social inclusion & participation.		
		b. Sector objective reflects gender and equity concerns	xxiii. At least one objective is specific in addressing gender and equity issues OR xxiv. Objective is all inclusive		
	2.13 Key Performance Issues	a. The sector states gender and equity issues	xxiv. Issues are identified xxxv. Data is disaggregated by: Sex, Age, Disability and Location xxxvi. Implication of the G&E data and issues to sector performance		
2. Past Performance and Medium Term Plans	2.1. Physical & financial Performance	a. Gender outputs for the period under review b. Equity outputs for the period under review	xxiii. Specific amount utilized (in relation to appropriated budget) on outputs that address Gender inequalities for the period under review at the Vote function level.		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
		c. Budget utilization on G&E during the period under review at the Vote function level.	xxiv. -Specific amount utilized on outputs that address inequity (age, disability and location) during the period under review at the Vote function level.		
		a. Mechanisms for promotion of G and E in the sector	Allocation of budgetary resources for: c. gender policy formulation and or implementation ci. gender working group, cii. functional GFPs, ciii. Childcare services at work, civ. G&E Research studies cv. G&E Tools and guidelines cvi. G&E Assistive devices and services cvii. G&E Capacity development cviii. Regional imbalance		
4.13	Medium Term Plans	a. G&E outputs & activities planned for the medium term to ensure	xxiii. Gender responsive interventions/outputs for 5 yrs xxiv. Equity responsive interventions/outputs for 5years		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
		equitable service delivery			
		b. Specify priority outputs, targets, activities and indicators for the ensuing FY.	xxiii. Gender responsive outputs/activities for the ensuing year xxiv. Equity responsive output/activities for the ensuing year.		
		c. Outcome/output indicators	xxiii. Gender sensitive outcome/output xxiv. Equity sensitive outcome/output		
3. Sector Allocations	3.1 Allocations	a. Specified budget allocations to priority outputs addressing Gender and Equity issues by vote function	xxiii. Gender specific expenditures by vote function xxiv. Equity specific expenditures by vote function (<i>Special programmes to address inequity targeting disadvantaged regions/locations and groups</i>)		
4. Challenges	4.1 Medium Term Challenges	a. Internal challenges b. External challenges c. Emerging issues (including solutions)	xxviii. Policy / legal framework issues lxxix. Institutional (including multi-sectoral) issues lxxx. Capacity (Human, equipment, Socio-cultural lxxxi.		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
			issues lxxxii. Geographical issues xxxiii. Others (Specify) xxxiv. Proposed actions to challenges.		

3.13 Public Sector Management Sector

Table 3.13: Assessment Results of the Public Sector Management Sector

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
1. Sector overview	1.14 The Sector contribution to Inclusive Growth (NDP II)	a. Reflects the sector contribution to the NDP II goal/objectives/ priority areas from a gender & equity perspective	Sector highlights elements of promotion of xxvii. Gender equality, xxviii. Equity, xxxix. Social inclusion & participation.		
		b. Sector objective reflects gender and equity concerns	xxv. At least one objective is specific in addressing gender and equity issues OR xxvi. Objective is all inclusive		
	2.14 Key Performance Issues	a. The sector states gender and equity issues	xxvii. Issues are identified xxviii. Data is disaggregated by: Sex, Age, Disability and Location xxxix. Implication of the G&E data and issues to sector performance		
2. Past Performance and Medium Term	2.1. Physical & financial Performance	a. Gender outputs for the period under review b. Equity	xxv. Specific amount utilized (in relation to appropriated budget) on outputs that address Gender		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
Plans		<p>outputs for the period under review</p> <p>c. Budget utilization on G&E during the period under review at the Vote function level.</p>	<p>inequalities for the period under review at the Vote function level.</p> <p>xxvi. -Specific amount utilized on outputs that address inequity (age, disability and location) during the period under review at the Vote function level.</p>		
		<p>a. Mechanisms for promotion of G and E in the sector</p>	<p>Allocation of budgetary resources for:</p> <p>cix. gender policy formulation and or implementation</p> <p>cx. gender working group,</p> <p>cxii. functional GFPs,</p> <p>cxiii. Childcare services at work,</p> <p>cxiv. G&E Research studies</p> <p>cxv. G&E Tools and guidelines</p> <p>cxvi. G&E Assistive devices and services</p> <p>cxvii. G&E Capacity development</p> <p>Regional imbalance</p>		
	4.14 Medium Term	<p>a. G&E outputs & activities planned for</p>	<p>xxv. Gender responsive interventions/outp</p>		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
	Plans	the medium term to ensure equitable service delivery	xxvi. uts for 5 yrs Equity responsive interventions/outputs for 5years		
		b. Specify priority outputs, targets, activities and indicators for the ensuing FY.	xxv. Gender responsive outputs/activities for the ensuing year xxvi. Equity responsive output/activities for the ensuing year.		
		c. Outcome/output indicators	xxv. Gender sensitive outcome/output xxvi. Equity sensitive outcome/output		
3. Sector Allocations	3.1 Allocations	a. Specified budget allocations to priority outputs addressing Gender and Equity issues by vote function	xxv. Gender specific expenditures by vote function xxvi. Equity specific expenditures by vote function(<i>Special programmes to address inequity targeting disadvantaged regions/locations and groups</i>)		
4. Challenges	4.1 Medium Term Challenges	a. Internal challenges b. External challenges	xxxv. Policy / legal framework issues xxxvi. Institutional (including multi-		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
		c. Emerging issues (including solutions)	sectoral) issues xxvii. Capacity (Human, equipment, xxviii. Socio-cultural issues xxxix. Geographical issues xc. Others (Specify) xci. Proposed actions to challenges.		

3.14 Accountability Sector

Table 3.14: Assessment Results of the Accountability Sector

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
1. Sector overview	1.15 The Sector contribution to Inclusive Growth (NDP II)	a. Reflects the sector contribution to the NDP II goal/objectives/ priority areas from a gender & equity perspective	Sector highlights elements of promotion of xl. Gender equality, xli. Equity, xlii. Social inclusion & participation.		
		b. Sector objective reflects gender and equity concerns	xxvii. At least one objective is specific in addressing gender and equity issues OR xxviii. Objective is all inclusive		
	2.15 Key Performance	a. The sector states gender	xl. Issues are identified		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
	nce Issues	and equity issues	xli. Data is disaggregated by: Sex, Age, Disability and Location xlii. Implication of the G&E data and issues to sector performance		
2. Past Performance and Medium Term Plans	2.1. Physical & financial Performance	a. Gender outputs for the period under review b. Equity outputs for the period under review c. Budget utilization on G&E during the period under review at the Vote function level.	xxvii. Specific amount utilized (in relation to appropriated budget) on outputs that address Gender inequalities for the period under review at the Vote function level. xxviii. -Specific amount utilized on outputs that address inequity (age, disability and location) during the period under review at the Vote function level.		
		a. Mechanisms for promotion of G and E in the sector	Allocation of budgetary resources for: cxviii. gender policy formulation and or implementation cxix. gender working group, cxx. functional GFPs, cxxi. Childcare services at work,		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
			cxxii. G&E Research studies cxxiii. G&E Tools and guidelines cxxiv. G&E Assistive devices and services cxxv. G&E Capacity development cxxvi. Regional imbalance		
	4.15 Medium Term Plans	a. G&E outputs & activities planned for the medium term to ensure equitable service delivery	xxvii. Gender responsive interventions/outputs for 5 yrs xxviii. Equity responsive interventions/outputs for 5years		
		b. Specify priority outputs, targets, activities and indicators for the ensuing FY.	xxvii. Gender responsive outputs/activities for the ensuing year xxviii. Equity responsive output/activities for the ensuing year.		
		c. Outcome/output indicators	xxvii. Gender sensitive outcome/output xxviii. Equity sensitive outcome/output		
3. Sector Allocations	3.1 Allocations	a. Specified budget allocations	xxvii. Gender specific expenditures by vote function		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
ons		to priority outputs addressing Gender and Equity issues by vote function	xxviii. Equity specific expenditures by vote function (<i>Special programmes to address inequity targeting disadvantaged regions/locations and groups</i>)		
4. Challenges	4.1 Medium Term Challenges	a. Internal challenges b. External challenges c. Emerging issues (including solutions)	xcii. Policy / legal framework issues xciii. Institutional (including multi-sectoral) issues xciv. Capacity (Human, equipment, xcv. Socio-cultural issues xcvi. Geographical issues xcvii. Others (Specify) xcviii. Proposed actions to challenges.		

3.15 Legislature Sector

Table 3.15: Assessment Results of the Legislature Sector

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
1. Sector overview	1.16 The Sector contribution to Inclusive Growth	a. Reflects the sector contribution to the NDP II goal/objectives/ priority	Sector highlights elements of promotion of xliii. Gender equality, xliv. Equity, xlv. Social inclusion & participation.		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
	(NDP II)	areas from a gender & equity perspective			
		b. Sector objective reflects gender and equity concerns	xxix. At least one objective is specific in addressing gender and equity issues OR xxx. Objective is all inclusive		
	2.16 Key Performance Issues	a. The sector states gender and equity issues	xliii. Issues are identified xliv. Data is disaggregated by: Sex, Age, Disability and Location xlv. Implication of the G&E data and issues to sector performance		
2. Past Performance and Medium Term Plans	2.1. Physical & financial Performance	a. Gender outputs for the period under review b. Equity outputs for the period under review c. Budget utilization on G&E during the period under	xxix. Specific amount utilized (in relation to appropriated budget) on outputs that address Gender inequalities for the period under review at the Vote function level. xxx. -Specific amount utilized on outputs that address inequity (age, disability and		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
		review at the Vote function level.	location) during the period under review at the Vote function level.		
		a. Mechanisms for promotion of G and E in the sector	Allocation of budgetary resources for: xxvii. gender policy formulation and or implementation xxviii. gender working group, cxxix. functional GFPs, cxxx. Childcare services at work, cxxxi. G&E Research studies cxxxii. G&E Tools and guidelines cxxxiii. G&E Assistive devices and services cxxxiv. G&E Capacity development cxxxv. Regional imbalance		
	4.16 Medium Term Plans	a. G&E outputs & activities planned for the medium term to ensure equitable service delivery	xxix. Gender responsive interventions/outputs for 5 yrs xxx. Equity responsive interventions/outputs for 5years		
		b. Specify priority	xxix. Gender responsive		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
		outputs, targets, activities and indicators for the ensuing FY.	xxx. outputs/activities for the ensuing year Equity responsive output/activities for the ensuing year.		
		c. Outcome/output indicators	xxix. Gender sensitive outcome/output xxx. Equity sensitive outcome/output		
3. Sector Allocations	3.1 Allocations	a. Specified budget allocations to priority outputs addressing Gender and Equity issues by vote function	xxix. Gender specific expenditures by vote function xxx. Equity specific expenditures by vote function (<i>Special programmes to address inequity targeting disadvantaged regions/locations and groups</i>)		
4. Challenges	4.1 Medium Term Challenges	a. Internal challenges b. External challenges c. Emerging issues (including solutions)	xcix. Policy / legal framework issues c. Institutional (including multi-sectoral) issues ci. Capacity (Human, equipment, cii. Socio-cultural issues ciii. Geographical issues civ. Others (Specify) cv. Proposed actions		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
			to challenges.		

3.16 Public Administration Sector

Table 3.16: Assessment Results of the Administration Sector

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
1. Sector overview	1.17 The Sector contribution to Inclusive Growth (NDP II)	a. Reflects the sector contribution to the NDP II goal/objectives/ priority areas from a gender & equity perspective	Sector highlights elements of promotion of xlv. Gender equality, xlvii. Equity, xlviii. Social inclusion & participation.		
		b. Sector objective reflects gender and equity concerns	xxxi. At least one objective is specific in addressing gender and equity issues OR xxxii. Objective is all inclusive		
	2.17 Key Performance Issues	a. The sector states gender and equity issues	xlvi. Issues are identified xlvii. Data is disaggregated by: Sex, Age, Disability and Location xlviii. Implication of the G&E data and issues to sector performance		
2. Past Performance	2.1. Physical & financial	a. Gender outputs for the period	xxxi. Specific amount utilized (in relation to appropriated		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
and Medium Term Plans	Performance	<ul style="list-style-type: none"> under review b. Equity outputs for the period under review c. Budget utilization on G&E during the period under review at the Vote function level. 	<ul style="list-style-type: none"> budget) on outputs that address Gender inequalities for the period under review at the Vote function level. xxxii. -Specific amount utilized on outputs that address inequity (age, disability and location) during the period under review at the Vote function level. 		
		<ul style="list-style-type: none"> a. Mechanisms for promotion of G and E in the sector 	<ul style="list-style-type: none"> Allocation of budgetary resources for: <ul style="list-style-type: none"> xxxvi. gender policy formulation and or implementation xxxvii. gender working group, xxxviii. functional GFPs, xxxix. Childcare services at work, cxl. G&E Research studies cxli. G&E Tools and guidelines cxlii. G&E Assistive devices and services cxliii. G&E Capacity development cxliv. Regional imbalance 		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
	4.17 Medium Term Plans	a. G&E outputs & activities planned for the medium term to ensure equitable service delivery	xxxi. Gender responsive interventions/outputs for 5 yrs xxxii. Equity responsive interventions/outputs for 5years		
		b. Specify priority outputs, targets, activities and indicators for the ensuing FY.	xxxi. Gender responsive outputs/activities for the ensuing year xxxii. Equity responsive output/activities for the ensuing year.		
		c. Outcome/output indicators	xxxi. Gender sensitive outcome/output xxxii. Equity sensitive outcome/output		
3. Sector Allocations	3.1 Allocations	a. Specified budget allocations to priority outputs addressing Gender and Equity issues by vote function	xxxi. Gender specific expenditures by vote function xxxii. Equity specific expenditures by vote function (<i>Special programmes to address inequity targeting disadvantaged regions/locations and groups</i>)		
4.	4.1 Medium	a. Internal	cvi. Policy / legal		

BFP Sections		Compliance Area	Compliance Checklist	Assessment Remarks	Score/Out of total
Challenges	Term Challenges	challenges b. External challenges c. Emerging issues (including solutions)	framework issues cvii. Institutional (including multi-sectoral) issues cviii. Capacity (Human, equipment, Socio-cultural issues cx. Geographical issues cxi. Others (Specify) cxii. Proposed actions to challenges.		

3.17 General Observations

3.17.1 General Observations

3.18 Sectors Recommended to be issued a Certificate of Compliance

S/N	Sector	Assessed Score	Rank	Grading
1	Agriculture			
2	Lands, Housing and Urban Development			
3	Energy and Mineral Development			
4	Works and Transport			
5	Information and Communications Technology			
6	Tourism, Trade and Industry			
7	Education			
8	Health			
9	Water and Environment			
10	Social Development			
11	Security			
12	Justice, Law and Order			
13	Public Sector Management			
14	Accountability			
15	Legislature			
16	Public Administration			

3.19 Below Average performing Sectors

S/N	Sector	Assessed Score	Rank	Grading
1	Agriculture			
2	Lands, Housing and Urban Development			
3	Energy and Mineral Development			
4	Works and Transport			
5	Information and Communications Technology			

6	Tourism, Trade and Industry			
7	Education			
8	Health			
9	Water and Environment			
10	Social Development			
11	Security			
12	Justice, Law and Order			
13	Public Sector Management			
14	Accountability			
15	Legislature			
16	Public Administration			

Section Four Recommendations and Conclusions

4.0 Introduction

4.1 Recommendations

4.2 Conclusion

Annex 1: **Glossary of Terms**

Affirmative Action: Deliberate actions, policies ,initiatives taken to redress the imbalances caused by reason or attribute of disability, health status, history, culture, gender, ethnicity, religion, opinion, social economic or cultural standing in line with Art.32 of the Constitution.

Child: Person below the age of 18 years.

Civil Society Organizations: Very broad range of agencies that are neither fully for profit nor state agencies. Examples include; NGOs, Labour Unions, CBOS and advocacy groups among others.

Commission; means the Equal Opportunities Commission established by section 2;

Community participation: Process whereby all members of a community are fully involved in decision making and actions that affect them.

Community: A group of people who live in the same area or who have common interests. In a community there are different sub groups of people whose needs and status differs greatly.

Disability: Loss or limitation of opportunities to take part in everyday life on an equal level with others due to impairment.

Discrimination: According to the 1995 Constitution, to "discriminate" means to give different treatment to different persons attributable only or mainly to their respective description by sex, race, colour, ethnic origin, birth, creed or religion, social, culture, geographical, economic standing, political opinion or disability.

Employment: The state of gainful engagement in any economic activity.

Empowerment: A process of enhancing people's capacity to participate in their own development. The process involves people being able to make choices and have a say in decisions that affect them.

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

Equal Opportunity: Equal opportunities is the process of increasing access and choices of persons, irrespective of their gender, age, physical ability, ethnic background, geographical location or any attribute by widening the platform for making choices for realization of their full potential.

Equality: Absence of discrimination in resource allocation, power, opportunity, benefits or access to services on a ground of a person's status including gender.

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

Gender: The social and cultural construct of the roles, responsibilities, attributes, opportunities, privileges, status, access to and control over resources and benefits between men and women, boys and girls in a given society **or** means the social and cultural construct of roles, responsibilities, attributes, opportunities, privileges, status, access to and control over resources and benefits between men and women, boys and girls in a given society.

Household Poverty: Compounded lack of productive assets, tools, poor market access and prices, environmental stress, lack of social network and a state of denial.

Marginalization: The situation of being left at the periphery and thus margin of opportunities, resources, services as well as inability to position particular issues, situations at the agenda of decision making and policy level.

Minister; means the minister responsible for gender, labour and social development;

Older Persons: People aged 60 years and above.

Parliament; means the Parliament of Uganda;

Person; includes any individual, firm, company, association, partnership or body of persons, whether incorporated or not;

Poverty: Lack of basic needs and services such as food clothing, beddings, shelter, paraffin, basic health care, roads, markets, education, information and communication coupled with social insecurity and lack of family networks to absorb risks.

Sex; means the natural state of being male or female.

Vulnerable: The state of powerlessness to mitigate individual, household and community shocks.