

Ministry of Internal Affairs

THE NATIONAL MIGRATION POLICY



2025



Foreword

For the first time in the history of Uganda, the government has formulated a comprehensive National Migration Policy (NMP) to help manage its internal, intra-regional and international migration flows for poverty reduction and sustained national development.

In managing the migration sector, there is a need to provide for an enabling, predictable and secure environment for the legal and orderly movement of persons from, to and within Uganda; to maximize the benefits of migration for national transformation / development; define and implement a balanced and integrated approach to migration management through facilitation and control interventions; enhance inter-agency co-operation at national, bilateral, regional and international co-operation and dialogue when managing migration; address migration related issues without achieving the goals of one sphere at the expense of neglecting the goals of another. Notably migration is complex, and multi-faceted with cross-cutting issues that impact on various key sectors of development, stability and security in Uganda such as labour migration, irregular migration, forced displacements, the Ugandan diaspora, foreign direct investment and free movement of persons in the East African Community (EAC), in the Intergovernmental Authority on Development (IGAD) region and the Common Market for Eastern and South Africa (COMESA) region.

The absence of a comprehensive and integrated national migration policy (NMP) to complement existing legal and institutional frameworks for the management of migration has in part resulted in not fully addressing migration challenges and fully taking advantage of the opportunities it offers.

While the Uganda Citizenship and Immigration Control Act, Cap 313 and the Regulations thereunder address the legal and regulatory issues on immigration, Uganda lacks a comprehensive policy to guide the management of the migration sector and facilitate the strengthening of relations with all stakeholders and the citizenry.

A harmonised policy would ensure stronger migration services that contribute to the institutionalisation of a culture of participation, inclusiveness and mutual accountability by all stakeholders in the important processes that affect the legal and orderly movement of people in the country. It is also aligned to the respective international and regional commitments *inter alia* the World Trade Organization (WTO), the Global Compact for Safe, Orderly and Regular Migration, the Global Compact on Refugees, the African Union, the Treaty for the Establishment of the

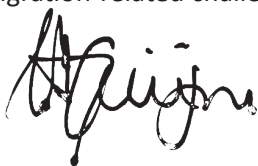


East African Community, Protocol on the Establishment of the East African Common Market (EAC CMP), Inter governmental Authority on Development (IGAD), Common Market for Eastern and Southern Africa (COMESA). The roles and responsibilities, rights and obligations of the various actors and the mechanism for periodic review and change management are well articulated.

The Government of Uganda recognises the various opportunities and challenges that migration entails at the national, regional and international levels. Taking into consideration the citizens and foreigners staying in the country, the government has developed a migration policy to guide its actions in dealing with migration issues that impact either negatively or positively on the socio-economic and political development of Uganda and the region.

The development and adoption of the policy reflects the government's commitment towards harnessing the challenges of migration into opportunities for national transformation. While migration has emerged as a significant area of public policy in its own right, it is still heavily interdependent with other areas of public policy. The government and its partners should therefore keep this in mind when designing and implementing strategies and programmes that are directly or indirectly linked to migration. More focus on migration management should be considered in the next version of the National Development Plan and any other relevant national development strategies.

Finally, I would like to draw attention to the necessary efforts for implementing the Policy. The government is mobilized and I invite our partners from the international community, the civil society and the private sector to contribute in addressing all migration-related challenges ahead for the benefit of Uganda.



(Hon)
Minister for Internal Affairs

Acknowledgement

The elaboration of this policy document would not have been possible without the support, cooperation and contributions of ministries, departments and agencies of government, development partners, civil society groups and other relevant stakeholders in migration management.

The government developed this policy through a large consultative process. Under the leadership of the Ministry of Internal Affairs, the National Citizenship and Immigration Board and the Ministry of Foreign Affairs, Diaspora Affairs Department, government conducted the necessary activities to complete the present policy.

Besides the two above mentioned ministries, the consultative process brought together various relevant government institutions: Office of the President, including Internal Security Organisation, Office of the Prime Minister, Ministry of Finance, Planning and Economic Development, Ministry of Gender, Labour and Social Development, Ministry of Justice and Constitutional Affairs, Ministry of East African Community Affairs, Ministry of Internal Affairs, Ministry of Defence and Veteran Affairs, Ministry of Foreign Affairs, Ministry of Education and Sports, Ministry of Health, Ministry of Tourism and Antiquities, Ministry of Trade, Industry and Cooperatives, Ministry of Works and Transport, Ministry of Local Government, Ministry of Public Service, Bank of Uganda, Uganda Revenue Authority, Uganda Investment Authority, National Population Council, Makerere University, Judicial Service Commission, National Planning Authority, Uganda Police Force, Uganda Prisons Service, National Identification and Registration Authority, Directorate of Citizenship and Immigration Control, Uganda Communications Commission, Uganda Free Zones Authority, Financial Intelligence Authority, Uganda Civil Aviation Authority, Uganda Registration Services Bureau, Uganda Bureau of Statistics, Office of the Directorate of Public Prosecutions, Uganda Law Reform Commission, National Bureau of NGOs, National Council for Higher Education, Uganda Human Rights Commission, Uganda Law Society, Uganda Medical Association, Uganda Institution of Professional Engineers, Private Sector Foundation Uganda, Uganda Journalist Association and Coalition Against Trafficking In Persons.

I would like to thank all of them for their commitment and contribution. Their combined effort was precious to reach the present outcome. Through the consultations, all the involved institutions and stakeholders identified the content of the policy and shared their views on the government's strategic approach towards adoption and implementation of the NMP.



Additionally, consultations were held in 2023, with the academia, the business sector, the civil society and representatives of associations of migrant communities in Uganda. The Ministry also held Regional Validation Workshops with Parliamentarians, District Government Officials, and Associations of migrant workers among others in Mbarara City, Jinja City, Mbale City, Gulu City, Lira City, Fort Portal City and Hoima City as well as with citizens in the diaspora in Dubai, United Arab Emirates and in Ottawa, Canada in 2024. We thank all of those stakeholders for their contribution. We are also grateful to the International Organization for Migration (IOM) for the grant of partial financial resources towards the regional validation process of the National Migration Policy.

Finally, we wish to commend the entire members of the Technical Working Group on the National Migration Policy, Ministry of Internal Affairs for their tireless and collaborative efforts that have resulted in the finalization of this policy document. We thank you all for your invaluable support.



Permanent Secretary,
Ministry for Internal Affairs

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Abbreviations and Acronyms

AU	African Union
AVR	Assisted Voluntary Return
BOU	Bank of Uganda
CBO	Community-Based Organisation
COMESA	Common Market for East and Southern Africa
CSO	Civil Society Organisation
NCIC	National Citizenship and Immigration Control
EAC	East African Community
EACMP	The Protocol on the Establishment of East African Community Common Market
FBO	Faith Based Organisations
FDI	Foreign Direct Investment
GAL	Government Analytical Laboratory
GoU	Government of Uganda
IBM	Integrated Border Management
ICT	Information and Communication Technology
IDP	Internally Displaced Person
IGAD	Intergovernmental Authority on Development
IMTCM	Inter-Ministerial Technical Committee on Migration
IOM	International Organisation for Migration
KCCA	Kampala Capital City Authority
MDAs	Ministries, Departments and Agencies
MGLSD	Ministry of Gender, Labour and Social Development
MIA	Ministry of Internal Affairs
MJ & CA	Ministry of Justice and Constitutional Affairs
MOE	Ministry of Education and Sports
MOFA	Ministry of Foreign Affairs
MOH	Ministry of Health

MOFPED	Ministry of Finance, Planning and Economic Development
MOLG	Ministry of Local Government
NDP	National Development Plan
NEMA	National Environmental Management Authority
NGO	Non-Governmental Organisations
NIRA	National Identification and Registration Authority
NITA (U)	National Information Technology Authority – Uganda
NMP	National Migration Policy
NPA	National Planning Authority
OPM	Office of the Prime Minister
OSBP	One Stop Border Post
PIRS	Personal Identification and Registration System
PISCES	Personal Identification Secure Comparison and Evaluation System
PRDP	Peace, Recovery and Development Plan
REC	Regional Economic Communities
TIP	Trafficking in Persons
UBOS	Uganda Bureau of Statistics
UCAA	Uganda Civil Aviation Authority
UIA	Uganda Investment Authority
UMA	Uganda Manufacturing Association
UN	United Nations
UNBS	Uganda National Bureau of Standards
UNDP	United Nations Development Programme
UNHCR	United Nations High Commissioner for Refugees
UPF	Uganda Police Force
URA	Uganda Revenue Authority



Preamble

Globally, migration is considered as having the potential for economic and social development. It is further widely recognized as a key to development and poverty reduction distancing itself from when it was perceived negatively as embodying “the brain drain” from Africa. This is evident in the enhanced inflow of remittance into Uganda from the diaspora which is increasing in comparison to Foreign Direct Investment (FDI) to Uganda. Migration has offered “new” channels and opportunities for sustainable development as emigration initiatives contribute to national development.

Despite the importance of migration in Uganda’s development process, it has also posed significant challenges to the country’s development agenda and coupled with lack of reliable data on it, it makes it difficult to integrate migration into the National Development Plan. In addition, there is minimal policy attention given to the various aspects of migration-development nexus in Uganda. There is also limited coherence in existing migration related laws, largely because of the absence of coordination among the institutions dealing with migration-related issues. These reasons have necessitated the need for a holistic, national strategic framework and policy on migration to ensure that the country maximizes its gains from migration while minimizing its costs.

The intent of the NMP is therefore to manage Uganda’s migration flows comprehensively, in the context of movement and stay of persons within and across the country’s borders.

The NMP has taken cognizance of the legal and regulatory framework including the Constitution of the Republic of Uganda 1995; The National Development Plan, Uganda Vision 2040, the National Employment Policy, 2011; The National Youth Policy 2001; The National Population Policy Action Plan 2020; Peace Recovery and Development Plan (PRDP) and the Uganda Investment Policy.

It is also premised on the UN Sustainable Development Goals Specifically Goal 10; Target Seven, the African Union (AU) Revised-Migration Policy Framework (MPFA 2018-2030), the IGAD Regional Migration Policy Framework, 2012, the Treaty for the Establishment of the East African Community, 1999 and the Protocol for the Establishment of East African Community Common Market, 2010.

The NMP addresses the different migration streams typically found in or affecting the country: internal, intra-regional and international. The ultimate output of the NMP is to facilitate and create an enabling environment while harnessing the opportunities

of migration for Uganda's development; facilitating safe and dignified return and readmission as well as sustainable reintegration; addressing the challenges and recognising the rights of migrants, including vulnerable migrant groups, in particular women, children, orphans, the elderly and persons with disabilities; recognising multi-faceted partnerships in which government, business communities, Non-Government Organisations (NGOs) and Community Based Organizations (CBOs), Faith Based Organizations (FBOs), academic institutions, international community and development partners, rural and urban communities play reinforcing roles.

The NMP process was facilitated by the Government of Uganda, led by the Ministry of Internal Affairs, the National Citizenship and Immigration Board and the Ministry of Foreign Affairs-Diaspora Department and with partial support for the internal validation process in the Regions of Uganda from the International Organization for Migration (IOM).

The Ministry of Internal Affairs will promote the implementation of NMP and will work with the Ministries, Departments and Agencies in charge of emigration and immigration, security, socio-economic development, labour, tourism, diaspora, finance, justice, environment, health and education among others. The technical persons that shall be charged with implementation of this policy shall be Permanent Secretaries who will be assisted by an Inter-Ministerial Technical Committee on Migration (IMTCM) composed of focal point persons in all relevant institutions. The Secretariat of the IMTCM will be the office of the Focal Point person at the National Citizenship and Immigration Board (NCIB) in the Ministry of Internal Affairs.



Executive Summary

1.1 Background

A Regulatory Impact Assessment (RIA) was carried out on Migration in 2022 to inform on the best course of action to manage migration in the country. The following Ministries participated in the RIA development:

- (i) Cabinet Secretariat, Office of the President;
- (ii) Office of the Prime Minister;
- (iii) Ministry of Internal Affairs (especially staff of the Ministry (HQ) and the National Citizenship & Immigration Control);
- (iv) Ministry of East African Community Affairs;
- (v) Ministry of Gender, Labour and Social Development;
- (vi) Ministry of Foreign Affairs;
- (vii) Ministry of Justice and Constitutional Affairs;
- (viii) Ministry of ICT and National Guidance;
- (ix) Ministry of Trade, Industry and Cooperatives
- (x) Ministry of Local Government;
- (xi) National Coordination Mechanism on Migration;

The options analysis from the RIA established that the best option on the subject (migration) was to come with amendment to the migration laws. The second-best option was introduction of a new policy and the third best option was to establish a strategy on co-ordination strategy on migration matters.

The process for policy formulation dictates that the Policy informs amendments to the law.

It is on this premise that the Ministry came up with the draft National Migration Policy.

1.2 Introduction

Migration has become a critical driver of economic and social development on the global stage. Indeed, remittances from the diaspora are steadily increasing in comparison to Foreign Direct Investment (FDI) to Uganda.

But the challenges posed by lack of reliable data, minimum policy attention and limited coherence in the existing migration related laws have limited its development. Hence the need for a holistic strategic framework and policy on migration to maximize on its benefits while minimizing costs.

The National Migration Policy is premised on the African and Regional Initiatives in migration policy formulation. It stems from the spirit of the African Union Migration Policy framework which inspired the development of the IGAD Regional Migration policy framework.

The National Migration Policy is further guided by national policies: The National Development Plan, Uganda Vision 2040, the National Employment Policy for Uganda 2011, the National Youth Policy, 2001; the National Population Action Plan 2020; Peace, Recovery and Development Plan (PRDP); the Uganda Investment Policy, 2020; International Instruments inter alia the Global Compact on safe orderly and regular Migration; migration-based protocols of Regional Economic Communities (RECs) to which the country belongs like EAC, IGAD, COMESA.

The NMP addresses the different migration streams found in Uganda: internal, intra-regional as well as international. Its intent is to create an enabling environment which will tap the opportunities of migration for Uganda's development while addressing the challenges, facilitating safe and dignified return and readmission as well as sustainable reintegration and recognising the rights of migrants, including vulnerable migrant groups, in particular women, children, orphans, the elderly and persons with disabilities. It also intended to recognise multi-faceted partnerships in which government, business communities, Non-Government Organizations (NGOs) and Community- Based Organizations (CBOs), Faith-Based Organizations (FBOs), academic institutions, the international community and development partners, rural and urban communities play reinforcing roles.

2.1 Migration Dynamics, Trends and Patterns

Migration is a process of moving, either across an international border, or within a state. It is a population movement, encompassing any kind of movement of refugees, displaced persons, uprooted people and economic migrants who may be irregular migrants. The movement may be voluntary or involuntary. (United Nations)

Uganda has experienced virtually all types of internal and international migration and hence this policy out of necessity reflects diverse types of migration underpinning their implications for development and how best they can be managed.

1.2 Situation Analysis

- (i) The public is concerned by the rising incidence of counterfeit goods, cross-border money laundering, human trafficking and smuggling of migrants, weapons and drugs smuggling and transnational terrorism all arising as a consequence of a weak regulatory framework for managing the movement of persons, services and goods.



- (ii) Uganda is host to 1,786,293 refugees (UNHCR, 2024) mostly as a result of the political instability in the Great Lakes region. The concern is in regard to their registration, management and impact on the resources, services, the environment and disease outbreaks.
- (iii) According to the UBOS Unemployment Trend 2010-2024, the unemployment rate increased from 1.8% in 2019 to 2.5% in 2020 and to 3.20% in 2024. Further as per (UBOS, 2024), Uganda's population composed of youth (22.7% of the total population of 45.9million), has increased steadily over the years, with a growth rate of 3.0% in 2014 and a slight decrease in the growth rate to 2.8% in 2024. This has greatly influenced labour externalization with the total number of registered Ugandan workers in the Gulf region standing at 293,973 (Ministry of Gender, Labour and Social Development, 2024).
- (iv) There is also concern on the management of labour externalization due to increasing trafficking and smuggling of persons, specifically the rights, safety, protection of migrants and obligations of the recruitment companies and host countries.

Table 1: Incidents of registered trafficking in persons in Uganda between 2016 and 2023.

Year	2016	2017	2018	2019	2020	2021	2022	2023
Number of cases	125	177	286	252	214	421	1200	1006

Source: National Report on Countering Trafficking in Persons in Uganda, 2023, Ministry of Internal Affairs

A team from the Ministry of Internal Affairs visited the Philippines in 2013, and established the need to comprehensively manage the promotion, respect and protection of citizens travelling abroad for work.

- (v) Internal displacement influenced mostly by insecurity and natural calamities causing people to move from their ongoing settlement to new areas i.e the landslides in Bududa and Bulambuli; floods in Kasese. According office of the Prime Minister, 1700 people were displaced by intercommunal violence in the Amuru and Adjumani districts in 2021 and 47000 and 3198 people were displaced by disasters in 2021 and 2022 respectively.
- (vi) Remittances from the Diaspora
Uganda is rated among the top 10 recipients of remittances in sub- Sahara

Africa from Uganda migrant workers around the world. In 2023, Uganda received United States Dollars 1.4 billion in remittances from the diaspora. (IFAD, 2023). Notably, there's potential to increase access to and use of remittances received by households for greater financial inclusion and investment opportunities. Evidently this enhanced inflow of remittances into Uganda from the diaspora is increasing in comparison to Foreign Direct Investment to Uganda.

- (vii) Climate change related events such as disasters, famine, floods, and rainfalls have implications on human mobility and migration. According to the (World Bank Collection of development indicators, 2024) internally displaced persons, associated with disaster in Uganda was reported between 15000 and 20000 people in 2020, and 50000 in 2023.
- (viii) Migration and Citizenship. In Uganda Citizenship as provided by the law has been a contentious issue and this policy framework provides pathways in addressing matters relating to migration and citizenship.

The above matters of public concern need to be addressed and managed in a comprehensive way, with all MDAs managing and working in the migration sector, working together. It is imperative therefore to note that Migration governance therefore necessitates proper knowledge of migration trends, its implications nationally as well as regionally and globally and the creation of synergies between migration and various facets of development hence the need for this Policy.

This underscores the fact that National Migration Policy is inter-linked with economic, labour, trade, health, cultural issues, environmental concerns, human rights, gender, security concerns, and diaspora matters and most importantly must be backed by an appropriate policy and guided by legislative and an institutional frame work for its governance.

3.1 Rationale for the Policy

The main basis of this policy is to manage Uganda's migration flows comprehensively, in the context of movement and stay of persons within and across the country's borders and regionally.

It is also an integral part of efforts by the Government of Uganda (GoU) as a state party to the various international instruments governing diverse types of migration to domesticate them appropriately in the form of national laws and to adopt practices that are in keeping with the rights, duties, obligations and responsibilities of citizens and migrants.



The rationale is further to address the governance structure for migration in the country so as to tap into the positive aspects of migration, including enhancement of collection of non-tax revenue, management of remittances from the diaspora, enhancement of trade and address the public concern on the negative aspects of migration among others irregular migration and the increase in transnational organised crimes. Notably, the 72 gazetted Entry Points, 10 Regional Immigration offices, the 336 identified illegal entry points and the need to have borders operational for 24 hours as provided for in the Protocol on the Establishment of the Common Market (EACOMP) cannot be managed by the current approved total of 759 personnel.

4.1 Legal Framework for Migration Management

The NMP will be implemented in compliance with the 1995 Constitution which stipulates in Article 189 (1) 6th Schedule, item 5 that the government is responsible for citizenship, immigration, emigration, refugees, deportation, extradition, issuance and management of passports and national identity cards.

The Government of Uganda has enacted various laws, regulations and established frameworks as well as ratified international and regional instruments for better management of migration issues. Reference will be made to this legal and regulatory framework for the implementation of the policy.

4.2 Benchmarking visits were made to Malaysia, the Republic of Ghana, the Philippines, United Kingdom, the Republic of Kenya, the Republic of South Africa and the Kingdom of the Netherlands. The lessons learnt provided valuable insights for shaping Uganda's national migration goals and the global migration context.

5.1 Policy Vision, Goal, Objectives and Strategies

The vision of this NMP is to be a model of excellence in the provision of migration services to Ugandans and migrants.

The mission is to facilitate, control and regulate migration for the development of Uganda.

The overall goal of the National Migration Policy is to manage Uganda's migration flows comprehensively, in the context of movement and stay of persons within or across the country's borders.

The general objectives of this policy are to:

- a) Harmonize and strengthen the legal and regulatory framework on migration.

- b) To establish a framework to enhance dialogue, coordination and collaboration among regulatory and relevant agencies on migration matters.
- c) To strengthen implementation of regional and international policies in migration.
- d) To provide a predictable and secure environment for migration management in Uganda.

5.2 Specific Policy Objectives

- a) To harmonize and domesticate regional and international legal frameworks.
- b) To enhance the regulation of internal migration in Uganda.
- c) To foster the integration of migration in the National Development Plan and other relevant national.
- d) To establish a national integrated migration information management system.
- e) To promote and protect the rights and responsibilities of citizenship and preserve the positive attributes of Uganda's cultural diversity.
- f) To efficiently and effectively manage migration and climate change.
- g) To promote, respect and protect migrant rights.
- h) To strengthen national and regional security through effective border management.
- i) To harness the potential, co-operation and contribution of the Uganda diaspora towards national development programmes.
- j) To develop a comprehensive and integrated framework for refugee management.
- k) To develop a national legislative framework to manage statelessness in Uganda.

5.2.1 Guiding Principles and assumptions

The formulation of this National Migration Policy is guided by the need to maximize the benefits of migration for all while mitigating emerging challenges in the enforcement of migration laws and regulations:

- (i) **National Development:** creation of synergies between migration and various facets of development;
- (ii) **Effectiveness and efficiency:** Effective and efficient service delivery and result oriented management;
- (iii) **Migration and innovation:** adoption of new technologies for migration management;
- (iv) **Public Private Partnership:** promote Public Private Partnership in the management of migration;



- (v) **Non-discrimination:** promote natural justice and rights- based approach in migration management;
- (vi) **Collaboration and cooperation:** Promotion of national, regional and international frameworks.

5.2.2 Policy Targets

In order to assess the attainment of the objectives set out in the policy, measures and institutional mechanisms will be put in place to ensure that all migration laws are effectively and efficiently enforced through establishment of an expanded structure of the Ministry and a well-coordinated mechanism to enable the Ministry work with the relevant ministries, departments and agencies (MDAs). The Government shall also ensure that the staff are skilled, competent and well facilitated.

5.2.3 Policy Actions

In order to realize the vision, mission and objectives of this policy the following actions shall be implemented:

- i. Review, harmonize, and domesticate migration-related laws and frameworks at national, regional, and international levels.
- ii. Establish robust governance and implementation structures including a coordinated inter-ministerial mechanism and expanded migration workforce.
- iii. Enhance border surveillance, infrastructure, and biometric systems to facilitate legal migration and curb irregular movements.
- iv. Promote awareness of citizenship rights and responsibilities in migration management.
- v. Promote safe, orderly, and productive labour migration by regulating recruitment agencies, implementing bilateral labour agreements, and enhancing pre-departure training.
- vi. Encourage diaspora investment and skills transfer through targeted incentives and improved consular services.
- vii. Mainstream migration into national and sectoral development plans (NDPs, SDPs, PIAPs).
- viii. Align migration governance with Uganda Vision 2040, Sustainable Development Goals, and regional strategies (e.g., AU and IGAD frameworks).
- ix. Strengthen protection mechanisms for vulnerable migrants, including victims of trafficking, stateless persons, and refugees.
- x. Develop integrated frameworks for refugee and statelessness management.
- xi. Incorporate migration into climate adaptation and disaster response planning.

- xii. Strengthen funding and legal frameworks to manage climate-induced displacement.
- xiii. Develop an integrated national migration information system to improve planning, policy development, and reporting.
- xiv. Promote inter-agency data sharing and capacity building in migration statistics.
- xv. Train stakeholders across MDAs, civil society, and local governments on migration governance.
- xvi. Increase public awareness on migration laws, rights, and services to foster national participation and informed mobility decisions.

Components of the Policy

6.1 Introduction

The general objectives of this Migration Policy are strategic and primarily aimed at creating an enabling environment to effectively manage migration in the country, of which effects shall be seen in the different policy components. Therefore, each policy component has a corresponding policy objective, strategy and action.

The Policy is premised on the following components and action areas:

- (i) Migration and National Economy
- (ii) Migration and Internal Migration
- (iii) Migration and Citizenship
- (iv) Migration and Climate Change
- (v) Labour Migration
- (vi) Migration and International Cooperation
- (vii) Border Management
- (viii) Diaspora Management
- (ix) Migration Data and Information Management
- (x) Refugee Management
- (xi) Statelessness

6.2 Policy Implementation

The government will implement the NMP through the Ministry of Internal Affairs working with MDAs in charge of immigration, emigration, security, socio-economic development, defence, labour, tourism, diaspora, finance, justice, environment, health and education through an Inter-Ministerial Committee on Migration (IMTCM) composed of focal point persons from all relevant institutions.

The Secretariat of (IMTCM) will be the office of the focal point person in the National Citizenship and Immigration Board (NCIB) Ministry of Internal Affairs.



In implementing this NMP, the Government of Uganda will promote partnerships which can take different forms with various stakeholders depending on their respective mandates, mission and expertise which will include NGOs and United Nations Agencies.

7.1 Funding for Migration Management

The NMP shall be funded under:

- (i) The Governance and Security Sector framework;
- (ii) The Administration of Justice Programme;
- (iii) Retention of non-tax revenue;
- (iv) Through collaborations and partnerships with development partners and the private sector.

8.1 Monitoring and Evaluation

Under the leadership of the Ministry of Internal Affairs, the IMTCM will be in charge of monitoring the operationalization of the NMP. Periodic reviews in light of the national, regional and global trends on migration will be conducted every five years.

9.1 Consultations

The Ministry has consulted staff in the Ministry of Internal Affairs, Ministries, Departments and Agencies including senior government officials, the academia, cultural, religious leaders, investors, the business community and civil society in the 7 Regions of Jinja, Mbale, Mbarara, Lira, Gulu, Fort Portal, and Hoima as well as citizens in the diaspora in Dubai, United Arab Emirates and in Ottawa, Canada.

CHAPTER 1

Migration Dynamics, Trends and Patterns

1.1 Introduction:

Migration is defined as a process of moving, either across an international border, or within a state. It is a population movement, encompassing any kind of movement of refugees, displaced persons, uprooted people, and economic migrants who may be irregular migrants (United Nations).

Attention to migration globally, has been increasing for decades through various approaches such as the connection between migration and development, migration and health, migration and human rights, migration and security, irregular migration, trafficking in persons, labour migration and asylum seekers. The movements of people whether forced or voluntary, legal or irregular, individual or collective, has impacted on various aspects of social, economic, political and cultural life of the people.

To manage migration effectively, there is need for proper knowledge of migration trends, its implications and linkage to various facets of development.

1.2 Migration Realities within Uganda

Uganda has experienced many types of migration whose patterns have been a mosaic of voluntary and forced migration both with internal and external movements.

People migrate voluntarily due to economic reasons like unemployment, investment opportunities; social reasons like seeking better education, health services, and seasonal migration by pastoralists.

Forced migration is influenced by wars, acts of terrorism, political instability, (volatile Great Lakes Regions – for example mass migration from eastern Democratic Republic of Congo and Burundi), lack of social amenities, human trafficking, natural calamities like Bududa landslides.

Internal migration takes on forms of rural to rural migration to resource endowed areas e.g. commercial farming areas and nomadic pastoralism and rural to urban migration usually in search for better standards of living.

Uganda has had its share of both opportunities and challenges as a consequence of migration. From an economic perspective, the government is contending with a delicate balance between initiatives for attracting foreign direct investment and skilled foreign workers without compromising local employment market and business opportunities for citizens.

Despite of the stated economic potential, migration management in Uganda continues to lend itself to the afflictions of global migration. The country has suffered terror attacks hatched from beyond its boundaries, while some porous borders especially in the Northern, North Eastern and Western frontiers of the country have sometimes played conduit to smuggling of people, drugs, money and weapons. Notably the entry of armed pastoral communities from Kenya (Turkana and Pokot) and South Sudan (Toposa) has exacerbated small arms proliferation in Karamoja sub-region. There are also increasing concerns about the trafficking in persons, especially of children and women.

In light of the complexity of migration and its impact on the economic, social, labour, health, cultural, and security concerns, Government of Uganda seeks to manage migration comprehensively through proactive and situation responsive interventions hence this NMP.

1.3 Situational Analysis.

Uganda has over the years registered an increase in the number of nationals migrating to other countries mostly for labour and an increase in the number of foreign nationals moving to Uganda mostly for trade, business and asylum.

The growing numbers in migration are evidently registered in some of the key migration related aspects like population growth, levels of unemployment, labour externalization, refugee influx, internal displacement, urban migration with some aspects being influencing factors and others effects of migration.

The situational analysis is therefore premised on border management, internal displacement, refugee management, population growth, unemployment levels, labor externalisation, remittances inflows from the diaspora, trafficking in persons, migrant smuggling, climate change and migration and citizenship.

1.3.1 Border Management

Uganda has gazetted 72 entry points that are manned jointly by key MDA's. The National Citizenship and Immigration Control (NCIC) has also identified 336 illegal

entry points that has led to cross border issues such as trafficking in persons, terrorism, dumping of goods, smuggling of migrants which leads to insecurity. The NCIC which plays a leading role in border management has an approved structure of 759 personnel, manned by the e-immigration system, the PISCES and the MIDAS systems.

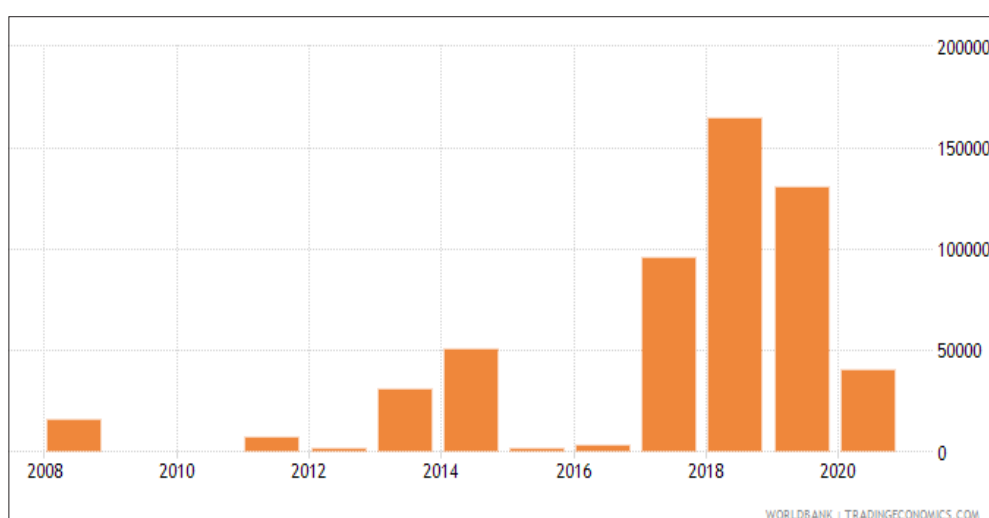
These entry points are not fully manned due to inadequate manpower and infrastructure. This calls for government to address the challenge by improving on the human resource capacity and establishing an appropriate infrastructure inclusive of border patrols, equipment and staff welfare.

Additionally, to ensure legal and orderly movement of people, goods and services across borders, the government must find the right balance between keeping the borders open and keeping them secure and managed to comply with the national, regional and international legislation.

1.3.2. Internal Displacement

Internal Migration in Uganda has taken various forms including internal displacement which is influenced mostly by insecurity, natural calamities for example landslides in Budduda, floods in Kasese and these force people to move from their original settlement to new areas often allocated by Government, to start new ways of life and productivity.

Graph 1: Internally displacement Statistics in Uganda 2008-2020.



Source: World- available online <https://tradingeconomics.com/uganda/internally-displaced-persons-new-displacement-associated-with-disasters-number-of-cases-wb-data.html>

1.3.3. Refugee management

Uganda is one of the largest refugee hosting country in Africa and is currently host to 1,788,293 refugees and asylum seekers as per May 2024 (UNHCR, 2024). Uganda has been a global leader in implementing an integrated approach to refugee management and this approach has benefited both refugees and host communities: the former have land and (limited) livelihood opportunities, the latter benefit from improved services for all and the positive effects of refugees on the local and wider economy. But both still face significant challenges: refugees struggle to become self-reliant, while host communities have to cope with increased competition for resources and services. Rising refugee numbers coupled with funding shortfalls are exacerbating host community refugee tensions, and raise questions about the sustainability of Uganda's approach.

Table 1: Refugee per the countries of origin.

Country of origin	Population	Percentage of the total number of refugees
South Sudan	971,462	54.4%
Dem. Rep. of the Congo	559,198	31.3%
Sudan	62,773	3.5%
Eritrea	58,330	3.3%
Somalia	50,943	2.9%
Burundi	43,036	2.4%
Rwanda	24,118	1.4%
Ethiopia	14,707	0.8%
Others	1,726	0.1%

Source: Office of the Prime Minister, UNCHR, Government of Uganda; 30th November 2024

Table 2: Major refugee hosting districts in Uganda

Location name	Population	Percentage
Madi Okollo & Terego	238,141	13.3%
Adjumani	227,982	12.8%
Isingiro	218,715	12.3%
Yumbe	203,820	11.4%
Kampala	156,102	8.7%
Kikuube	144,396	8.1%
Obongi	136,398	7.6%
Kiryandongo	134,683	7.5%
Kyegegwa	132,417	7.4%
Kamwenge	99,927	5.6%
Lamwo	85,563	4.8%
Koboko	6,263	0.4%

Source: Office of the Prime Minister, UNCHR, Government of Uganda; 30th November, 2024

1.3.4. Population growth

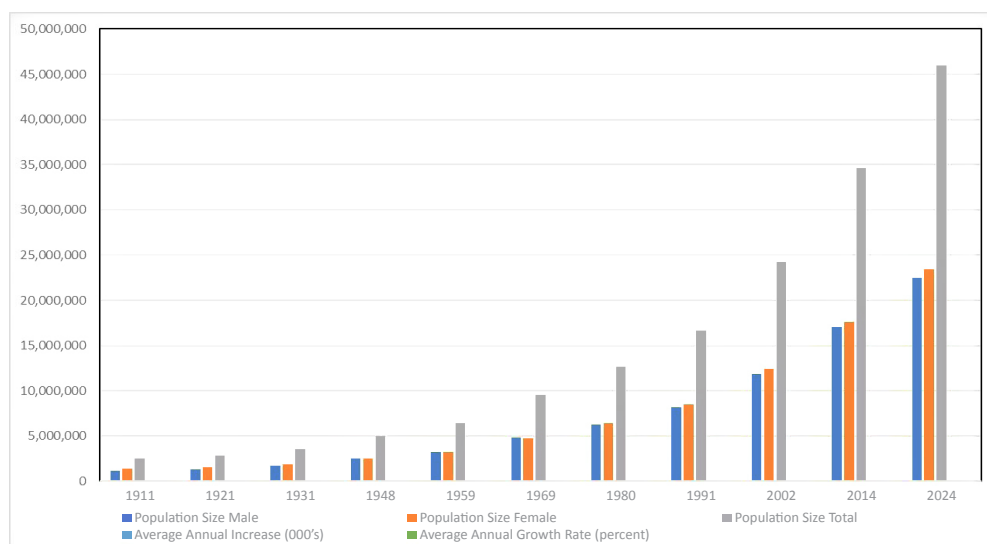
Uganda has experienced an increasing growth rate in population over the years, currently growing at 3.02% in 2021. At the current growth rate, the population of Uganda is projected to grow to 55 million in 2030, 71.4 million in 2040, and 86.5 million in 2050 (UBOS, 2015). This is owed to many factors like political stability, high fertility rates, low mortality rates at 6.27 by 2021, and improved health services. The growth in population however has positive and negative impacts on national development and is a key influencing factor for migration both internally and externally.



Table 3: Population size, Changes and average annual growth rates, 1911- 2024

Census Year	Population size			Intercensal Period	Average Annual Increase (000's)	Average Annual Growth Rate
	Male	Female	Total			
1911	1,116,903	1,349,422	2,466,325	1911-		
1921	1,320,286	1,534,322	2,854,608	1911-1921	39	1.5
1931	1,707,437	1,834,844	3,542,281	1921-1931	68	2.2
1948	2,481,394	2,477,126	4,958,520	1931-1948	83	2
1959	3,236,902	3,212,656	6,449,558	1948-1959	143	2.5
1969	4,812,447	4,722,604	9,535,051	1959-1969	300	3.9
1980	6,259,837	6,376,342	12,636,179	1969-1980	262	2.7
1991	8,185,747	8,485,558	16,671,705	1980-1991	367	2.5
2002	11,824,273	12,403,024	24,227,297	1991-2002	647	3.2
2014	17,060,832	17,573,818	34,634,650	2002-2014	882	3
2024	22,495,030	23,440,016	45,935,046	2014-2024	1165	2.9

Graph 2: Population size, Changes and average annual growth rates, 1911- 2024



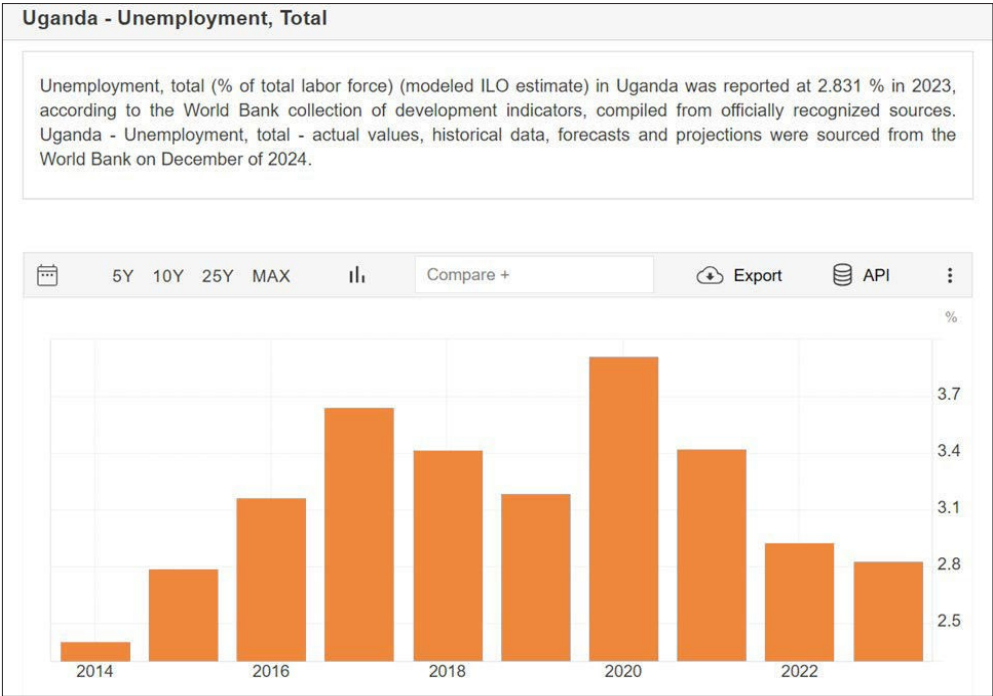
Source: Uganda Bureau of Statistics

1.3.5. Unemployment levels

Uganda is among the countries with the youngest population with 78% being below 30 years. Whereas this brings with it several positive opportunities to National development, it negatively impacts on the employment levels since the growing numbers are not consumed by the current job market.

The unemployment trend was seen to steadily reduce between the year 2012 to 2019 and this can be attributed to a growth in the labour externalization in that particular period. The rate however increased exponentially in 2020 due to the Covid-19 impact on labour migration, informal sector and the economy at large. The unemployment rate increased from 1.8% in 2019 to 2.8% in 2023 (As shown in the graph below), and thus created a push factor for continuous emigration of Ugandans to other countries in search of better opportunities.

Graph 2: Unemployment trend, 2014-2023



Source: World Bank 2023

1.3.6. Labour externalization

Labour Externalization program is a Government of Uganda strategic initiative intended to facilitate recruitment of Ugandan migrant workers to decent employment opportunities and promote the protection of their rights and welfare in destination countries. The programme is implemented under the Ministry of Gender, Labour and Social Development (MoGLSD) and is responsible for licensing and regulating private recruitment companies/agencies; and signing bilateral agreements on behalf of Uganda with countries interested in importing labour from Uganda.

The numbers of Ugandans migrating for labour in this programme have more than tripled in the last five years as influenced by many factors among which are



high unemployment levels in Uganda and availability of job opportunities abroad, however the mass migration has given birth to issues of migrant rights, and created the need for effective monitoring and regulation.

The trends also show that the migrant workers population are composed of more females than males and this is due to the jobs available and the level of skill required in the destination countries.

Table 4: Labour externalization 2016-2024

Number of Externalized Migrant Workers from 2016 to October 2024

Destination										
	2016	2017	2018	2019	2020	2021	2022	2023	2024	Total
IRAQ	646	217	2,189	485	36	677	885	196		5,331
Afghanistan	342	416	228	414	50	0	0	0		1,450
Saudi Arabia	175	1,621	12,366	13,537	4,538	79,742	85,928	21,520	19,560	238,987
Qatar	487	520	923	256	1148	4,136	3,695	2,391	142	13,698
UAE	383	303	2,556	10,182	2,585	3,110	2,076	2,381	1,593	25,169
Bahrain	410	451	23	6	183	24	6	0	2	1,105
Somalia	96	162	745	139	172	832	700	408		3,254
Kuwait	0	0	0	38	109	21	95	167	7	437
Jordan	0	1,427	2,582	306	205	0	0	0		4,520
Poland	0	0	0	0	0	11	7	0		18
Romania	0	0	0	0	0	0	4	0		4
Total	2,539	5,117	21,612	25,363	9,026	88,553	93,396	27,063	21,304	293,973

Source: Ministry of Gender, Labour and social Development-December 2024

Table 5: Number of Externalized migrant workers by gender from 2016 to November 2023

Year	Female	Male	Total
Y2016	504	2,035	2,539
Y2017	2,991	2,126	5,117
Y2018	14,982	6,630	21,612
Y2019	17,605	7,758	25,363
Y2020	5,449	3,577	9,026
Y2021	77,606	10,947	88,553
Y2022	84,623	8,773	93,396
Y2023	25,150	1,913	27,063
Y2024	19,658	1,646	21,304
Total	248,568	45,405	293,973

Source of Data: Ministry of Gender, Labour and Social Development

1.3.7. Remittance inflows from the Diaspora

Uganda is rated among the top 10 recipients of remittances in Sub Saharan Africa from Ugandan migrant workers around the world (IFAD, 2021). Uganda has seen growing rates of remittance inflows standing at USD 1.4 billion in 2019 before recording a decline USD 1.2 billion in 2020 due to the Covid-19 pandemic.

A recent study by the International Fund for Agricultural Development (IFAD), on remittances to Uganda highlights the fact that innovative solutions e.g. favourable money transfer channels, have the potential to increase access to and use of remittances received by households for greater financial inclusion and investment opportunities.

Remittance account for 3% contribution to GDP for Uganda and in turn a significant component to National Development. This is evident in the enhanced inflow of remittance into Uganda from the diaspora which is steadily increasing in comparison to that of Foreign Direct Investment (FDI).



Table 6: Remittances in Five Years

Year	Amount (USD)
2017	No data
2018	1.6bn (IFAD, 2021) of which 10% was informal
2019	1.4 Billion (IFAD, 2021)
2020	1.2 Billion (IFAD, 2021)
2021	No data
2022	1.25 Billion(IFAD 2022)
2023	Over 1.4 Billion(IFAD 2023)

Source: IFAD, 2023

Table 7: Foreign Direct Investment

Year	Amount (USD)
2016	\$0.63B, a 15.18% decline from 2015.
2017	\$0.80B, a 28.29% increase from 2016.
2018	\$1.06B, a 31.47% increase from 2017.
2019	\$1.27B, a 19.96% increase from 2018
Source:	https://www.macrotrends.net/countries/UGA/uganda/foreign-direct-investment
2020	\$1.2 billion (https://www.state.gov/reports/2021-investment-climate-statements/uganda/)
2021	No data
2022	\$1.4 billion (Source: Bank of Uganda)
2023	\$2.9 billion (Source: Bank of Uganda)

Source: IFAD, 2023

1.3.8. Trafficking in Persons

Uganda is a source, transit and destination country for Trafficking in Persons. There is both internal and external trafficking of especially women and children, for example internally, the influx of the Karamojong moving to urban areas and being engaged in street begging among others. Trafficking in persons has both pull and push factors with the socio-economic factors taking center stage, alongside the general effects of globalization.

The vice is mainly attributed to high levels of unemployment, poverty, technological advancement, and demand for cheap labor both internally and in destination countries for the case of labour externalization, demand for especially women to work in the sex industry, demand for body organs, deceptive recruitment of children and adults for purposes of extremist activities.

With the evolvement of the trafficking in persons, it's link to various transnational crimes like money laundering and terrorism financing, its effective management would require a multi- sectoral management capacity. However, the country is grappling with capacity in the law enforcement agencies and gaps in the law. The latter includes the lack of a comprehensive law on the recovery of proceeds of crime, limitations in the witness protection law, no law on mutual legal assistance that hinders international cooperation yet the crime is transnational by nature.

Table 8: Incidents of registered trafficking in persons in Uganda between 2016 and 2023.

Year	2016	2017	2018	2019	2020	2021	2022	2023
Number of cases	125	177	286	252	214	421	1200	1006

Source: National Report on Countering Trafficking in Persons in Uganda, 2023, Ministry of Internal Affairs.

Table 9: Cases of Trafficking Registered by Month in 2023

CASE CATEGORY	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC	TOTAL
Child Trafficking	36	45	45	22	40	33	58	42	41	54	56	38	510
Human Trafficking	51	52	31	38	38	39	55	43	51	30	37	31	496
TOTAL	87	97	76	60	78	72	113	85	92	84	93	69	1006

Source: National Report on Countering Trafficking in Persons in Uganda, 2023, Ministry of Internal Affairs



Table 10: Registered number of victims of trafficking in 2022

Month	Internal Trafficking				Transnational Trafficking				Unknown	Total
	M/A	M/J	F/A	F/J	M/A	M/J	F/A	F/J		
January	01	01	01	07	00	00	26	02	02	40
February	03	00	13	22	01	00	27	02	01	69
March	00	06	00	11	22	00	57	01	02	99
April	15	03	12	09	02	00	79	02	03	125
May	02	04	10	19	34	00	29	00	03	101
June	00	00	00	10	00	00	32	01	01	44
July	12	03	04	29	07	00	02	13	06	76
August	03	54	11	25	09	00	05	00	03	110
September	00	01	00	28	03	00	82	00	01	115
October	01	05	22	47	13	00	70	01	04	163
November	00	05	01	37	27	04	126	00	02	202
December	14	00	05	19	12	00	99	00	02	151
Total	51	82	79	263	130	04	634	22	30	1295

Source: National Report on Countering Trafficking in Persons in Uganda for 2022, Ministry of Internal Affairs.

Key	M/A	–	Male Adult
	M/J	–	Male Juvenile
	F/A	–	Female Adult
	F/J	–	Female Juvenile

However, the statistics above are not a true reflection of the current situation on trafficking in persons in Uganda due to lack of a comprehensive database.

The National Migration Policy seeks to remedy some of these gaps in order to combat Trafficking in Persons at a National, Regional and International level.

1.3.9. Migrant smuggling

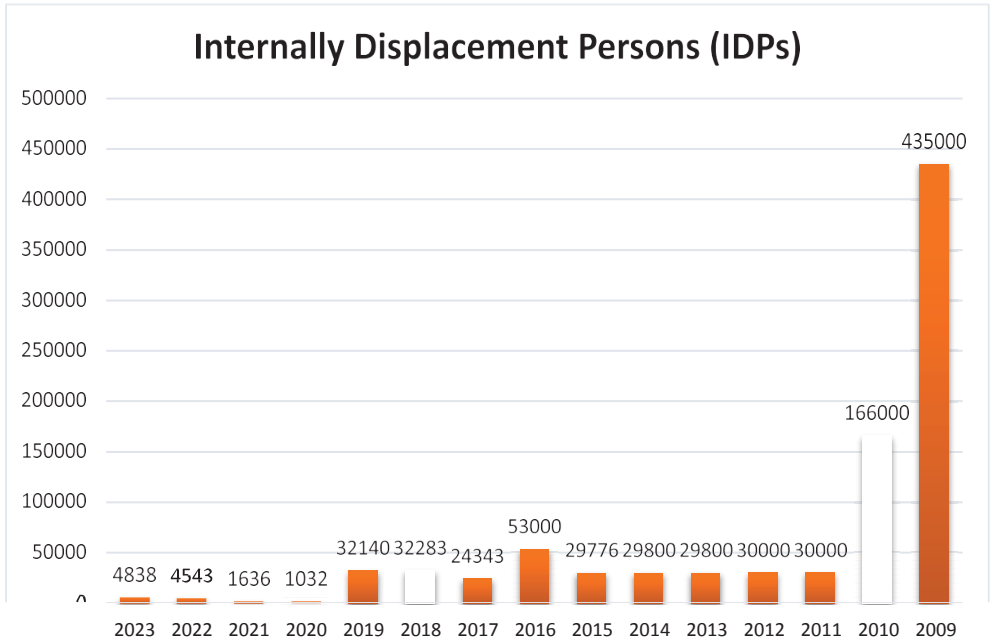
Although Uganda has ratified UNTOC and the Protocol against the smuggling of migrants by land, sea and air. However, there is no law in Uganda that caters for

migrant smuggling nor are there provisions made for it in the various migration laws. However, there is a growing trend of migrant smuggling which is mainly attributed to growing economic disparities, greater opportunities for employment, increased barriers to regular migration especially stringent visa requirements, porosity of borders, technological advances in transportation among others. This has resulted into a growing proportion of both immigrants and emigrants moving irregularly in and out of Uganda.

1.3.10. Climate change:

Climate change related events such as disasters, famine, floods, erratic rainfalls and storms have implications on human mobility and migration and the impact of migration on environmental degradation. UNHCR, states that an annual average of about 21.5 million people in Africa has been forcibly displaced by weather related events since 2008 and these numbers are expected to rise and may reach 1.2 billion people by 2050. Examples of these events in Uganda include: Karamoja famine, Kasese landslides and Bududa landslides (OPM, 2023).

Graph 3: Internally displaced persons, associated with disasters in Uganda



Source: Internal Displacement Monitoring Centre, 2024 (IDMC)

1.3.11. Migration and citizenship.

Citizenship is frequently invoked both as an instrument of identity and ultimate goal of immigrant integration. In migration context, Citizenship also marks a distinction

between native citizens and foreign nationals based on their different relations to particular states. Currently, there is a need to harness the potential of skilled migrants to become citizens. However, the influx of foreign nationals into the country has impacted on the employment opportunities that should be a reserve of indigenous citizens in certain areas. In Uganda, citizenship as provided by the law has been a contentious issue and this policy framework provides pathways in addressing matters relating to migration and citizenship.

1.4 Rationale of the Policy

1.4.1: Migration Patterns

The patterns of migration into, through and from Uganda have generated much political and public debate regarding the corresponding benefits, constraints and consequences of migration for the country's security and development.

1.4.1.1 Benefits

There are considerable opportunities such as Foreign Direct Investments (FDIs); the increase in tourism, the need to attract and enhance relevant skills to carry out commercial agriculture, mining etc; remittances inflow from the Ugandan diaspora and the implementation of the AU Free Movement of Persons Protocol, EACMP, the COMESA Protocol on Free Movement and the Protocol on Free Movement of Persons in the IGAD Region.

1.4.1.2 Consequences/Constraints

- (i) There is increasing volume of global travel.

Table 11. Number of Persons Entering the Country in the Last Seven Years

	Financial Year	Arrivals	Departures	Total Number of Persons who entered the Country
1.	2017/2018	1,466,661	1,306,448	2,773,109
2.	2018/2019	1,242,295	1,350,877	2,593,172
3.	2019/2020	945,739	1,062,412	2,008,151
4.	2020/2021	602,047	566,469	1,168,516
5.	2021/2022	1,082,656	1,111,510	2,194,166
6.	2022/2023	1,588,677	1,724,977	3,313,654
7.	2023/2024	2,758,528	2,251,102	5,009,630

Source: National Citizenship and Immigration Control.

Specifically, there was a drop in the number of persons entering the country in FY 2020-2021 totalling to 1,168,516 due to the Covid-19 restrictions. The entry, stay and exit of these persons therefore need to be closely monitored.

- (ii) The non-tax revenue collected on a broad range of immigration facilities.

Table 12. Non Tax Revenue collected by the Directorate of Citizenship and Immigration Control in the last Seven Years

	Financial Year	Amount of Non- Tax Revenue collected
1.	2017/2018	1,803,154
2.	2018/2019	1,729,555
3.	2019/2020	<i>Border was closed due to the Covid -19 Pandemic</i>
4.	2020/2021	602, 047
5.	2021/2022	318,789,000
6.	2022/2023	340,998,000
7.	2023/2024	336,873,000

Source: National Citizenship and Immigration Control

There is therefore need to have in place an integrated border management system to monitor the entry and stay of these persons into the country for among others security reasons and an integrated e-immigration system to enhance the collection of non-tax revenue.

1.4.2: Inadequate staffing and a weak institutional and governance structure to manage migration.

Currently, the National Citizenship and Immigration Board has gazetted 72 Entry Points, has 10 Immigration Regional Offices and has identified 336 illegal entry points Offices which are manned by an approved total of 759 personnel. Further under the Protocol on the Establishment of the East African Community Common Market (EACMP) borders should be operational for 24 hours. The Ministry has deployed immigration attaches to 7(seven) Uganda Embassies/Missions. There is need for more immigration staff to be recruited to effectively manage the borders and for deployment to all Embassies/Missions to manage the passport and visa issuing systems.

The Ministry also lacks an institutional structure to enhance its coordination mechanism with the relevant MDAs managing and working within the migration sector.



The ideal number of officers (which will include staff at Uganda's Embassies/ Missions, Districts, cities and towns in Uganda) required for efficient delivery of immigration services should not be below 1,600 officers in the medium term.

The Ministry of Internal Affairs carried out bench-marking trips in Malaysia, Ghana, South Africa and Kenya. The findings are that, the current number of Immigration officers in Uganda is not commensurate with the population as seen below:

Table 13: Comparison between Population and the Number of Immigration Officers.

Country	Population (Million)	Number of Immigration Officers
Uganda	45.9 (2024)	759 (2024)
Ghana	30.8 (2021)	12,618 (2022)
Malaysia	29 (2012)	12,272 (2012)
South Africa	60,414,495 (2023)	2000 (2023)
Kenya	53 (2021)	1200 (2023)

Benchmarking Trips to Malaysia and Ghana in 2012, Kenya (2022), South Africa (2023) by the National Citizenship and Immigration Control.

The inadequate staff levels coupled with the weak institutional and governance structure, poor remuneration, limited technical and financial resources to effectively and efficiently manage migration in Uganda, is therefore affecting collection of non-tax revenue, the management of entry, stay and exit of persons within Uganda and the establishment of a predictable environment for trade and investment.

As a result of the above-mentioned patterns, there is need for a strong human resource base, an enhanced institutional infrastructure and an e-immigration system encompassing an enhanced border management system for the better management of migration.

1.4.3: Public Concern

The public is equally concerned by the rising incidence of counterfeit goods, cross-border money laundering, human trafficking and smuggling of migrants, weapons and drugs smuggling and transnational terrorism all arising as a consequence of a weak regulatory framework for managing the movement of persons, services and goods.

There is also concern on the management of labour externalization, specifically the rights, safety, protection of migrants and obligations of the recruitment companies

and host countries. The Directorate visited the Philippines in 2013, and established the need to comprehensively manage the promotion, respect and protection of citizens travelling abroad for work.

There is also concern about the growing number of refugees and asylum seekers in the country. According to the Uganda UNHCR report of July 2024, Uganda is host to 1,788,293 refugees and asylum seekers. The concerns raised among others is in regard their registration, management and impact on the resources, services, the environment, disease outbreaks in the country, human rights and social protection, social integration as well as their health and safety issues.

The influx of foreign nationals into the country has impacted on the employment opportunities given that some areas of business which should be a reserve of indigenous citizens are being taken over by the foreign nationals.

These matters of public concern need to be addressed and managed in a comprehensive way, with all MDAs managing and working in the migration sector, working together to address these critical issues.

1.4.4: Legal and Regulatory framework

The legal and regulatory framework in place has gaps for addressing the current and evolving migration trends. The principal law that governs migration in Uganda is the Uganda Citizenship and Immigration Control Act Cap 313, which regulates the entry, stay and exit of migrants in Uganda as well as citizenship. However, there are gaps in Cap 313 for instance: there is need to provide for border patrols, management of custody centres, repatriation centers among others.

The NMP is therefore being formulated in the context of the following national, regional and international migration trends and global impacts:

- i. The need for skilled, competent and well remunerated immigration staff; a strengthened and well facilitated institutional infrastructure for effective management of migration;
- ii. The current situations and needs in the externalization of labour;
- iii. The need to promote trade internally, regionally and internationally;
- iv. The need to promote investment in commercial agriculture, mining and tourism;
- v. The need to effectively manage and support the diaspora relations, investments and remittances;
- vi. The prevailing situation and needs for national, regional and international security;



- vii. The need to review comprehensively the nature and linkages of migration with components such as climate and the environment, education, health, gender, human rights, migration data and information management;
- viii. Emerging challenges of transnationalism and opportunities from globalisation like internal migration and irregular migration, trafficking in persons;
- ix. The increasing importance of regional integration processes;
- x. The need for strategic planning in migration management. An increased knowledge and a clear strategic approach on migration issues will contribute to the integration of migration into the National Development Plan (NDP) and other relevant government policies while adopting best practices in migration management in Uganda.

1.4.5 Problem Statement

The irregular movement and stay of individuals or groups of persons within or across the country's borders is due to: inadequate border management, harmonization and domestication of regional and international frameworks, inadequate management of labour migration, inadequate management of citizenship, climate change, prioritization of migration in the National Development Plan, the influx of asylum seekers and refugees, limited management of Ugandans in the diaspora, lack of an integrated migration information management system, unregulated internal migration, restrictions on visa issuance and the increased cost of migration services.

The irregular movement and stay of individuals or groups of persons within or across the country's borders may result into negative consequences if not addressed: increased crime and insecurity; increased inflow and stay of illegal/ irregular migrants; challenges in enforcement of migration laws; congestion at service centres; reduced revenue collection; challenges in citizenship management; existence of stateless persons; exploitation of migrants; reduced employment opportunities for Ugandans; limited provision of services to Ugandans in the diaspora and reduced international rating of the country.

1.4.6 Benchmarking

The visits were made to Malaysia, the Republic of Ghana, the Philippines, United Kingdom, the Republic of Kenya, the Republic of South Africa and the Kingdom of the Netherlands. The lessons learnt provided valuable insights for shaping Uganda's national migration goals and the global migration context.

1.5: Vision, Mission, Goals, Objectives and Strategies

1.5.1: Vision

The Vision of the policy is to be a model of excellence in the provision of migration services to Ugandans and migrants.

1.5.2: Mission

The mission is to facilitate and regulate migration for the development of Uganda.

1.5.3. Overall Policy Goal

The overall goal of the NMP is to effectively manage the movement and stay of persons within or across the country's borders.

1.5.4. General Policy Objectives

- a) To harmonize and strengthen the legal and regulatory framework on migration.
- b) To establish a framework to enhance dialogue, coordination and collaboration among regulatory and relevant agencies on migration matters.
- c) To strengthen implementation of regional and international policies in migration.
- d) To provide a predictable and secure environment for migration management in Uganda.

1.5.5. Specific Policy Objectives

- a) To foster the integration of migration in the National Development Plan and other relevant national strategies.
- b) To develop a comprehensive framework for management of internal migration in Uganda.
- c) To promote and protect the rights and responsibilities of citizenship and preserve the positive attributes of Uganda's cultural diversity.
- d) To efficiently and effectively manage migration and climate change.
- e) To promote, respect and protect migrant rights.
- f) To harmonize and domesticate regional and international legal frameworks.
- g) To strengthen national and regional security through effective border management.
- h) To harness the potential, co-operation and contribution of the Uganda diaspora towards national development programmes.
- i) To enhance and strengthen inter-agency and stakeholder co-operation for the effective management of migration data in the country.



- j) To develop a comprehensive and integrated framework for refugee management.
- k) To develop a legislative framework to manage statelessness in Uganda.

1.5.6 Policy Targets

The implementation of the NMP over the next five (5) years will also focus on achieving the following strategic targets bearing in mind the constitutional mandate of the Government to manage citizenship, immigration, emigration, refugees, deportation, extradition, issuance and management of passports and national identity cards.

- i. Increase Non-Tax Revenue (NTR) collection from migration services administered by the Ministry of Internal Affairs (e.g., passports, visas, permits, citizenship applications) by 50%, from UGX 336 billion (FY2023/24) to at least UGX 504 billion by FY2027/28, through improved automation, enforcement, and service delivery reforms.
- ii. Increase NTR from labour externalization services (e.g., licensing of recruitment agencies, clearance of job orders, training and certification) under the Ministry of Gender, Labour and Social Development by 40%, from UGX 30 billion (2024 estimate) to at least UGX 42 billion by FY2027/28, through enhanced regulation, compliance monitoring, and digital systems.
- iii. Increase diaspora remittances by 20% from USD 1.42 billion (2024) to USD 1.70 billion by 2029 through improved investment platforms and incentives.
- iv. Ensure 20% of Non-Tax Revenue (NTR) from migration services is retained and reinvested annually into migration programming from FY2025/26 onward.
- v. Establish and operationalise a Border Patrol Unit by 2027
- vi. Fully operationalize and accredit the Migration Training Academy in Nakasongola under the Ministry of Internal Affairs by 2026, and train a minimum of 500 migration officers and stakeholders annually by 2028
- vii. Review and amend 3 major migration-related laws to align with the NMP by December 2027.
- viii. Review and disseminate at least 5 operational policy guidelines and Standard Operating Procedures (SOPs) on citizenship, labour migration, refugee management, and statelessness by June 2026.
- ix. Establish and operationalize the Inter-Ministerial Technical Committee on Migration (IMTCM) and designate focal persons in 100% of MDAs listed in NMP by July 2026.
- x. Conduct annual inter-agency reviews on migration policy implementation beginning FY2025/26.

- xi. Upgrade and fully digitize border surveillance infrastructure at all 75 gazetted border points by December 2028.
- xii. Design and roll out a National Integrated Migration Information System (NIMIS) covering at least 10 core MDAs by December 2026.
- xiii. Reduce migrant worker abuse complaints and trafficking cases by 50% by 2029, through better regulation, monitoring and legal support systems.
- xiv. Register at least 300,000 Ugandans in the diaspora on a national diaspora database by 2028.
- xv. Conduct a national statelessness survey and develop a legal framework to address statelessness by 2027.
- xvi. Integrate migration considerations into at least 3 national climate change/disaster response strategies by 2027.
- xvii. Develop early warning systems and internal displacement tracking tools in partnership with OPM and UBOS by 2026.
- xviii. Mainstream migration objectives into at least 80% of Sector Development Plans (SDPs)
- xix. Establish and operationalize at least three (3) fully functional Migration Custody, Rehabilitation, and Repatriation centers by June 2027, to support humane and lawful management of irregular migrants, victims of trafficking, and deportees.
- xx. Conduct national migration awareness campaigns in all regions by June 2027 and at least 5 countries in diaspora by December 2026, targeting all citizens and stakeholders in migration management.

1.6: Guiding Principles

The formulation and implementation of the NMP is guided by the following principles:

- i) **National Development:** creation of synergies between migration and various facets of development;
- ii) **Effectiveness and efficiency:** Effective and efficient service delivery and result oriented management;
- iii) **Migration and innovation:** adoption of new technologies for migration management;
- iv) **Public Private Partnership:** promote Public Private Partnership in the management of migration;
- v) **Non-discrimination:** promote natural justice and rights- based approach in migration management;
- vi) **Collaboration and cooperation:** Promotion of national, regional and international frameworks.



1.7: Legal and Regulatory Framework for Migration Management.

The NMP will be implemented in compliance with the 1995 Constitution, the national Laws and the applicable regional and international instruments ratified by Uganda. The Constitution of Uganda, 1995 in Article 189(1) 6th Schedule, item 5 states that the government is responsible for: “Citizenship, immigration, emigration, refugees, deportation, extradition, issuance and management of passports and national identity cards. In consonance, with this provision, Government of Uganda has enacted various laws, regulations and established frameworks as well as ratified international and regional agreements for the better management of migration issues.

1.7.1 : Policy Frameworks

a) Uganda Vision 2040

Vision 2040 foresees “a transformed Ugandan society from a peasant to a modern and prosperous country within 30 years”.

Page 24 paragraph 74 states that:

“Government will also support externalization of Labour by putting in place relevant legal and institutional frameworks and sign cooperation agreements with other countries where the Ugandans will work. Similarly, government will sign social security agreements with such countries so that Ugandans working abroad do not lose their social security benefits”.

This implies that the Government of Uganda (GoU) through Vision 2040 recognizes the need to collaborate with people from other states in the region and beyond. It also subscribes to the provisions of protocols on movement of people within the region (African Union, East African Community, Common Market for East and Southern Africa, Intergovernmental Authority on Development.).

b) The National Development Plan

One of the key strategies of the NDP is to strengthen the intelligence gathering efforts of National Citizenship and Immigration Control to assess and utilize data and establish migration patterns for decision-making. Other key strategies include promotion of public-private partnerships.

c) The awareness strategy on Diaspora management

The strategy provides a framework for effective engagement, protection,

mobilization and empowerment of Ugandans in diaspora to participate in the socio-economic transformation of Uganda.

d) Other policy frameworks include:

The National Policy on East African Community Integration, the National Employment policy for Uganda; 2011; National Youth Policy, 2019; The National Population Policy Action Plan, 2020; Peace, Recovery and Development Plan (PRDP); The Uganda Investment Policy.

1.7.2 Protocols

- a) The Revised African Union Migration Policy Framework (2018- 2030).
- b) The African Union Protocol on Free Movement of Persons, 2018.
- c) The IGAD Regional Migration Policy Framework, 2012.
- d) The Protocol on Free Movement of Persons in the IGAD Region, 2021.
- e) The Treaty for the Establishment of the East African Community, 1999.
- f) The East African Community Customs Union, 2005.
- g) The Protocol on the Establishment of the East African Community Market, 2010.
- h) The East African Community Monetary Union, 2013.
- i) The East African Community One Stop Border Post Act, 2016.
- j) COMESA Protocol on the Free Movement of Persons, 2001.
- k) African Union Agenda, 2063

1.7.3 International Conventions

- a) ILO Convention 97 on Migration for Employment
- b) Universal Declaration of Human Rights
- c) Sustainable Development Goals
- d) Global Compact on Migration

The additional detailed information on this item 1.7 is in Annexure II.



CHAPTER 2

Components of the Policy

2.1 Introduction

The general objectives of this Migration Policy are strategic and primarily aimed at creating an enabling environment to effectively manage migration in the country, of which effects shall be seen in the different policy components. Therefore, each policy component has a corresponding policy objective, strategy and action.

The Policy is premised on the following components and action areas.

2.1.1 Migration and National Economy

Migration has potential to spur economic growth and development of a nation through among others, enhanced inflow of remittance from the diaspora and Foreign Direct Investment (FDI) to Uganda. Therefore, a better managed and regulated migration sector in Uganda offers opportunities for sustainable, socio- economic development.

Policy Objective:

To foster the integration of migration in the National Development Plan and other relevant national strategies.

Strategies:

- a) **Mainstream migration management for the relevant MDAs in the National Development Plan.**

Interventions/Actions

- i. Implement the national migration policy through the Governance and Security Sector within the NDP.
- ii. Ensure that the implementation of the National Migration Policy is linked with Uganda's long-term development plan.
- iii. Initiate steps to ensure that the implementation of the National Migration Policy is linked with the medium-term development plan
- iv. Implement the National Migration Policy within the annual budget framework
- v. Address impacts of migration and health, migration and environment, migration and education, migration and gender, migration and human rights and migration and tourism.

b) Strengthen infrastructure to support technology, knowledge and skills transfer for National Development.

Interventions/Actions

- i. To establish a structure to support technology, knowledge and rare skills transfer.
- ii. Create awareness among the diaspora about investment opportunities available in Uganda;
- iii. Strengthen public-private partnerships with the diaspora.
- iv. Attract skilled migrant labor through favorable government incentives.

c) Provide programs to reintegrate, re-tool and provide assistance to returning nationals for provision of a conducive environment for investment.

Interventions/Actions

- i. Promote and facilitate the return of skilled migrants through brain gain initiatives, such as reintegration packages.
- ii. Fast track the re-engagement and re- registration of migrants into their professions on their return.
- iii. Provide incentive packages to skilled workers, to reduce the incidence of emigration.
- iv. Carryout research and data gathering on brain drain, brain circulation, and brain waste.
- v. Create an enabling environment to enhance the return of Ugandan migrants, their reintegration and to enable them to impart their knowledge and skills.
- vi. Establish a framework on evacuating and assisting Ugandan migrants in crisis situations.

d) Attract and facilitate migrants to invest in key development areas.

Interventions/Actions

1) Internal migrants

- i. Promote planned human settlement
- ii. Mainstream migration into national and local planning activities
- iii. Sensitize parents, guardians and other adults on the importance of child education and skills training
- iv. Mitigate internal migration risks by promoting informed migration decision making
- v. Improve nation-wide social protection and equitable development programmes for positive economic growth



- vi. Strengthen data gathering and research on the internal migration and development nexus.

2) Other migrants

- i Establishment of more free zones and industrial parks
- ii Provide incentives for investors in key development areas for example tax holidays, loans through Uganda Development Bank.
- iii Establish one stop service centres to provide services to migrants.
- iv Mainstream migration into National and local planning activities.
- v Enhance public awareness on the need for investment in key development areas.

3) Urbanisation

- i Develop effective response to urbanisation.
- ii Allocate resources to implement local economic development for example improved infrastructure.
- iii Increase government programs to manage rural-urban migration, and the negative effects of urbanization.
- iv Promote equitable national development.
- v Strengthen research and data gathering on urbanization

e) Promote the positive outcomes and mitigate the negative consequences of the migration-natural resource nexus

Interventions/Actions

- i. Promote conflict prevention and non-violent dispute settlement
- ii. Strengthen institutions to monitor and enforce environmental standards
- iii. Institute early warning mechanisms for determining internal displacement.
- iv. Manage the effects of internal displacement through enhanced government capacity building
- v. Institute measures to address the health needs of internally displaced persons and cross-border migrants displaced by conflict/natural disasters.
- vi. Identify and ring fence opportunities and areas of investment for nationals.

f) To enhance public awareness on all aspects of migration for development.

Interventions/Actions

- i. Improve advertisement on migration, regular migration, trafficking in

- persons, migrant smuggling through radios, TVs, billboards and social media platforms.
- ii. Engage communities, district leadership and opinion leaders on migration through meetings and workshops
- iii. Run educational radio and TV programs on secure and regular migration

2.1.2 Internal Migration

The movement of people within the country due to natural calamities, internal conflicts, employment, and education among others needs to be comprehensively reviewed to address the migration challenges for socio-economic development.

Policy objective

To develop a comprehensive framework for management of internal migration in Uganda

Strategies

a) To mitigate the situation and condition of Internally Displaced Persons (IDPs)

Interventions/actions

- i. Develop a comprehensive legal framework to support the management of internal displacement in Uganda.
- ii. To promote collaborative conflict prevention and non-violent dispute settlement.
- iii. Establish Alternative Dispute Resolution (ADR) mechanisms
- iv. Improve collection, analysis and dissemination of data and statistics on internal displacement in Uganda.
- v. Promote the use of technology and innovation in internal displacement management.
- vi. Strengthen institutions to monitor and enforce environmental standards.
- vii. Strengthen the capacity of national and local authorities in internal displacement management.
- viii. Strengthen early warning mechanisms for internal displacement.
- ix. Establish a disaster management fund
- x. Create public awareness.

b) To harness the benefits and respond to the causes and consequences of voluntary internal migration flows

Interventions/actions

- i. Promote human settlement and transhumance planning.



- ii. Develop an effective response to urbanisation.
- iii. Respond to urbanisation and population growth challenges.
- iv. Allocate resources to implement local economic development policies.
- v. Increase government capacity to manage urbanisation.
- vi. Promote equitable distribution of resources and social amenities.
- vii. Strengthen research and data gathering on urbanisation.
- viii. Build the capacity of MDAs to manage internal migration.

2.1.3. Migration and Citizenship

Citizenship is a relationship between an individual and a state that entails legal rights and duties. It is imperative that the state recognises the rights of the indigenous citizens while recognising the migrants that have legally acquired citizenship.

Policy Objective

To promote and protect the rights and responsibilities of citizenship and preserve the positive attributes of Uganda's cultural diversity.

Strategies:

a) Strengthen the Policy and Legal framework

Interventions /Actions

- i. Review and harmonise the existing policy and legal framework on citizenship.
- ii. Publish simplified guidelines on citizenship matters.

b) To harness the positive attributes from those who will acquire citizenship for development.

Interventions /Actions

- i. Create public awareness on the law on citizenship
- ii. Create public awareness on the positive aspects of granting citizenship to foreign nationals.
- iii. Promote cooperation and co-existence between citizens and foreign nationals in communities.
- iv. Mainstream citizenship in the curriculum in all learning institutions.

c) Registration of citizens and foreign nationals Interventions /Actions

- i. Strengthen collaboration with other agencies to continuously update the national register on citizens and foreign nationals.
- ii. Conduct research and collect data on citizenship matters.

2.1.4. Migration and Climate Change:

Climate change related events such as disasters, famine, floods, erratic rainfalls and storms have implications on human mobility and migration and migration on environmental degradation.

Policy Objective:

To efficiently and effectively manage migration and climate change.

Strategies

- a) **To increase the capacity of government to manage migration as a result of climate change.**

Interventions/ Actions

- i. Facilitate inter-agency cooperation to tackle climate change induced migration;
- ii. Facilitate research and data gathering on climate change induced migration;
- iii. Develop and disseminate a behavioural change communication strategy on climate change and migration;

- b) **Mainstream climate change induced migration into National Development Plans.**

Interventions/ Actions

- i. Implement management of climate change induced migration through National Development Plans;
- ii. Mitigate the impact of climate change induced migration on the environment;
- iii. Setup a migration response special fund to be used in emergency situations;
- iv. Build adaptive capacity of migrants to respond to effects of climate change.

- c) **Harmonise international, regional and national laws on migration and climate change.**

Interventions/ Actions

- i. Ratify and domesticate the relevant international and regional laws on migration and climate change;
- ii. Develop strategies on the management of migration and climate change;



- iii. Review and harmonise the laws on management of migration and climate change and the environment.

2.1.5. Labour Migration

Recognising the dynamic nature of global economies and the increasing interconnectedness of nations, emphasizing the inherent rights of individuals to seek gainful employment and taking cognisance of the interests of both sending and receiving countries, this policy strives to establish a comprehensive framework for management of labour externalisation, employment and job security.

Policy Objective;

To promote, respect and protect migrant rights.

Strategies;

- a) **Strengthen and regulate labour recruitment processes**
 - i. Strengthen enforcement of the existing legal framework;
 - ii. Enhance e-labour monitoring system;
 - iii. Streamline licencing of labour recruitment companies;
 - iv. Update and publish the list of licenced labour recruitment companies quarterly;
 - v. Strengthen monitoring and over sight in operations;
 - vi. Enhance collaboration between Migrant Workers' Associations and recruitment agencies
 - vii. Provide a conducive work environment for the recruitment industry.
 - viii. Integrate the labour migration system with systems of other relevant MDAs managing migration.
 - ix. Establish a one stop centres with key agencies.
- b) **Ease access to justice and other remedial solutions to migrants.**

Interventions/Actions

- i. Ease the process to access various justice centres in the host countries
- ii. Deploy Labour Attaches at all Embassies, Missions and High Commissions.
- iii. Strengthen consular protection of migrant workers
- iv. Streamline processes to obtain travel documents for migrant workers
- v. Facilitate repatriation of migrant workers in distress and give them the necessary support
- vi. Establish a one stop centre to handle labour migration issues in Uganda.

c) Negotiate bilateral, regional multilateral labour migration agreements.

Interventions/Actions

- i. Ensure representation of key stakeholders in negotiation of labour migration agreements.
- ii. Review and enforce the existing bilateral labour migration agreements.
- iii. Ensure portability of social security benefits
- iv. Ensure the ratification and domestication of international and regional instruments that promote/enhance migration management;
- v. Ensure that contributions for membership by government to the Regional Economic Communities are up to date.

d) Strengthen training for Ugandan labour migrants Interventions/Actions

- i. Ministry of Education and sports to equip young people with the relevant skills for the current global job market
- ii. Strengthen pre-departure orientation training for labour migrants

e) Put in place custody centres at all immigration offices for the management of irregular migrants in the country.

Interventions/Actions

- i. Ensure that the management of custody centres are compliant with international standards
- ii. Come up with regulation on the management of custody centres.
- iii. Ensure that fundamental human rights are observed.

f) Fast track the engagement and registration of migrants into professional associations.

Interventions/Actions

- i. Encourage professional bodies in Uganda to collaborate with those in other countries and vice versa for easy certification and verification
- ii. Work with National Council for Higher Education to equate Academic Qualifications for professionals

g) Management of irregular migration.

Interventions/Actions

- i. To intensify research and data gathering on irregular migration
- ii. To establish a national human trafficking data base.



- iii. Enhance coordination on the management of irregular migration
- iv. Create awareness on the negative effects of migration.
- v. Return and reintegration of victims of irregular migration.

h) Enhance public awareness to migrants on safe labour migration.

Interventions/Actions

- i. Enhance public awareness on migration laws, matters and rights of migrants.
- ii. Improve advertisement on migration, regular migration, trafficking in persons, migrant smuggling through radios, TVs and billboards
- iii. Engage communities, district leadership and opinion leaders on migration through meetings and workshops
- iv. Run educational radio and TV programs on secure and regular migration
- v. Provide knowledge on safe labour migration standards.
- vi. Eliminate the negative mind-set around labour migration
- vii. Enhance knowledge on the roles of MDAs to raise awareness in labour migration.
- viii. Create an e- complaint handling system

2.1.6. Migration and International Co-operation

In recognition of the dynamic global landscape and complex nature of migration, this policy component emphasizes the importance of fair and humane treatment of migrants by creating an inclusive environment that values diversity, promotes economic prosperity and addresses the challenges associated with migration through collaboration at bilateral, regional, international and multi-lateral levels.

Policy objective

To harmonize and domesticate regional and international legal frameworks.

Strategy

a) Promote Pan-Africanism in migration management.

Interventions/ Actions

- i. Promote peace through facilitating peace envoys in managing migration matters
- ii. Enhance and adhere to the African Peer review mechanism for better migration management
- iii. Observe human rights and rule of law in handling migrants
- iv. Encourage participation of civil society and other organizations

e.g., NGOs in migration management e.g. through Memorandum of Understandings (MOUs)

b) Adapt and harmonise Regional and International migration best practices

Interventions/ Actions

- i. Ratify international treaties and agreements on migration
- ii. Domesticating the international and regional Conventions, Treaties and Protocols.

c) Establish linkages and collaboration in research and development at national, regional and international level.

Interventions/ Actions

- i. Enter MOUs with other countries and with international organizations in areas of research and development in migration management
- ii. Establish exchange and capacity building programs with other countries to enable learning of best practices in migration management
- iii. Establish a fully equipped research and development unit

d) Encourage mutual recognition of academic qualifications, vocational and other certification.

Interventions/ Actions

- i. Entering into MOUs and agreements with different countries to recognize each other's qualifications
- ii. Ratifying agreement and treaties that provide for mutual recognition of academic qualifications
- iii. Improve collaboration with professional bodies in Uganda, Regional and International to allow easy and quick registration of professionals
- iv. Work with National Council for Higher Education to equate Academic Qualifications for professionals

e) Enhance public awareness on the legal frameworks that impact on migration at national, regional and international level.

Interventions/ Actions

- i. Improve advertisement on migration, regular migration, trafficking in persons, migrant smuggling through radios, TVs and even billboards
- ii. Engage communities, district leadership and opinion leaders on migration through meetings and workshops



- iii. Run educational radio and TV programs on secure and regular migration.

2.1.7 Border Management.

In a bid to have a balanced approach on national security, regular movement of persons and facilitating cross border trade, there is need to have an effective and efficient multi-sectoral border management mechanism.

Policy objective

To strengthen national and regional security through effective border management.

Strategy

- a) **Establish an expanded institutional structure with skilled, competent and well facilitated personnel.**

Interventions/ Actions

- i. Enhance and strengthen staff capacity and welfare
- ii. Establish a Border Patrol and Marine unit
- iii. Strengthen electronic surveillance at the borders and internally.
- iv. Regulate the management of Custody Centers
- v. Establish well equipped infrastructure at border points.
- vi. Advocate for the establishment of more One Stop Border Posts (OSBPs).

- a) **Develop and implement mechanisms to manage the effects of globalization inter alia regular migration and irregular migration.**

Interventions/ Actions

Capacity building for staff handling aspects of transnational organised crimes.

- b) **Develop an integrated e-migration system for data management and migration management**

Interventions/ Actions

- i. Upgrade the e-migration systems to manage pre-entry, entry and post entry migration flows.
- ii. Integrate the e-migration system with other systems that facilitate migration e.g.24/7 of Interpol, ASYCUDA of customs and other similar systems.

- c) **Strengthen the framework that supports the prevention and detection of travel document/visa fraud.**

Interventions/ Actions

- i. Ensure continuous training on document/visa fraud.
- ii. Equip all border stations with forensic equipment.

- d) **Streamline processes to obtain migration facilities.**

Interventions/ Actions

- i. Expansion to regions to ensure that there are many centers for service delivery in the country for example at each district.
- ii. Put in place a client charter.
- iii. Recruitment of more officers to allow deployment at all regional offices.
- iv. Deploying of immigration officers at all embassies of Uganda abroad

- e) **Enhance public awareness on secure and regular migration.**

Interventions/ Actions

- i. Improve advertisement on migration, regular migration, trafficking in persons, migrant smuggling through radios, TVs, billboards and social media platforms.
- ii. Engage communities, district leadership and opinion leaders on migration through meetings and workshops.
- iii. Run educational radio and TV programs on secure and regular migration

2.1.8. Diaspora Management

Ugandans living in the Diaspora have had a growing impact on the socio-economic development of the country over the years. This policy component seeks to enhance the existing support mechanisms to Ugandans abroad to benefit the citizens while creating an enabling environment for investment and remittance flow.

Policy objective

To harness the potential, co-operation and contribution of the Uganda diaspora towards national development programmes.

Strategy

- a) **Create a conducive environment for diaspora investment.**

Interventions/ Actions

- i. Provide information on the available areas of investment.



- ii. Encourage joint ventures among diaspora investors
- iii. Strengthen public private partnerships with the diaspora
- iv. Promote and protect copyright and intellectual property rights
- v. Ensure portability of social security benefits
- vi. Provide programs to reintegrate, re-tool and provide assistance to returning nationals for provision of a conducive environment for investment.
- vii. Reduce bureaucracy in business processes and procedures
- viii. Provide adequate tax incentives for diaspora investors

f) Attract and increase remittance flow from the diaspora.

Interventions/ Actions

- i. Establish channels for remittance flow.
- ii. Enhance skills formation to meet labour requirements in host countries
- iii. Encourage alternative dispute resolution in business management.
- iv. Negotiate for good working conditions in destination countries
- v. Create awareness on the existing institutions to manage remittance flow.

g) Streamline processes on registration, obtaining travel documents and other immigration facilities and electoral processes.

Interventions/ Actions

- i. System integration with Interpol and other entities
- ii. Provide passports and other travel documents to citizens
- iii. Ensure expeditious issuance of immigration facilities to migrants
- iv. Ensure mechanisms for the Ugandan diaspora to participate in elections

c) Strengthen existing and establish new diaspora associations.

Interventions/ Actions

- i. Encourage the diaspora to form Associations
- ii. Provide support to diaspora Associations
- iii. Promote Ugandan culture
- iv. Encourage Ugandans in the diaspora to register with the Associations
- v. Create awareness on the existence and benefits accruing from diaspora associations

- d) Promote positive cultural exchanges that advance skills, technological and knowledge transfer**

Interventions/ Actions

- i. Collect data on students studying abroad
- ii. Build strong social networks for students and professionals
- iii. Support and strengthen transfer of skills, knowledge and technology.

- e) Establish more missions abroad and expound on the consular services given to Ugandan nationals.**

Interventions/ Actions

- i. Provide information on the benefits and implications of registration
- ii. Provide information about location and services offered by missions abroad
- iii. Build capacity of the front desk staffs in missions abroad on customer care
- iv. Deploy more mission staff to handle diaspora/consular services
- v. Secure opportunities and disseminate information on the same for example business, scholarships

- f) Develop an integrated data management system of the Ugandan diaspora by encouraging registration at the missions**

Interventions/ Actions

- i. Collect adequate information of location of Ugandans in diaspora
- ii. Develop a database of Ugandan diaspora, classified by profession.

- g) Enhance public awareness amongst Ugandans in the diaspora on the available opportunities**

Interventions/ Actions

- i. Correct historical misperception about Uganda
- ii. Promote strong social clubs
- iii. Build trust between the diaspora and the government
- iv. Promote good business practices.

2.1.9. Migration Data and Information Management

Migration data is key to planning and a comprehensive mechanism for data and information management will have an impact on socio economic development.



Policy objective

To enhance and strengthen inter-agency and stakeholder co-operation for the effective management of migration data in the country.

Strategy

a) Develop integrated migration data management systems

Interventions/Actions

- i Strengthen systems to manage borders.
- ii Promote coordination on migration data-related terminology, collection and analysis methodologies
- iii. Ensure data privacy and protection.
- iv. Promote integration of data from different sectors to enhance availability of and access to robust data covering all facets of migration.
- v. Design data ecosystems enabling systematic data disaggregation as relevant by age, sex, gender identity, disability, race, education and migratory status and other key aspects to support unbiased and targeted action.
- vi. Investigate new data sources and technologies.
- vi. Ensure regular review and update of data sources

b) Streamline all regulatory agencies to clarify their mandates, roles and responsibilities so as to avoid duplication, overlaps and create synergies.

Interventions/Actions

- i. Strengthen institutional capacity for data review, quality assurance and analysis.
- ii. Promote the development and application of dedicated quality and ethical standards and safeguards for the use and sharing of such data in accordance with the law.
- iii. Create new and maximize the existing synergies among MDAs and other stakeholders.
- iv. Facilitate responsible data sharing among relevant stakeholders, including at the regional and international levels.
- v. Support knowledge management initiatives related to migration data

c) Strengthen information management on migrants by all relevant institutions.

Interventions/Actions

- i. Enhance cross-cutting migration data review, quality assurance and analysis functions.

- ii. Promote bilateral, regional, interregional and global cooperation and knowledge exchange on migration data.
- iii. Provide knowledge on safe migration standards

h) Enhance Uganda's capacity in harmonization and development of best practices on migration data management

Interventions/Actions

- i. Facilitate innovation in migration data management through provision of support towards capacity development.
- ii. Facilitate knowledge-sharing on migration data management at national, regional and international level.
- iii. Deliver continuous training and capacity development for relevant stakeholders.
- iv. Provide adequate data infrastructure for migration.
- v. Promote data protection principles and strengthen data security.
- vi. Support enhancement of the national migration data system to enable integration with the regional systems.
- vii. Undertake studies to determine demographic patterns and trends of migration to provide data for planning.
- viii. Raise awareness about information sharing on migration data management.

2.1.10. Refugee Management

Uganda is host to one of the biggest refugees and asylum settlements in Africa, totaling to 1,786,293 (UNHCR, 2024) and this has a huge impact on the resources and services in the country. It is therefore imperative to have a robust refugee management framework that this key component seeks to address.

Policy objective

To develop a comprehensive and integrated framework for refugee management.

Strategy

a) Enhance government capacity to develop a framework and establish agreements for the management of refugees and asylum seekers.

Interventions/actions

- i. Establish the registration of refugees as part of registration of foreign nationals under the Ministry of Internal Affairs.
- ii. Review the existing legal frameworks on refugee management to ensure that they support durable solutions



- iii. Ensure regular engagements with relevant stakeholders
- iv. Develop a national integrated database on asylum seekers and refugees.
- v. Enter into MOUs and bilateral agreements with stakeholders and partners involved in refugee management.
- vi. Strengthening the monitoring and evaluation mechanisms of NGOs involved in refugee and asylum management.
- vii. Review and regulate the legal frameworks on land management, climate change and environment in respect of refugee and asylum settlements.

b) Strengthening coordination of the post refugee and asylum management frameworks

Interventions/actions

- i. Develop joint infrastructure on custody centers.
- ii. Create and design a joint conventional travel document data management system/tool.
- iii. Establish an inter-agency refugee and asylum monitoring and compliance system.

c) Strengthening national institutional capacity for research and data gathering on refugees and asylum seekers in Uganda

Interventions/actions

- i. Integration of systems with the relevant stakeholders in refugee management for national security.
- ii. Ensure timely registration, documentation and classification of asylum seekers and refugees.
- iii. Entering into partnerships for joint capacity building on refugee and asylum management.
- iv. Establish liaison officers in all relevant stakeholders engaged in refugee and asylum management.
- v. Automate old records of refugees and asylum seekers.

2.1.11 Statelessness

Recognizing the vulnerability of stateless individuals, emphasizing the need to uphold fundamental human rights and promote inclusive and equitable migration practices. This component focuses on adapting international best practices and commit to put in place the relevant legal frameworks to provide for nationality and protection of stateless persons.

Policy objective

To develop a national legislative framework to manage statelessness in Uganda.

Strategy**a) Develop the legal and regulatory framework on statelessness.****Interventions/Action**

- i. Carry out a comprehensive government led study to establish the extent of statelessness in Uganda.
- ii. Establish a unit responsible for statelessness under the Ministry of Internal Affairs.
- iii. Domesticcate the provisions of the 1954 Convention on Statelessness.
- iv. Undertake a constitutional review to establish the need to add indigenous communities to the third schedule of the 1995 Constitution of the Republic of Uganda
- v. Accede to the 1961 Convention on Statelessness.

b) Recognize, facilitate and provide durable solutions to stateless persons.

- i. Integrate and rehabilitate stateless persons.
- ii. Identify stateless persons and develop an integrated database.
- iii. Create awareness on statelessness and irregular migration.



CHAPTER 3

Institutional Framework for Policy Implementation

3.1. Introduction.

The government shall be responsible for the execution of the NMP through Memorandum of Understandings (MoUs) with the MDAs in charge of emigration and immigration, security, socio-economic development, defence, labour, tourism, diaspora, finance, justice, environment, health and education.

The technical institutions that shall be charged with implementation of this policy shall be: -

1. Permanent Secretaries who will be assisted by an Inter-Ministerial Technical Committee on Migration (IMTCM) composed of focal point persons in all relevant institutions.
2. The Secretariat of the IMTCM will be headed by the office of the focal point person at the NCIC in the Ministry of Internal Affairs. The IMTCM will review the progress of implementation of the NMP in the respective MDAs and oversee the periodic reviews of the NMP with the participation of development partners, civil society and the private sector representatives, where necessary.
3. In addition to an Implementation Strategy Document, an Action Plan will be designed once the policy is adopted, with SMART (specific, measurable, attainable, realistic, and timely) benchmarks and a precise timeframe. The plan will focus on the objectives of the policy. The plan will have short, medium, and long-term goals and programs which will address critical issues of the policy.

3.2 Action Areas

The action areas shall cover the following areas:

- i. Review, harmonize, and domesticate migration-related laws and frameworks at national, regional, and international levels.
- ii. Establish robust governance and implementation structures including a coordinated inter-ministerial mechanism and expanded

- migration workforce.
- iii. Enhance border surveillance, infrastructure, and biometric systems to facilitate legal migration and curb irregular movements.
 - iv. Promote awareness of citizenship rights and responsibilities in migration management.
 - v. Promote safe, orderly, and productive labour migration by regulating recruitment agencies, implementing bilateral labour agreements, and enhancing pre-departure training.
 - vi. Encourage diaspora investment and skills transfer through targeted incentives and improved consular services.
 - vii. Mainstream migration into national and sectoral development plans (NDPs, SDPs, PIAPs).
 - viii. Align migration governance with Uganda Vision 2040, Sustainable Development Goals, and regional strategies (e.g., AU and IGAD frameworks).
 - ix. Strengthen protection mechanisms for vulnerable migrants, including victims of trafficking, stateless persons, and refugees.
 - x. Develop integrated frameworks for refugee and statelessness management.
 - xi. Incorporate migration into climate adaptation and disaster response planning.
 - xii. Strengthen funding and legal frameworks to manage climate-induced displacement.
 - xiii. Develop an integrated national migration information system to improve planning, policy development, and reporting.
 - xiv. Promote inter-agency data sharing and capacity building in migration statistics.
 - xv. Train stakeholders across MDAs, civil society, and local governments on migration governance.
 - xvi. Increase public awareness on migration laws, rights, and services to foster national participation and informed mobility decisions.



CHAPTER 4

Policy Implementation Imperatives

4.1 Introduction

This policy shall be implemented from the date of adoption as follows:

- i. The NMP shall be implemented with coherence, effectiveness and a result-oriented approach, with a supportive institutional and legal framework. Efforts shall be made to build the necessary capacity to implement the policy and on research to enhance its implementation.
- ii. While the GoU will be responsible for the monitoring and evaluation of the policy, the implementation of the policy needs the engagement and support from various partners.

4.2 Roles and responsibilities of Ministries, Departments and Agencies in the Policy Implementation.

4.2.1. *Ministries*

a) **Office of the President:**

Provides overall guidance on migration management;

b) **Office of the Prime Minister**

- i. Oversee the planning for the implementation of the policy.
- ii. Work with the Ministry of Internal Affairs to co-ordinate the implementation of the policy.
- iii. Manage disasters and internal displacement challenges in accordance with the policy.
- iv. Manage refugees in accordance with the policy.

c) **Ministry of Internal Affairs**

The Ministry responsible for Citizenship and Immigration Control Services shall lead the implementation of the NMP as follows:

- i. Review the establishment and structure of the National Citizenship and Immigration Control, to ensure that it is expanded and has skilled and competent personnel, who are facilitated and well remunerated.
- ii. Spearhead the ratification of international and regional instruments that promote /enhance migration services in the country and at

- missions abroad.
 - iii. Advocate for the revision and dissemination of all other laws on migration management;
 - iv. Ensure coordination and strengthening institutional capacity for the migration services sub sector;
 - v. Promote the participation of the private sector in the development of migration services;
 - vi. Monitoring the implementation of the policies, legislation, plans and guidelines that impact on migration services;
 - vii. Carry out research on migration services.
- d) **Ministry of Finance, Planning and Economic Development:**
Disburse funds for migration management.
- e) **Ministry of Gender, Labour and Social Development:**
- i. Mobilize and empower communities to harness their potential while protecting the rights of vulnerable population groups.
 - ii. Manage labour externalization.
 - iii. Ensure that jobs are created for citizens of the community in accordance with the provisions of the Protocols under the EAC, IGAD and COMESA.
 - iv. Licence labour recruitment companies
 - v. Verify job offers, employers and location of work with the foreign mission in the destination country
 - vi. Provide monitoring and over sight on operations of recruitment companies.
 - vii. Identify required skill sets in the destination countries.
- f) **Ministry of Health:**
- i. According to the Health Service Sector Plan (HSSP III), MOH provides the leadership for the health sector: It is within this broader mandate that migration and health will be conceptualized and implemented.
 - ii. Provide and enforce health related standards on matters related to the movement of people in line with the International Health Regulations (IHR) 2005 that aims at preventing and controlling the international spread of disease.
- g) **Ministry of Education and Sports:**
- i. In collaboration with MIA, develop and implement standards and guidelines for migrants who wish to study, stay and work.
 - ii. Spearhead the training and curriculum review to include migration, capacity building, research and sensitization relating to migration.



- h) Ministry of Energy and Mineral Development.**
- i. To mitigate climate change through promotion of renewable energy sources.
 - ii. To mitigate and minimize environmental impact of mineral and petroleum exploration.
 - iii. Promote sustainable utilization of energy and mineral resources for social-economic development.
 - iv. Promote access to reliable, affordable, sustainable and modern energy for all.
 - v. Develop interventions to skill Ugandans to work in the energy sector.
- i) Ministry of Trade, Industry and Cooperatives.**
- i. Formulate policies and regulations for sustainable development of trade, industrialization, technology and co-operatives.
 - ii. Provide standards and guidelines to foreign nationals who intend to invest and trade in goods and /or services;
 - iii. Collaborate and provide periodic reports on the status of foreign nationals engaged in trade of goods and/or services.
- j) Ministry of Public Service.**
- i. Ensure that employment in the public service is reserved for citizens/nationals of Uganda.
 - ii. Provide technical support in the reviewing the establishment, structures, systems and operations of institutions.
- k) Ministry of Works and Transport.**
- i. Provide multimodal transport connectivity to all gazetted entry and exit Points and all over the country.
 - ii. Support and supervise the establishment and management of migration infrastructure at borders and in all MDAs.
- l) Ministry of Foreign Affairs.**
- i. Engage and mobilise the diaspora to support national development for mutual benefit.
 - ii. Coordinate government action on diaspora affairs.
 - iii. Oversee the development, review and ultimate implementation of the Ugandan Draft Diaspora Policy in accordance with the NMP.
 - iv. Support MDAs in the ratification of international and regional instruments/Protocols that promote /enhance migration services in the country.

- v. Work with MDAs to develop and maintain a secure consolidated diaspora data base.
 - vi. provide consular services to Ugandans in the diaspora.
- m) Ministry of Lands, Housing and Urban Development.**
Support the enforcement of migration laws in the matters to do with lands, housing and urban development.
- n) Ministry of East African Community Affairs.**
Fast track the implementation, promotion and integration of the East African Community Customs Union (EACCU), EACCMP and the East African Community Monetary Union (EACMU) and other EAC commitments in the management of the NMP.
- o) Ministry of Agriculture, Animal Industry and Fisheries:**
Provide and enforce the standards and guidelines on matters to do with movement of animals, plant and fish within and out of the country.
- p) Ministry of Justice and Constitutional Affairs**
- i. To provide legal guidance and legislative services to the MDAs.
 - ii. Oversee the Drafting of Bills, and MoUs to strengthen the legal and regulatory framework of the MDAs managing Migration.
 - iii. To oversee the drafting of bi-lateral agreements on labour externalisation with migrant host countries.
- q) Ministry of Defence and Veteran Affairs**
- i. Preserve and defend the sovereignty and territorial integrity of Uganda.
 - ii. Share information on management of migration
 - iii. Work with the Ministry of Internal Affairs (MIA) to conduct border patrols and carry out surveillance within the Country.
 - iv. Work with MDAs in construction of migration infrastructure
 - v. Work with MDAs in training of migration officers.
- r) Ministry of ICT and National Guidance.**
Provide guidance on information communication technology for migration management.
- s) Ministry of Local Government**
- i. Enhance existing local government structures for proper migration governance.



- ii. Provide guidance on the areas where foreign nationals can invest in the country, while ensuring that those areas of trade are a reserve for only citizens.
- iii. Work with MDAs to guide citizens on matters of labour externalisation.
- iv. Work with MDAs to guide citizens on transnational organised crimes.
- v. Work with MDAs to handle internal migration.

t) Ministry of Tourism, Wildlife and Antiquities

Promote tourism, preservation and welfare of wildlife and improvement and safe keeping of natural and other national historic sites and monuments.

u) Ministry of Water and Environment

- i. Mitigate and minimize the impacts of climate change on the environment.
- ii. Improve utilization of water and environment resources for peaceful coexistence of migrants and host communities.
- iii. Restoration, conservation, and protection of the environment.

4.2.2. Departments, Authorities and Boards

a) National Citizenship and Immigration Control (NCIC)

The National Citizenship and Immigration Control Board shall ensure:

- i. the legal and orderly movement of persons to and from Uganda.
- ii. the identification of asylum seekers at border points.
- iii. Facilitate and provide a conducive environment for foreign investment in Uganda.
- iv. Issue passports and other travel documents to citizens and migrants.
- v. Grant and cancel citizenship to migrants.
- vi. Granting and cancellation permits and passes.
- vii. Enforce national and regional immigration laws.
- viii. Ensure effective border management.
- ix. Oversee the inspections and investigations of offenders of immigration laws.
- x. Prosecute offenders of immigration laws as a delegated function of the office of DPP.
- xi. Oversee the removal of irregular migrants.

b) Bank of Uganda

- i. Verify financial information provided by migrants, work /residence permit applicants, and investors particularly those who might want to invest in the financial sector.

- ii. Participate in the generation, analysis and dissemination of migration data particularly financial data for national planning.
- c) **Uganda Law Reform Commission**
To harmonize the policy with existing laws in accordance with established government procedure.
- d) **Uganda Investment Authority (UIA)**
 - i. Co-operate with the MDAs in any matter to do with migration management.
 - ii. Create awareness among the diaspora about investment opportunities available in Uganda.
 - iii. Identify the opportunities and areas for investment.
- e) **National Planning Authority**
 - i. Provide for the comprehensive management of migration in the National Development Plan (NDP).
 - ii. Guide on formulation of strategies for implementation of the NMP.
 - iii. Coordinate the implementation of the National Population Policy and programmes in the management of migration.
 - iv. Promote the undersnading of inter-linkages between population and development issues.
- f) **National Information Technology Authority-Uganda**
 - i. Coordinate and regulate information technology services to support the implementation of the NMP.
 - ii. Support the development and management of an e-migration system for the effective management of migration.
- g) **Uganda Revenue Authority**
 - i. Co-operate with the MDAs on the implementation of the East African Community One Stop Border Post Act (OSBP),2016.
 - ii. Co-operate with the MDAs in collecting non tax revenue and other fees.
- h) **National Environmental Management Authority**
Provide standards and guidelines on matters to do with migration and the environment.
- i) **Civil Aviation Authority**
Provide guidance to MDAs on migration management in the airline sector.



- j) **Government Analytical Laboratory**
Co-operate with the MDAs in matters relating to migration.
- k) **National Bureau for NGOs**
Register and regulate NGOs and CBOs (foreign and local).
- l) **Uganda Bureau of Statistics**
 - i. Provide technical assistance to develop tools, collect and analyse disaggregated data on migration issues.
 - ii. Undertake studies to determine demographic patterns and trends of migration to provide data for planning.
- n) **National Identification and Registration Authority (NIRA)**
 - i. Register and issue National Identification Numbers and Identity Cards to citizens and foreign nationals.
 - ii. Register births, marriages and deaths and issue respective certificates.
 - iii. Provision of identification services for migration management.
 - iv. Collaborate efforts towards provision of registration services for citizens in the diaspora.
 - v. Enable access and use of information in the National Identification Register through the provision of real time system integration in migration management system.
- o) **Uganda National Bureau of Standards (UNBS)**
Enforce standards in protection of public health and safety and the environment against dangerous and substandard products and improper use of the environment.
- p) **Uganda Police Force**
 - i. Maintain law and order.
 - ii. carry out and support investigations of criminal cases.
 - iii. Provide intelligence on migration.
- q) **Uganda Prisons Service:**
Provide detention services to convicted migrants.
- r) **Directorate of Public Prosecutions:**
 - i. Prosecute offenders of migration and migration related Laws and supervise institutions handling prosecutions in a delegated capacity.
 - ii. Guide the police on investigations of criminal cases and sanction cases for prosecutions.

- iii. Coordinate with the relevant MDAs to ensure compliance of court orders (Deportation, extradition, etc.)
 - iv. Review the prosecution guidelines to address emerging issues influencing migration related matters.
- s) **Uganda Free Zones and Export Promotions Authority**
Create opportunities for export-oriented investment.
- t) **Uganda Registration Services Bureau**
 - i. Guide and handle business registrations.
 - ii. Guide and handle intellectual Property matters.
- u) **Kampala City Council Authority.**
Work with the MDAs to handle migration matters.
- v) **Financial Intelligence Authority.**
 - i. Monitor, investigate and prevent money laundering.
 - ii. Monitor all financial transactions in the country.
- w) **Uganda Human Rights Commission.**
Monitor and advocate for human rights of citizens and migrants.
- x) **Uganda Communication Commission**
 - i. Regulate and oversee various sectors including telecommunications and data communications, broadcasting, postal communication, radio communication and infrastructure services throughout Uganda
 - ii. Licensing operations of cinematography theatres and video or film libraries.

4.2.3. Other Institutions

- a) **Professional Bodies inter alia:** Uganda Medical Association, Uganda Law Society, Uganda Engineers Association.
 - i. Ensure that qualified professionals are registered for employment and service in Uganda.
 - ii. Provide guidance to MDAs on matters relating their professionals.
- b) **Academia**
 - i. Ensure that migrants have the right immigration documentation and comply with the migration laws.
 - ii. Carry out research and training to build capacity on migration governance and management.



c) Private Sector

These include Uganda Manufacturers Association (UMA), and Private Sector Foundation Uganda (PSFU).

- i. Work with MDAs to manage migration.
- ii. Ensure that migrants comply with migration laws

d) Civil Society Organisations

Support the MDAs in the management of migration services.

4.2.4. Agencies:

a) International Organization for Migration (IOM).

Support the MDAs in the management of migration services.

These may include relocation of migrants to their countries, research on migration matters.

b) United Nations Development Programme (UNDP)

Support the MDAs on migration matters.

c) United Nations High Commissioner for Refugees (UNHCR)

- i. Work with MDAs to provide for refugee resettlement and humanitarian assistance.

e) United Nations Children's Fund (UNICEF)

Work with MDAs to ensure that the rights of every child are realized, including health and education.

e) East African Forum for Migrant Rights

Work with MDAs to provide for migrant rights.

4.3. Revision and Harmonisation of Migration-Related Policies and Legislation.

A comprehensive and coherent legal framework is required for migration management and implementing the NMP. This will necessitate:

- i. Review, revision of the migration related policies, laws and regulations in the country.
- ii. Ratification of regional and international instruments to complement and reinforce the national legal framework.

- iii. National laws shall be harmonized with the regional and international frameworks.

4.4 Research and Capacity Building

The lack of evidence-based knowledge on migration and the inadequate human, technical and financial resources to manage migration are major obstacles for the implementation of the NMP.

In light of this, GoU shall:

- i. Carry out qualitative and quantitative research on migration.
- ii. Partner with Ugandan academia to conduct research.
- iii. Uganda Bureau of Statistics (UBOS) shall play a key role to improve the collection and collation of migration data.

4.5 Partnerships for Migration Management.

GoU shall promote and manage the NMP with multi-lateral, bilateral and local partners such as World Bank, UN Agencies, the private sector and NGOs.



CHAPTER 5

Funding for Migration Management

5.1 Funding

There are inadequate resources to implement the NMP. Government will fund this implementation in the short and medium term. The long-term activities shall be mainstreamed into the annual budgets of the MDAs. Additional donor funding may be sought where necessary and available. Specifically, the funding will be obtained from the following:

- i. The Governance and Security Sector within the National Development Plan.
- ii. The Administration of Justice programme.
- iii. The approved retention of the non-tax revenue collected by the National Citizenship and Immigration Control Board (NCIB) to cater for its increased operations, implementing institutional reforms and motivating and building the staff capacities.
- iv. For other institutions that collect non-tax revenue, Government shall review the possibility of letting them retain the revenue collected for the implementation of the policy.
- v. The existing and new collaborations and partnership with development partners and the private sector.

CHAPTER 6

Monitoring and Evaluation

6.1 Introduction

A monitoring and evaluation (M&E) framework will be developed to evaluate the progress made in the implementation of this Policy. The M&E framework will contain stakeholder engagement, monitoring progress, identifying gaps, revision and evaluation timelines, feedback and learning mechanisms.

The following are some of the basic guidelines under which M&E will be conducted:

- i. Under the leadership of the Ministry of Internal Affairs, the IMTCM will be in charge of monitoring the operationalization of the NMP.
- ii. The committee shall meet at least once every quarter of the financial year to review the progress on the implementation of the NMP in the respective MDAs. Periodic reviews of the NMP will be conducted with the participation of development partners, civil society and private sector representatives in light of national, regional and global trends on migration.
- iii. The minutes of the IMTCM meetings will be submitted to all Permanent Secretaries who shall consider them on the agenda at the meeting of Permanent Secretaries at least bi-annually.
- iv. Information shall then be forwarded to their respective Ministers for action.
- v. An evaluation of the NMP shall be conducted by the Government after five years in consultation with the IMTCM and other relevant stakeholders. The evaluation will enable the Government to identify the gaps, revise the NMP subject to migration trends.

6.2 Amendments

This policy shall be amended by official recommendations from the Permanent Secretaries.

6.3 Adoption

The policy shall be adopted by the Permanent Secretaries of the respective MDAs by appending their signatures thereto.



Annexure I Glossary

“Admission”	The granting of entry into a state. An alien has been “admitted” if s/he passed through a checkpoint (air, land or sea) and is permitted to enter by border officials. An alien who has entered clandestinely is not considered having been admitted.
“Alien”	Any person who is not a citizen of Uganda.
“Assisted voluntary return”	Logistical and financial support to rejected asylum seekers, trafficked migrants, stranded students, qualified nationals and other migrants unable or unwilling to remain in the host country, who volunteer to return to their countries of origin.
“Asylum seeker”	Persons seeking to be admitted into a country as Refugees and awaiting decision on their application for refugee status under relevant international and national instruments. In case of a negative decision, they must leave the country and may be expelled, as may any alien in an irregular situation, unless permission to stay is provided on humanitarian or other related grounds.
“Board”	The National Citizenship and Immigration Control Board established under Article 16 of the Constitution of the Republic of Uganda, 1995.
“Border control”	A State’s regulation of the entry of persons to its territory, in exercise of its sovereignty.
“Border management”	Facilitation of authorised flows of business people, tourists, citizens and refugees and the detection and prevention of illegal entry of aliens into a given country. Measures to manage borders include the imposition by States of visa requirements, carrier sanctions against transportation companies bringing irregular aliens to the territory, and

interdiction at sea. International standards require a balancing between facilitating the entry of legitimate travelers and preventing that of travelers entering for inappropriate reasons or with invalid documentation.

“Brain drain”

Emigration of trained and talented individuals from the country of origin to a third country, due to causes such as conflict or lack of opportunities.

“Brain gain”

Immigration of trained and talented individuals from a third country into the receiving country. Also called reverse brain drain.

“Cap 313”

The Uganda Citizenship and Immigration Control Act Cap 313.

“Citizen of the Community”

A citizen of a Partner State of the Community.

“Civil Aviation Authority”

The aviation body governing airline operations in Uganda.

“Community”

The East African Community.

“Country of destination”

The country that is a destination for migratory flows (legal or illegal).

“Country of origin”

The country that is a source of migratory flows (legal or illegal).

“Country of transit”

The country through which migratory flows (legal or illegal) move.

“Data Management”

The practice of collecting, organizing, and accessing data to support productivity, efficiency and decision making.

“Deportation”

The act of a State in the exercise of its sovereignty in removing an alien from its territory to a certain place after refusal of admission or termination of permission to remain. It is sanctioned by



the Responsible Minister and is applicable to a prohibited Immigrant or person whose presence in Uganda is unlawful. It may be definite or indefinite; a deportation may also be sanctioned by court.

“Detention”

Restriction on freedom of movement, usually through enforced confinement, of an individual by government authorities.

“Diaspora”

Refers to any people or ethnic populations that leave their traditional ethnic homelands, being dispersed throughout other parts of the worlds.

“Director”

Director of Citizenship and Immigration Control.

“Displaced person”

A person who flees his/her state of community due to fear or dangers other than those which would make him/her a refugee. A displaced person is often forced to flee because of internal conflict or natural or man-made disaster. Note: the definition is not applicable to internally displaced persons.

“EAC”

East African Community, comprising of the following Partner States and others that may become Partner States: Republic of Burundi, Republic of Kenya, Republic of Rwanda, United Republic of Tanzania, Republic of South Sudan, Democratic Republic of Congo.

“EACMP”

EAC Partner States’ Markets integrated into a single market in which there is free movement of goods, persons, labour; capital and services and the rights of residence and establishment.

E- Immigration

Online application process for handling migration matters

“Emigration”

The act of departing or exiting from one State with a view to settling in another.

“Entry”	Any entrance of an alien into a foreign country, whether voluntary or involuntary, legally or illegally.
“Environment”	means the conditions that affect the behavior and development of somebody or something.
“Expulsion”	An act by an authority of the State with the intention and effect of securing the removal of a person(s) (aliens or stateless persons) against their will from the territory of that State.
“Extradition”	The formal surrender based on treaty or other reciprocal arrangements, by one State to another of an individual accused or convicted of an offence outside its territory and within the jurisdiction of the other, for the trial and punishment.
“Forced migration”	A migratory movement in which an element of coercion exists, including threats to life and livelihood, whether arising from natural or man-made causes (e.g. movements of refugees and internally displaced persons and people displaced by natural or environmental disasters, chemical or nuclear disasters, famine, or development projects).
“Forced return”	The compulsory return of an individual to the country of origin, transit or third country, on the basis of an administrative or judicial act.
“Foreigner”	A person belonging to, or owing an allegiance to, another State.
“Fraudulent travel document”	Any travel or identity document that has been falsely made or altered in some material way by anyone other than a person or agency lawfully authorised to make or issue the travel or identity document on behalf of a State; or that has been improperly issued or obtained through misrepresentation, corruption or duress or in any other unlawful manner; or that is being used by a person other than the rightful holder (see Art. 3(c), UN Protocol Against the Smuggling of



Migrants by Land, Sea and Air, supplementing the United Nations Convention against Transnational Organized Crime, 2000).

“Freedom of movement”

This right comprises of three basic elements: freedom of movement within the territory of a country (Art. 13(1), *Universal Declaration of Human Rights, 1948*: “Everyone has the right to freedom of movement and residence within the borders of each state.”), right to leave any country and the right to return to his or her own country (Art. 13 (2), *Universal Declaration of Human Rights, 1948*: “Everyone has the right to leave any country, including his own, and to return to his country.”).

“Host Country”

Country of destination or a third country. In the case of return or repatriation, also the country of origin.

“Human rights”

Those liberties and benefits which, by accepted contemporary values, all human beings should be able to claim ‘as of right’ in the society in which they live. These rights are contained in the International Bill of Rights, comprising the Universal Declaration of Human Rights, 1948 and the International Covenant on Economic, Social and Cultural Rights, 1966 and the International Covenant on Civil and Political Rights, 1966 and have been developed by other treaties from this core.

“Illegal entry”

Act of crossing borders without complying with the necessary requirements for legal entry into the receiving state (Art.3 (b), UN Protocol against the Smuggling of Migrants by Land, Sea and Air, supplementing the United Nations Convention against Transnational Organized Crime, 2000).

“Immigration facilities”

Includes special passes, entry/work permit and residence permits.

“Immigration Officer”

Includes Director, Citizenship and Immigration Control.

“Irregular migrant”

Someone who, owing to illegal entry or the expiry of his or her visa, lacks legal status in a transit or host country. The term applies to migrants who infringe a country’s admission rules and any other person not authorised to remain in the host country (also called clandestine/ illegal/ undocumented migrant or migrant in an irregular situation).

“Labour migration”

Movement of persons from their home State to another State for the purpose of employment. Labour migration is addressed by most States in their migration laws. In addition, some States take an active role in regulating outward labour migration and seeking opportunities for their nationals abroad.

“Migrant worker”

A person who is to be engaged, is engaged or has been engaged in a remunerated activity in a state of which he or she is not a national (Art.2 (1), International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, 1990).

“Migrant”

At the international level, no universally accepted definition of migrant exists. The term migrant is usually understood to cover all cases where the decision to migrate is taken freely by the individual concerned for reasons of “personal convenience” and without intervention of an external compelling factor. This term therefore applies to persons, and family members, moving to another country or region, regardless of their legal status, whether or not the movement is voluntary, what the causes for the movement are and the length of the stay.

“Migration management”

A term used to encompass numerous governmental functions and a national system of orderly and humane management for cross-border migration, particularly managing the entry and presence of foreigners within the borders of the state and the protecting refugees and others in need of protection.



“Migration”	A process of moving, either across an international border, or within a state. It is a population movement, encompassing any kind of movement of people, whatever its length, composition and causes; it includes migration of refugees, displaced persons, uprooted people, and economic migrants.
“Multiple Entry Visas”	Are those permitting the holder to enter and re-enter the Country for the period for which an endorsement is made.
“Naturalization”	Granting by a state of its nationality to an alien through a formal act on the application of the individual concerned.
“Pan Africanism”	The attempt to create a sense of brotherhood and collaboration among all people of African descent.
“Partner State”	The Republic of Burundi, the Republic of Rwanda, the United Republic of Tanzania, the Republic of Uganda; the Republic of Kenya, the Republic of South Sudan; the Democratic Republic of Congo and any other country granted membership to the community.
“Passport”	A document that certifies the identity and nationality of its holder for the purpose of international travel. It allows travel throughout the world subject to national visa requirements.
“Permit”	Documentation, usually issued by a governmental authority, which allows something to exist or someone to perform certain acts or services. In the migration context, reference to residence permits or work permits is common.
“NMP”	The National Migration Policy.
“Policy”	General principles by which a government is guided in its management of public affairs.

“Post Entry in Immigration”	The management of aliens within the Country. It entails the issuance and renewal of short-term and long-term immigration facilities and enforcement of the legal and regulatory framework. The latter includes enforcement of immigration laws including handling aliens who have an obligation to leave.
“Pre-Entry in Immigration”	The management of aliens prior to their entry into the country. It includes issuance of visas and entry permits/work permits.
“Protection”	All activities aimed at securing respect for individual rights in accordance with the letter and spirit of the relevant bodies of law (namely, Human Rights Law, International Humanitarian Law, Migration Law and Refugee Law).
“Public Security”	The function of governments which ensure the protection of citizens and other nationals, organisations and institutions against threats to their well-being and to the prosperity of their communities.
“Public Service”	Includes government ministries, departments and Agencies providing services to the public in a Partner State.
“Readmission”	Act by a State accepting the re-entry of an individual (own national, third-country national or stateless person), who has been found illegally entering or being present in another State.
“Receiving Country”	Country of destination or a third country. In the case of return or repatriation, also the country of origin. Country that has accepted to receive a certain number of refugees and migrants on a yearly basis by presidential, ministerial or parliamentary decision.
“Refugee (mandate)”	A person who meets the criteria of the UNHCR Statute and qualifies for the protection of the



United Nations provided by the High Commissioner, regardless of whether or not s/he is in a country that is a party to the Convention relating to the Status of Refugees, 1951 or the 1967 Protocol relating to the Status of Refugees, or whether or not s/he has been recognized by the host country as a refugee under either of these instruments.

“Refugee”

Subject to the Constitution, a person who is recognized as a refugee by the government and the United Nations High Commission for Refugees (UNHCR) under the relevant refugee instruments and the Refugee Act, 2006.

“Reintegration”

Re-inclusion or re-incorporation of a person into a group or a process, e.g. of a migrant into the society of his/her country of origin.

“Remittances”

Monies earned or acquired by non-nationals that are transferred back to their country of origin.

“Removal”

Is sanction by the Director and is the organized departure from Uganda of any person convicted of any offence under the Act and Regulations or any person who contravenes any provision of the Act or of the Regulations.

“Repatriation”

The personal right of a refugee, prisoner of war or a civil detainee to return to his or her country of nationality under specific conditions laid down in various international instruments (Geneva Conventions, 1949 and Protocols, 1977, the Regulations Respecting the Laws and Customs of War on Land, Annexed to the Fourth Hague Convention, 1907, human rights instruments as well as customary international law). The option of repatriation is bestowed upon the individual personally and not upon the detaining power.

“Resettlement”

Therelocationandintegrationofpeople(refugees, internally displaced persons, etc.) into another

	geographical area and environment, usually in a third country.
“Responsible Minister”	Minister responsible for Immigration.
“Return migration”	The movement of a person returning to his/her country of origin or habitual residence usually after at least one year in another country. The return may or may not be voluntary.
“Self Employed Person in the EACCMP”	A person engaged in an economic activity not under any contract of employment or supervision and who earns a living through that activity.
“Skilled migrant”	A migrant worker who, because of his/her skills, is usually granted preferential treatment regarding admission to a host country (and is therefore subject to fewer restrictions regarding length of stay, change of employment and family reunification).
“Smuggler (of migrant)”	A person who committed the crime of smuggling.
“Smuggling”	The procurement, in order to obtain, directly or indirectly, a financial or other material benefit, of the illegal entry of a person into a State Party of which the person is not a national or a permanent resident (Art. 3(a), UN Protocol Against Smuggling of Migrants by Land, Sea and Air, supplementing the United Nations Convention against Transnational Organized Crime, 2000.
“State”	A political entity with legal jurisdiction and effective control over a defined territory, and the authority to make collective decisions for a permanent population, a monopoly on the legitimate use of force, and an internationally recognised government that interacts, or has the capacity to interact, in formal relations with other entities.



“Stateless person”	A person who is not considered as a national by any State under the operation of its law (Art. 1, <i>UN Convention relating to the Status of Stateless Persons, 1954</i>). As such, a stateless person lacks those rights attributable to nationality: the diplomatic protection of a state, no inherent right of sojourn in the State of residence and no right of return in case s/he travels.
“Terrorism”	Any act intended to cause death or serious bodily injury to a civilian, or any other person not taking an active part in the hostilities in a situation of armed conflict, when the purpose of such act is to intimidate a population, or compel a government or an international organization to do or abstain from doing an act (Art. 2(1) (b), <i>International Convention for the Suppression of Financing of Terrorism, 1999</i>).
“Third Parties”	in the context of the EACCMP means foreign countries or persons.
“Trafficker (human)”	A person who committed the crime of trafficking.
“Trafficking in persons”	The recruitment, transportation, transfer, harboring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation (Art.3(a), UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, Supplementing the UN Convention Against Organized Crime, 2000, Art. 2(r), The Prevention of Trafficking in Persons Act, 2000).
“Travel documents”	All documents which are acceptable proof of identity for the purpose of entering another country. Passports are the most widely used forms of travel documents.

“VISA”	An endorsement on an alien’s passport or other travel document giving the alien <i>prima facie</i> evidence of entry into the territory of a country.
“Visa”	An endorsement by a consular officer in a passport or a certificate of identity that indicates that the officer, at the time of issuance, believes the holder to fall within a category of non-nationals who can be admitted under the state’s laws.
“Voluntary Repatriation”	Return of eligible persons to the country of origin on the basis of freely expressed willingness to so return.
“Vulnerable groups”	Any group or sector of society at higher risk of being subjected to discriminatory practices, violence, natural or environmental disasters, or economic hardships, than other groups within the state; any group or sector of society (such as women, children or the elderly) that is at higher risk in periods of conflict and crisis.



Annexure II: OTHER LAWS AND REGULATIONS

PROTOCOLS	PROVISION
(i) AU Agenda 2063.	Harness the continental endowments embodied in its people, history, cultures and natural resources, geo-political position to effect equitable and people-centred growth and development.
(ii) African Union Free Movement of Persons	A programme that aims to facilitate the movement of people, capital, goods and services across Africa. For Facilitation of inter-African trade and investment, seeks to increase remittances within Africa, promote mobility of labour, create employment, improve the standards of living of the people of Africa by facilitating the mobilization and utilisation of the human and material resources for Africa.
(iii) The African Union Migration Policy Framework.	It provides for the current migration dynamics in Africa and a revised strategic framework to guide AU member states and RECs in the management of migration
(iv) COMESA-Free Movement Protocol.	Seeks to remove all restrictions to the free movement of persons, labour, and services and provide for the right of establishment and right of residence.
(v) The Treaty for the Establishment of the East African Community	To develop policies and programmes aimed at widening and deepening co-operation among the Partner States
(vi) EAC Gender Policy (2018)	To promote gender equality and equity in the region
(vii) EAC Child Policy (2016)	To ensure that all rights of children in East Africa are recognised, promoted and protected

(viii) EAC Labour Migration Policy	Provides guidelines for the development, strengthening, revision, and harmonization of labour migration policies across the region
(ix) EAC Protocols on Peace and Security	To combat terrorism and piracy; peace support operations; prevention of genocide; disaster management and crisis response; management of refugees; control of proliferation of small arms and light weapons; and combating transnational and cross-border crimes
(x) EAC Strategy on Regional Peace and Security	To enhance collaboration on cross-border crimes, auto theft, drug trafficking, terrorism, money laundering, and other crimes. This provides a good and conducive environment in which peace will flourish, and security of persons and property guaranteed hence fostering development.
(xi) EAC Vision 2050	To spearhead the East African economic, social and political integration agenda
(xii) EAC Youth Policy (2013)	To provide a binding framework for effective implementation, monitoring and evaluation of youth programmes and projects.
(xiii) Kampala Ministerial Declaration on Migration, Environment and Climate Change (KDMECC)	To address the effects of climate change on human mobility in the East and Horn of Africa
(xiv) The East African Community Customs Union.	Formation of a single customs territory to facilitate trade amongst member states
(xv) The East African Community Monetary Union.	To transform the East African economy to operate with a common currency by 2024
(xvi) The East African Community One Stop Border Post Act, 2016.	To facilitate trade and travel by reducing the number of stops made at a border crossing, thereby reducing the time required for clearance at the border.



(xvi) The Protocol on Establishment of the East African Kiswahili Commission	To introduce Swahili as the official EAC language
(xvii) The IGAD Protocol on free Movement of Persons.	Facilitates the free movement of persons and im- prove regular labour migration and mobility in the IGAD region
(xvii) The Protocol on the Establishment of the East African Community Market, 2010.	Provides for realisation of accelerated economic growth and development through the attainment of the free movement of goods, persons, labour, the rights of establishment and residence, the free movement of services and capital;

INTERNATIONAL CONVENTIONS	PROVISION
(i) 1951 Refugee Convention	Sets out rights of individuals granted asylum and the responsibility of nations that grant asylum
(ii) 1969 OAU Convention Governing the Specific Aspects on Refugee Problems in Africa	Provide broader definition of a refugee which include fleeing generalised violence, external aggression and events seriously disturbing public order
(iii) Comprehensive Refugee Response Framework	To enhance refugee protection and self-reliance
(iv) Global Compact on Migration	Provides for safe, orderly and regular migration around the globe
(v) Global Compact on Refugees	To improve international cooperation and response to refugee crises
(vi) IGAD Regional Migration Policy Framework	Migration has increasingly become a key phenomenon in the African continent and the African Union has been at the fore front in recognizing the contribution of migration to socio-economic development and as poverty reduction strategy; thus inspiring the continental body to adopted the Migration Policy framework for Africa (2006) as a basic guideline and reference document to assist Member States and RECs to develop national and regional migration policies as well as, their implementation in accordance with their own priorities and resources.
(vii) ILO Convention 97 on Migration for Employment	<p>Aims at securing no less favourable treatment to migrant workers in a regular situation as compared to nationals;</p> <p>Enhancing cooperation between Member States and provides guidance on general protection measures; and guidance on the conditions in which labour migration should take place.</p>



(viii) Refugee and Host Population Empowerment	To bring together a wide range of stakeholders in a harmonised and cohesive manner to ensure more effective programming. It is a response to specific challenges faced in delivering protection and achieving social and economic development for both refugee and host communities. It supports the Government of Uganda's integration of refugees into the National Development Plan II (NDPII, 2015/16–2019/20), through the Settlement Transformation Agenda (STA), thereby making refugees part and parcel of the development agenda of Uganda
(ix) Sustainable Development Goals	Facilitate orderly, safe, regular and responsible migration and mobility of people including through the implementation of planned and well managed migration policies (Target 10.7)
(x) The 1967 Protocol Relating to the Status of Refugees	To cater for those who have been granted refugee status
(xi) The Convention on the Reduction of Statelessness	To reduce statelessness
(xii) The Convention Relating to the Status of Stateless Persons	To deal with issues of stateless persons
(xiii) The Local Government Sector Investment Plan	Provide a single point of reference for mobilizing resources for implementation of the decentralization policy
(xiv) Universal Declaration of Human Rights	Seeks to promote a number of human, civil, economic, and social rights, asserting these rights are part of the "foundation of freedom, justice and peace in the world."

(xv) Vienna Convention on Consular Relations 1963	The Convention defines and articulates the functions, rights, and immunities accorded to consular officers and their offices, as well as the rights and duties of “receiving States” (where the consul is based) and “sending States” (the state the consul represents).
(xvi) Vienna Convention on Diplomatic Relations, 1961	Defines a framework for diplomatic relations between independent countries. Its aim is to facilitate “the development of friendly relations” among governments through a uniform set of practices and principles most notably, it codifies the longstanding custom of diplomatic immunity, in which diplomatic missions are granted privileges that enable diplomats to perform their functions without fear of coercion or harassment by the host country.



LAWS/REGULATIONS	PROVISIONS
(i) The Constitution of Uganda, 1995	Grant citizenship by birth, marriage and gives the Government of Uganda responsibility for migration, immigration, emigration, refugees, deportation, extradition and management of passports and national identity cards, etc.
(ii) Access to Information Act 2005, Cap 95	To bridge the gap in public access to information
(iii) The Amnesty Act, 2006, Cap 316;	Provides for reintegration of citizens who have been in armed conflict.
(iv) Animal Diseases Act, Cap 48	Provides that the Minister may at any time by statutory order declare any area within Uganda to be an infected area. It further bars persons from allowing an animal to escape from an infected area.
(v) Animals (Prevention of Cruelty) Act Cap 49	Provides for offenses and penalties where there is an override and over load while transporting animals and, for a person who conveys or carries, or causes or procures, or being the owner, permits to be conveyed or carried, any animal in such manner or position as to cause that animal unnecessary suffering
(vi) Anti-Corruption Act 2009, Cap 116.	Provides for effectual prevention of corruption in both the public and private sector
(vii) Anti-Money Laundering Act, 2013, Cap 118	Aims at the prohibition and prevention of money laundering through combating money laundering activities by imposing certain duties on institutions and other persons who may be used for money laundering purposes. It also offers guidance on how to deal with exposure to potential money laundering activity.

(viii) Anti-Terrorism Act 2002, Cap 120	<p>Defines terrorism, acts of terrorism, and the international aspects envisaged by the international conventions for the suppression of the financing of terrorism, organized crimes and the related sanctions.</p> <p>Provides for the punishment of persons who plan, instigate, support, finance or execute acts of terrorism;</p> <p>Prescribes terrorist organisations and to the punishment of persons who are members of, or who profess in public to be members of, or who convene or attend meetings of, or who support or finance or facilitate the activities of terrorist organisations;</p> <p>Provides for investigation of acts of terrorism and obtaining information in respect of such acts including the authorising of the interception of the correspondence of and the surveillance of persons suspected to be planning or to be involved in acts of Terrorism and other connected matters.</p>
(ix) Cattle Traders Act, Cap 52	Provides for the laws governing cattle trading within Uganda.
(x) The Children's Act Cap 62	provides for the care, protection and maintenance of children and also provides for local authority support for children
(xi) Companies Act 2012, Cap 106	To incorporate, register and provide for administration of companies.
(xii) Data Protection and Privacy Act 2019, Cap 97	To collect, process and hold the use of personal data
(xiii) East African Community Customs Management Act 2002 as amended	Act applies to the Partner States and makes provisions for the management and administration of Customs and other related matters.



(xiv) Education Act 2008, Cap 247	To develop and regulate education
(xv) The Employment Act No. 6, 2006, Cap 226	Provides for laws governing individual employment relationships such as Sec. 37 that relates to migrant workers, Sec. 38 for recruitment permits, Sec. 39 repatriation among other related issues.
(xvi) The Equal Opportunities Commission Act, 2007, Cap 7	It gives 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 marginalized on the basis of gender, age, disability or any other reason created by history, tradition or custom for the purpose of redressing imbalances which exist against them; and to provide for other related matters.
(xvii) The Extradition Act, Cap 124	Act consolidates the law relating to the extradition of persons accused or convicted of crimes committed within the jurisdiction of other countries
(xviii) The Fire Arms Act, Cap 320	The act seeks to consolidate the laws relating to the regulations, control manufacture, import, export, sale, repair, storage, and possession of firearms and ammunition and for other matters connected there- with.
(xix) Financial Institutions Act 2023, Cap 57,	Provides for or promotes financial inclusion to benefit migrants and promotes consumer protection of migrants from unfair financial practices.
(xx) The Income Tax Act Cap 338.	Provides for tax obligations and exemptions to migrants that came into Uganda for Business.

(xxi) The Investment Code Act, 2019, Cap 74.	Provides for the registration of investors and investment licences; to make the Authority a onestop centre for coordination, promotion, facilitation, monitoring and evaluation of investment and investors; finances, accounting and auditing and other related matters
(xxii) The Kampala Capital City Act 2010, Cap 195.	To provide for the management and development of Kampala as a Capital City
(xxiii) The Labour Unions Act No. 7, 2006, Cap 228.	Promotes solidarity of workers, enhance their status and improve their livelihoods.
(xxiv) The Local Government Act, Cap 138.	Determine different functions for different levels of urban local government.
(xxv) The National Social Security Fund Act Cap 230.	Provides for establishment of a National Social Security Fund, its membership, the payment of contributions and benefits of migrants workers.
(xxvi) Marriage Act, Cap 146.	Facilities for marriages between British subjects resident in Uganda and British subjects resident in England, etc.
(xxvii) Narcotic Drugs and Psychotropic Substance (Control) Act 2016, Cap 37.	Provides for the law relating to narcotic drugs and psychotropic substances with respect to the control of the possession of, trafficking in narcotic drugs and psychotropic substances and cultivation of certain plants.
(xxviii) National Climate Change Act 2021, Cap 182.	To deal with response to climate change
(xxix) National Environment Act 2019, Cap 181.	Stipulates land use planning and resource management as well as integration of environmental concerns in overall national planning.
(xxx) Occupational Health and Safety Act 2006, Cap 231.	To consolidate, harmonize and update the law relating to occupational safety and health; to repeal the Factories Act, Cap 220 and to provide for connected matters.



(xxxi) The Penal Code Act. Cap 128.	Provides for offences to do with migration.
(xxxii) Physical Planning Act 2020, Cap 142.	To provide for the making and approval of physical development plans and of applications for development permission and other related matters
(xxxiii) The Police Act Cap 324.	To keep law and order
(xxxiv) The Prevention of Trafficking in Persons Act, 2009, Cap 131.	Provides for the prohibition of trafficking in persons, creation of offences, prosecution and punishment of offenders, prevention of the vice of trafficking in persons, protection of victims of trafficking in persons, and other related matters.
(xxxv) Prisons Act 2006, Cap 325.	Provides for the existence and operation of custody centres of both convicted and un convicted prisoners and these include immigrants.
(xxxvi) The Public Health Act, Cap 310.	Establishes functions of health authorities and General board of Health in advising in advising on public health matters such as epidemics and disease prevention
(xxxvii) Public Finance Management Act 2015, Cap 171.	Provides for the stable and attractive business environment for foreign investment for immigrant entrepreneurs and workers.
(xxxviii) Public Private Partnership Act 2015, Cap 111.	Provides investment vehicles for foreign investment and work in Uganda
(xxxix) Public Service Act, Cap 91.	Provides service delivery that attracts migrants and also promotes inter-agency coordination and collaboration.
(xl) Public Service Standing Orders.	Defines foreign service and provides for rights and benefits of foreign service officers and their spouses

(xli) Stamp Duty Act 2023, Cap 339.	Provides for tax obligations of immigrants and foreign investors to comply with stamp duty requirements when acquiring property or engaging in business transactions
(xlii) The Refugees Act, 2006, Cap 312.	Provides for matters relating to refugees, their status and other international obligations of Uganda relating to refugees; such as expulsion, settlement, naturalisation among others.
(xliii) The Registration of Persons Act No. 4 of 2015, Cap 332.	Provides for harmonization and consolidation of laws on registration of persons, to remove duplications of registration processes; as well registration of births and deaths (Part iv and v of the act)
(xliv) The Registration of Titles Act Cap 240.	Relating to the transfer of land and registration of titles.
(xlv) The Employment (Recruitment of Ugandan Migrant Workers Abroad) Regulations, No. 62, 2005.	Aims at regulation upholding the dignity and rights of migrant workers by prescribing the appropriate terms and conditions of their employment and providing mechanisms for regulating activities of companies and their agents
(xlvi) The Uganda Citizenship and Immigration Control Act Cap 313.	Provides for the admission/entry, residence, employment and removal of foreigners; recognizes diaspora for citizenship
(xlvii) The Uganda Registration Services Bureau Act Cap 217	To establish registrations and collection and accounting for revenues under various relevant laws and for the enforcement and administration of those laws and to provide for other related matters.
(xlviii) The Value Added Tax Act 344.	The act imposes tax obligations on businesses owned by migrants that supply taxable goods and services. It further provides for tax exemptions for foreign investors that migrate to Uganda like tax holidays that attract more migrants.



(xlix) Uganda Bureau of Statistics Act Cap 333	The Act provides for the development and maintenance of a national statistical system to ensure collection, analysis and publication of integrated, relevant, reliable, and timely statistical information. It also establishes the Bureau as a coordination, monitoring and supervisory body for the National statistical system, and for other matters incidental to the foregoing.
(l) Uganda Communications Act 2013, Cap 103.	To harmonise the use of electronic media
(lii) Uganda Revenue Authority Act, Cap 218.	Establishes URA as a centre body for the assessment and collection of specified revenue to administer and enforce the laws relating to such revenue and to provide for related matters
(lii) University and Tertiary Institutions Act 2001, Cap 262.	To provide for the establishment of the National Council for Higher Education, its functions and administration and to streamline the establishment, administration and standards of Universities and other institutions of Higher Education in Uganda and to provide for other related matters.
(liii) Uganda Peoples Defence Forces Act Cap 330.	Provides for the co-operation between the defence forces and the civilian authority in emergency situations in cases natural disasters
(liv) The Workman's Compensation Act Cap 233.	Compensate workers for injuries suffered and scheduled diseases incurred in the course of their employment.
(lv) Uganda Wildlife Act 2019, Cap 315	provide for the conservation and sustainable management of wildlife and continued the existence of the Uganda Wildlife Authority; streamlines the roles and responsibilities of institutions involved in wildlife conservation and management;

POLICIES	PROVISION
(i) Decentralisation Policy 1997	Provides for the role of local government in integration of immigrants and refugees into their communities through service delivery
(ii) National Climate Change Policy 2018	Provides a policy response to climate change in Uganda and reducing the country's vulnerability to climate change as it is the most appropriate way to adjust to and cope with the projected impacts of climate change on the nation.
(iii) National Environment and Management Policy 2014	Promotes sustainable natural resources and guides on the displacement and resettlement process which affects migrants
(iv) National Equal Opportunities Policy 2006	Provides for the equality of opportunities for all persons in Uganda, irrespective of gender, age, physical ability, health status or geographical location, in all activities, programmes, plans and policies of Government, private sector and Non-Governmental Organizations in all spheres of social, economic, political and civil life
(v) National Health Policy 2010	The policy aims at strengthening the health systems through disease prevention and control and ensures access to health service to migrants
(vi) National Housing Policy 2016	Provides for the integration and settlement of immigrants and refugees by providing access to decent housing(including Asylum seekers)
(vii) National ICT Policy	Provides for utilization of ICT services by MDA, private companies and stakeholders so as to promote foreign trade and business in Uganda.
(viii) National Local Government Capacity Building Policy 2013	Provides a wide range of aspects of capacity building activities which are geared towards improving performance in service delivery and poverty reduction.



(ix) National Policy for Disaster Preparedness Policy 2010	Provides for displacement and evacuation procedures for the affected migrant communities and emergency responses to assist affected migrants.
(x) National Policy for Internally Displaced Persons 2007	Provides for establishment of institutions for managing IDP situation specifically the roles MDAs and Humanitarian agencies.
(xi) National Trade Policy 2007	Promotes the creation of opportunities for immigrant businesses and workers to contribute to the economy of Uganda.
(xii) The National Policy on Persons with Disability	Provides for guiding principles in enabling environment for the effective empowerment and participation of Persons with disabilities in development and also equal opportunities for them in all spheres of development.
(xiii) The National Urban Policy 2017	Provides guidelines for planned development as well as enhance the role of the urban sector in socio-economic transformation and development of the country. The Goal of the NUP is established as: “To promote liveable urban areas that are organized, inclusive, productive and sustainable”.
(xiv) The Uganda Gender Policy	The policy provides a clear mandate to different MDAs to protect the interests of vulnerable groups in Uganda