

REPUBLIC OF UGANDA | SECOND PROFILE 2023

MIGRATION
GOVERNANCE
INDICATORS



The opinions expressed in this publication are those of the authors and do not necessarily reflect the views of the International Organization for Migration (IOM). The designations employed and the presentation of material throughout the report do not imply the expression of any opinion whatsoever on the part of IOM concerning the legal status of any country, territory, city or area, or of its authorities, or concerning its frontiers or boundaries.

IOM is committed to the principle that humane and orderly migration benefits migrants and society. As an intergovernmental organization, IOM acts with its partners in the international community to: assist in meeting the operational challenges of migration; advance understanding of migration issues; encourage social and economic development through migration; and uphold the human dignity and well-being of migrants.

While efforts have been taken to verify the accuracy of this information, neither Economist Impact nor its affiliates can accept any responsibility or liability for reliance by any person on this information.

Publisher: International Organization for Migration
17 route des Morillons
P.O. Box 17
1211 Geneva 19
Switzerland
Tel.: +41 22 717 9111
Fax: +41 22 798 6150
Email: hq@iom.int
Internet: www.iom.int

With research and analysis by

**ECONOMIST
IMPACT**

Required citation: International Organization for Migration (IOM), 2023. *Migration Governance Indicators Second Profile 2023 – Republic of Uganda*. IOM, Geneva.

ISBN 978-92-9268-792-2 (PDF)

© IOM 2023



Some rights reserved. This work is made available under the [Creative Commons Attribution-NonCommercial-NoDerivs 3.0 IGO License](https://creativecommons.org/licenses/by-nc-nd/3.0/igo/legalcode) (CC BY-NC-ND 3.0 IGO).*

For further specifications please see the [Copyright and Terms of Use](#).

This publication should not be used, published or redistributed for purposes primarily intended for or directed towards commercial advantage or monetary compensation, with the exception of educational purposes, e.g. to be included in textbooks.

Permissions: Requests for commercial use or further rights and licensing should be submitted to publications@iom.int.

* <https://creativecommons.org/licenses/by-nc-nd/3.0/igo/legalcode>

REPUBLIC OF UGANDA | SECOND PROFILE 2023

MIGRATION
GOVERNANCE
INDICATORS

CONTENTS

OBJECTIVES // 6

INTRODUCTION // 7

CONCEPTUAL FRAMEWORK // 10

SUMMARY // 12

CONTEXT // 15

KEY FINDINGS // 18

AFTER THE MGI ASSESSMENT // 33

ANNEX // 34

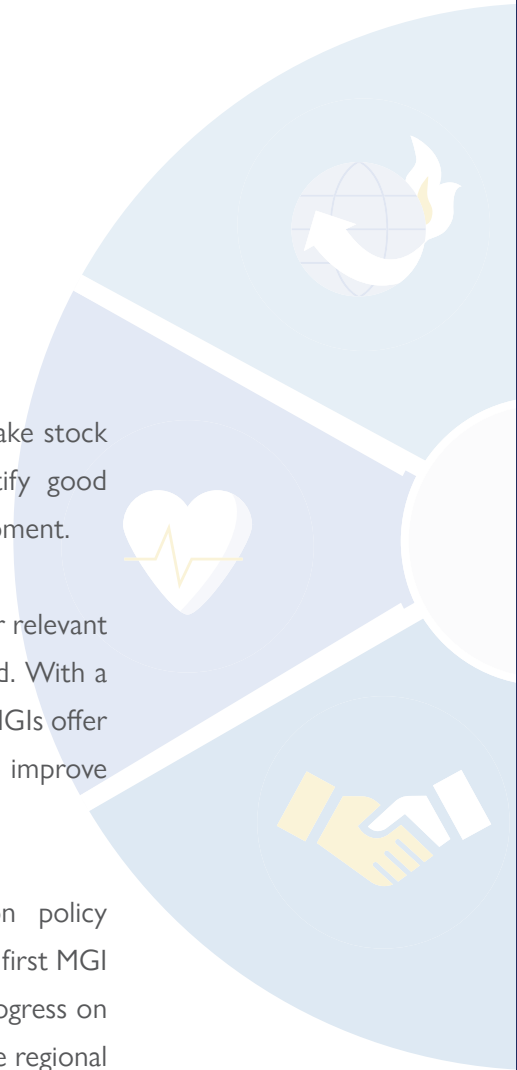
KEY SOURCES // 36

OBJECTIVES

The MGIs aim to help governments, upon request, take stock of their migration policies and strategies to identify good practices and areas with potential for further development.

The MGIs open dialogues with governments and other relevant stakeholders to identify priorities on the way forward. With a focus on government ownership of the process, the MGIs offer support at the national and local levels to gradually improve migration management systems.

MGI follow-up assessments identify the migration policy developments that have occurred since the countries' first MGI assessments, thus helping governments track their progress on national priorities as well as commitments taken at the regional and international levels.



INTRODUCTION

“ Migration has been part of the human experience throughout history, and we recognize that it is a source of prosperity, innovation and sustainable development in our globalized world, and that these positive impacts can be optimized by improving migration governance.¹

The need to maximize the opportunities and to face the challenges that mobility brings has been recognized with the inclusion of migration in the 2030 Agenda for Sustainable Development, and with the adoption of the Global Compact for Safe, Orderly and Regular Migration. The incorporation of target 10.7 into the 2030 Agenda created the need to define “planned and well-managed migration policies”. This is why, in 2015, the International Organization for Migration (IOM) developed the Migration Governance² Framework (MiGOF). This Framework³ offers a concise view of an ideal approach that allows a State to determine what it might need to govern migration well and in a way that suits its circumstances. That same year, IOM in collaboration with Economist Impact developed the Migration Governance Indicators (MGIs), a standard set of almost 100 indicators that help States assess the comprehensiveness of their migration governance structures.

The indicators constitute a starting point to engage governments in a consultative process that allows them to identify areas that are well developed and others that would benefit from further development, and most importantly priorities that are in line with the specific challenges and opportunities that a given country is facing.

The MGIs are characterized by three main fundamental attributes:

1. The MGI process is a **voluntary** exercise: The MGIs are conducted in countries that have requested to be part of the process.
2. The MGIs are **sensitive to national specificities**: The MGIs recognize the different challenges and opportunities of each context, and therefore, do not propose a one-size-fits-all solution, but rather aim to spark a discussion on what well-governed migration can mean.
3. The MGIs constitute a **process**: The MGI process is not a static tool to collect data on countries’ migration frameworks. It is rather the first step of a dynamic exercise that can enable governments to identify areas of their migration policy in need of further development, or that could benefit from capacity-building.

The MGIs recognize that all countries have different realities, challenges and opportunities in relation to migration. Therefore, the MGIs do not rank countries on the design or implementation of their migration policies.

Finally, the MGIs do not measure migration policy outcomes or institutional effectiveness. Instead, they take stock of the migration-related policies in place and operate as a benchmarking framework that provides insights on policy measures that countries can consider as they further progress towards good migration governance.

¹ United Nations, [Global Compact for Safe, Orderly and Regular Migration](#) (A/RES/73/195 of 11 January 2019), paragraph 8.

² “Migration governance” refers to the system of institutions, legal frameworks, mechanisms, and practices aimed at regulating migration and protecting migrants. It is used almost synonymously with the term “migration management”, although the latter is also sometimes used to refer to the narrow act of regulating cross-border movement at the State level.

³ IOM Council, [Migration Governance Framework](#), 106th Session, C/106/40 (4 November 2015), page 1, footnote 1.

MGI follow-up assessments aim to show the progress that countries have made in their migration governance policies since their first MGI assessment.⁴ This country profile presents a summary of the main changes and achievements that have taken place in the migration governance structures of the Republic of Uganda (hereinafter referred to as Uganda), since the first assessment in 2018, as well as the areas with potential for further development, as assessed by the MGIs.⁵

⁴ See the [2018 Migration Governance Snapshot for the Republic of Uganda](#).

⁵ The MGI initiative is a policy-benchmarking programme led by IOM and implemented with the support of Economist Impact. Funding is provided by IOM Member States.

CONCEPTUAL FRAMEWORK

MiGOF

IOM's MiGOF sets out the essential elements to support planned and well-managed migration. It seeks to present, in a consolidated, coherent and comprehensive way, a set of three principles and three objectives which, if respected and fulfilled, would ensure that migration is humane and orderly, and benefits migrants and society.

At the basis of

PRINCIPLES

1. **Adhere** to international standards and fulfil migrants' rights.
2. **Formulate** policy using evidence and a whole-of-government approach.
3. **Engage** with partners to address migration and related issues.

OBJECTIVES

1. **Advance** the socioeconomic well-being of migrants and society.
2. **Effectively address** the mobility dimensions of crises.
3. **Ensure** that migration takes place in a safe, orderly and dignified manner.



MGIs

WHAT THEY ARE

-  A set of indicators that offers insights on policy levers that countries can use to strengthen their migration governance structures
-  A tool that identifies good practices and areas that could be further developed
-  A consultative process that advances dialogues on migration governance by clarifying what "well-governed migration" might look like in the context of SDG target 10.7 and the Global Compact for Migration implementation*

Which support the measurement of

WHAT THEY ARE NOT

-  Not a ranking of countries
-  Not an assessment of policy impacts
-  Not prescriptive



Note: "The Global Compact is framed in a way consistent with target 10.7 of the 2030 Agenda for Sustainable Development in which Member States committed to cooperate internationally to facilitate safe, orderly and regular migration."

The MGIs consist of almost 100 indicators grouped under the six different dimensions of migration governance that draw upon the MiGOF categories:



MIGRANTS'
RIGHTS
PAGE 19

Indicators in this domain look at the extent to which migrants have access to certain social services such as health, education and social security. They look at family reunification, access to work, and access to residency and citizenship. The international conventions signed and ratified are also included.



WHOLE-OF-GOVERNMENT
APPROACH
PAGE 21

Indicators in this area assess countries' institutional, legal and regulatory frameworks related to migration policies. This area also looks at the existence of national migration strategies that are in line with development objectives and overseas development efforts, as well as institutional transparency and coherence in relation to migration management.



PARTNERSHIPS
PAGE 24

This category focuses on countries' efforts to cooperate on migration-related issues with other States and relevant non-governmental actors, including civil society organizations and the private sector.



WELL-BEING
OF MIGRANTS
PAGE 27

Indicators in this area assess countries' policies on the recognition of migrants' educational and professional qualifications, provisions regulating student migration and the existence of bilateral labour agreements between countries. Aspects of diaspora engagement in the country of origin and migrant remittances are also under this domain.



MOBILITY DIMENSION
OF CRISES
PAGE 29

This category looks at the type and level of preparedness of countries when they are faced with mobility dimensions of crises. The questions look at the processes in place for nationals and non-nationals in relation to disasters and climate change, including if humanitarian assistance is equally available to migrants as it is to citizens.



SAFE, ORDERLY AND
REGULAR MIGRATION
PAGE 31

This area looks at countries' approach to migration management in terms of border control and enforcement policies, admission criteria for migrants, preparedness and resilience in the case of significant and unexpected migration flows, as well as the fight against trafficking in persons.



SUMMARY

SUMMARY OF UPDATES SINCE 2018

Migrants' rights

Since the previous MGI assessment in 2018, the Ministry of Health has adopted its Strategic Plan 2020/21–2024/25 (2020), which explicitly lays the foundation to implement universal health coverage across the country. This Plan aims to ensure that all individuals, including migrants, have access to public health care.

In 2018, the Ministry of Education and Sports adopted the Education Response Plan for Refugees and Host Communities in Uganda (ERP) (2018), which encompasses all migrant children regardless of migration status, guaranteeing education for 567,500 children and youths in refugee-hosting areas.

In 2020, the High Court of Uganda ruled to allow Ugandan citizens abroad to vote, establishing that living in the diaspora does not disqualify any Ugandan citizen from voting. However, in practice, Ugandans abroad were not able to vote in the 2021 general elections.

Whole-of-government approach

As of August 2023, Uganda is in the process of developing a national migration policy through the Ministry of Internal Affairs. However, since the last MGI assessment, the National Planning Authority has developed a new national development strategy, the Third National Development Plan (NDP III) 2020/21–2024/25 (2020),⁶ which makes references to migration and measures regarding displacement.

Since the 2018 MGI assessment, Uganda has actively engaged the Ministry of Gender, Labour and Social Development in discussions on gender equality and diversity, particularly in agenda-setting and the implementation of migration-related policies through its participation in the National Coordination Mechanism for Migration (NCM).

As of August 2023, the Uganda Bureau of Statistics is in the process of setting up an automated system to harmonize migration data. Additionally, the NCM, via the Technical Working Group on migration data established in September 2022, will be meeting quarterly, with plans for one central database for migration data.

Partnerships

In 2019, Uganda joined the regional East African Dialogue for local authorities hosting refugees, migrants and internally displaced people. The Dialogue brings together local and national authorities and urban actors from eight East African countries to share their experiences in welcoming, accommodating and including migrants.

In 2019, Kenya and Uganda signed a memorandum of understanding (MoU) for a Kenya–Uganda cross-border programme. In February 2023, local border authorities in South Sudan and Uganda signed an MoU to eliminate restrictions along border points.

Well-being of migrants

Since the last MGI assessment, the Government of Uganda has renewed bilateral labour agreements with Saudi Arabia (2015, amended in 2017), Jordan (2016) and the United Arab Emirates (2019). The aim of these agreements is to establish effective mechanisms for the placement of Ugandan domestic workers and ensure the welfare and rights of both employers and workers.

⁶ NDP III is part of a series of NDPs to operationalize Uganda Vision 2040, which aims to transform “Ugandan society from a peasant to a modern and prosperous country within 30 years”. NDP III has the goal “to increase average household incomes and improve the quality of life of Ugandans” and the theme of “sustainable industrialization for inclusive growth, employment and sustainable wealth creation”.

Mobility dimension of crises

Since the 2018 MGI assessment, Uganda developed and approved a new disaster risk management plan and an accompanying standard operating procedures guide in March 2022. In November 2022, the Minister of State for Relief, Disaster Preparedness and Management presented to Parliament the National Disaster Risk Management Plan, aimed at preparing the country to better manage and prevent disasters.⁷

Safe, orderly and regular migration

The National Action Plan for Prevention of Trafficking in Persons 2019–2024 was developed and approved by the Ministry of Internal Affairs in 2020, with the aim of strengthening the national human trafficking prevention system and addressing the specific needs of women and children who are victims of trafficking.

The National Child Policy was developed and approved in 2020 by the Ministry of Gender, Labour and Social Development to mobilize and empower communities to harness their potential while protecting the rights of vulnerable population groups, including refugee, internally displaced and trafficked children.

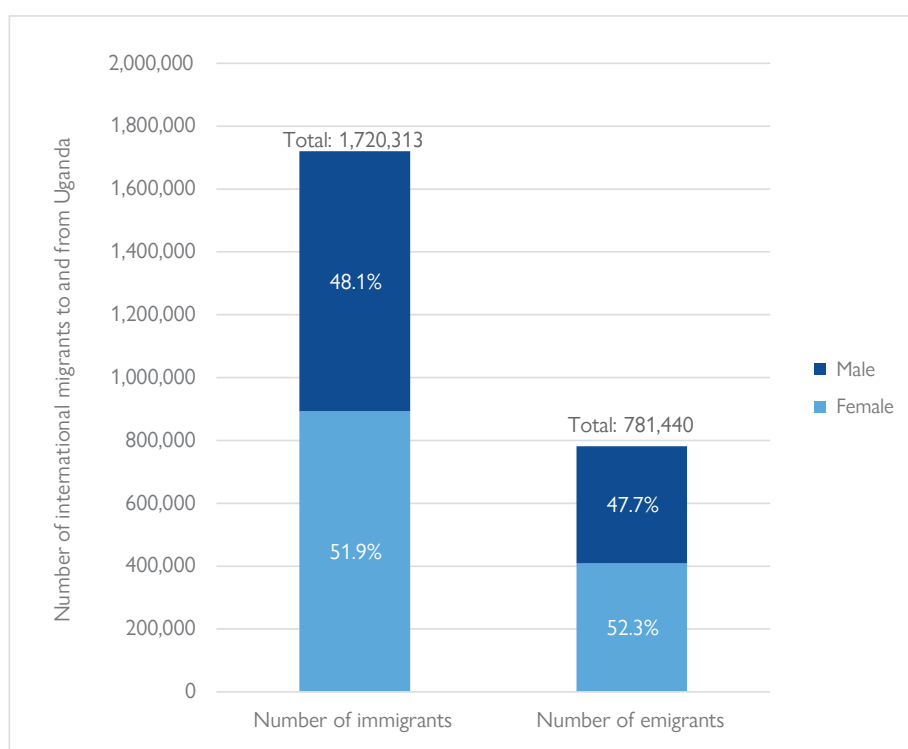
⁷ This is still not approved as of August 2023.



CONTEXT

Immigration to Uganda has increased over the last decade, rising exponentially since 2010 and reaching a total of 1,720,313 people in 2020.⁸ In this sense, United Nations Department of Economic and Social Affairs (DESA) figures indicate that the 1.7 million international migrants that were living in the country as of mid-2020 represent 3.8 per cent of the country's total population (45.7 million). The distribution of immigrants by sex shows that 51.9 per cent are female and 48.1 per cent are male (see Figure 1). Similar to its immigration data, Uganda has experienced increasing emigration since the 1990s, with emigration numbers reaching 781,400 people in 2020, which is 1.7 per cent of its total population, according to data estimates by DESA.⁹ Disaggregated data indicate that the share of female emigrants (52.3%) in 2020 is slightly higher than the share of males (see Figure 1).

Figure 1. International migration to and from Uganda (at mid-2020), by sex



Source: DESA, *International Migrant Stock 2020* (2020).

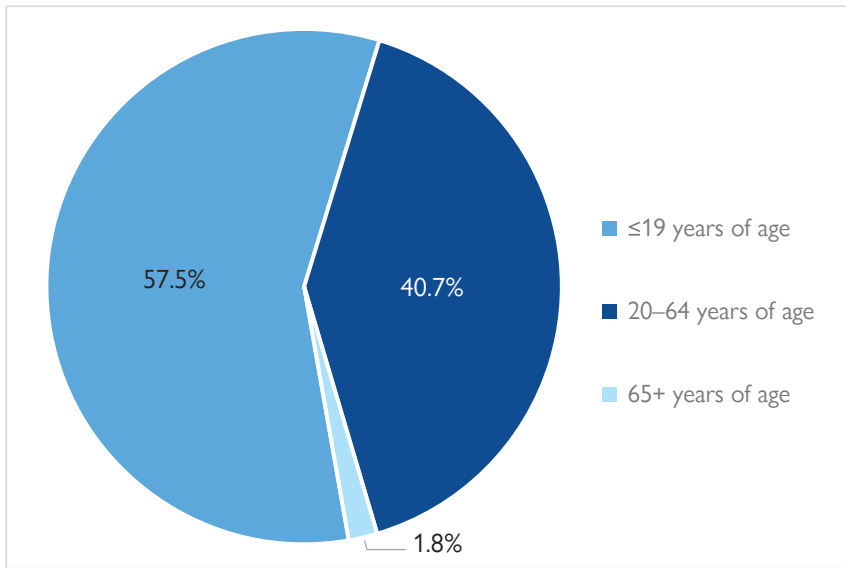
Comparing immigration and emigration figures shows that the estimated net migration in Uganda in 2022 is 43,500 migrants. In addition, data from the World Bank show that personal remittances received in Uganda accounted for 2.3 per cent of its GDP in 2022.¹⁰ Finally, Figure 2 shows that the majority of immigrants in 2020 were 19 years old and younger (57.5%), followed by working-age migrants, who made up 40.7 per cent of the total immigrants in the country.

⁸ Visit the [Migration Data Portal](#) for more information.

⁹ See footnote 8.

¹⁰ See footnote 8.

Figure 2. Distribution of migrants by age group (at mid-2020)



Source: Migration Data Portal, 2020 data from DESA (2020).



KEY

FINDINGS



1

ADHERE TO INTERNATIONAL STANDARDS AND FULFIL MIGRANTS' RIGHTS

1.1. Migration governance: Examples of well-developed areas

In Uganda, migrants can access Government-funded health facilities on the same basis as nationals. Since the previous MGI assessment in 2018, the Ministry of Health has developed its Health Strategic Plan 2020/21–2024/25 (2020), which seeks to “[s]trengthen the Health System and its support mechanisms with a focus on Primary Health Care to achieve Universal Health Coverage”. This Plan aims to ensure that all individuals, including migrants, have access to public health-care service.

Government-funded universal primary and secondary education is accessible to every child, national or migrant, in Uganda regardless of nationality, as provided for in the Education (Pre-Primary, Primary and Post-Primary) Act (2008). Section 4(2) of the Act states that “[b]asic education shall be provided and enjoyed as a right by all persons”. Section 9(1) of the same Act further states that “[n]o person or agency shall levy or order another person to levy any charge for purposes of education in any primary or post primary institution”. In 2018, the Ministry of Education and Sports adopted the Education Response Plan for Refugees and Host Communities in Uganda (ERP) (2018), guaranteeing education for 567,500 children and youths in refugee-hosting areas. In parallel, Section 34 of the Constitution of the Republic of Uganda (1995) states that “[a] child is entitled to basic education”.

Family reunification is possible for all migrants under all visa and residency categories. The Citizenship and Immigration Control Act (1999, last updated in 2009) establishes the dependant pass and makes no distinction for eligibility based on visa or permit type.¹¹ Applications for the dependant pass are submitted through an online portal and require proof of identity, immigration status, a photograph and the dependence link between applicants.¹² There are no restrictions on family reunification based on personal characteristics.

All Ugandan nationals living abroad who hold Ugandan passports can voluntarily register at the nearest Ugandan embassy. Each member of a household must be registered separately, including minors. The Ministry of Internal Affairs maintains an online portal that allows Ugandans abroad to register.¹³

Uganda issues birth certificates for all children, including those with foreign parents but born in its territory. Section 4 of the Children Act (1997) grants every child the right to be registered after birth. The National Identification and Registration Authority is mandated to register “every birth within Uganda” under the Registration of Persons Act (2015). Registration is free and compulsory, regardless of migration status. Under the Act, “Upon registration of a birth by a registration officer, the Authority will allocate a National Identification Number to a child identified as a citizen of Uganda or Alien Identification Number to a child identified as an alien” (Section 29).

¹¹ The dependant pass is granted to the children (under 18 years), the spouse and other relatives of a foreign resident with proof of legal stay (e.g. student pass, work permit or certificate of residence) in Uganda. It can also be issued to a foreign dependant of a Ugandan citizen, and this can be the child, the spouse or other relatives.

¹² For the spouse, the application requirements are the marriage certificate, a copy of the principal's passport, the immigration status of the principal, a recent passport-size photograph, a passport copy (biadata page of the dependant) with at least six months' validity, and the immigration status of the dependant in Uganda. For the child, the requirements are the immigration status of the dependant in Uganda, the principal's immigration status, a passport copy (biadata page of the dependant) with at least six months' validity, the birth certificate, a cover letter/diplomatic note from the principal, the principal's passport copy and a recent passport-size photograph. For other relatives or members of the household, the requirements are the principal's work permit/status in Uganda, the immigration status of the dependant in Uganda, a cover letter/diplomatic note from the principal stating the relationship and the reason for the dependant pass, proof of relationship where applicable, a passport copy (biadata page of the dependant) with at least six month's validity, and a recent passport-size photo.

¹³ Visit the [portal](#) for more information.

1.2. Areas with potential for further development

Migrants with temporary work permits and refugees holding free work permits through the Refugees Regulations (2010) in Uganda have access to social security on the same basis as nationals. Under the National Social Security Fund Act (1985), all employees in Uganda under a contract of service or employees ordinarily resident in Uganda and employed outside the country by a Ugandan employer are eligible to access the National Social Security Fund – including migrants. As such, employment-related social security under the Employment Act (2006), which includes severance and coverage under the Workers Compensation Act (2000), is available to nationals and migrants alike. The Social Assistance Grants for Empowerment, established in 2015 following the successful completion of the Expanding Social Protection Programme (2010–2015),¹⁴ provides Senior Citizens Grants to individuals aged 65 years and above; however, they are limited to citizens.

Uganda does not have any agreements with other countries on the portability of social security entitlements and earned benefits, including old-age pensions. The Draft Social Security Portability Bill was first presented to the East African Community (EAC) in 2015 to harmonize social security laws to facilitate the portability of social benefits within the EAC.¹⁵ Its adoption would ensure the portability of social security benefits earned in the public and private sectors. In parallel, the EAC is revising a Draft Council Directive on the Coordination of Social Security Benefits (2011) to resolve the issue of social protection and promote comprehensive policies on social protection among the EAC member States. However, no binding framework has yet been adopted.

In practice, Ugandans living outside the country cannot vote in national elections. Voter registration in Uganda is regulated by Article 59 of the Constitution and the Electoral Commission Act (1997). These establish the right of every citizen of Uganda aged 18 and above to register to vote for public elections and referendums. The High Court of Uganda ruled to allow Ugandan citizens abroad to be able to vote in 2020, but they were not able to vote in the 2021 general elections.

Uganda offers limited civil registration services to migrants living in the territory without proof of legal identity. The Births and Deaths Registration Act (1973) and the Registration of Persons Act (2015) regulate the registration of births and deaths, and implement the accompanying regulations, while the Registration of Persons (Births and Deaths) Regulations (2015) requires a parent to have identification documents. Under Section 41 of the Registration of Persons Act, free and compulsory registration of deaths is available to all persons in Uganda, irrespective of migration status and proof of legal identity. However, for other types of registration, such as marriage under the Marriage Act (1904), the Uganda Registration Services Bureau requires proof of citizenship through the presentation of a passport or a national identity document.

Uganda does not have a specific policy or strategy to combat hate crimes, violence, xenophobia and discrimination against migrants. However, such provisions exist under certain laws. For instance, Section 21 of the Constitution outlaws discriminatory practices based on country of origin by establishing that “a person shall not be discriminated against on the ground of sex, race, color, ethnic origin, tribe, birth, creed or religion, social or economic standing, political opinion or disability”. Similarly, Section 6 of the Employment Act prohibits discrimination in employment, including that based on national and social origin, and the Penal Code Act (1950) criminalizes assault (Sections 235–238), incitement to violence (Section 51), threatening violence (Section 81) and related acts for “all persons”.

¹⁴ More details about the [Expanding Social Protection Programme](#) are available on the website of the Ministry of Gender, Labour and Social Development.

¹⁵ Uganda is an EAC member alongside five other countries: Burundi, Kenya, Rwanda, South Sudan and the United Republic of Tanzania.



2

FORMULATE POLICY USING EVIDENCE AND WHOLE-OF-GOVERNMENT APPROACH

2.1. Migration governance: Examples of well-developed areas

The Directorate of Citizenship and Immigration Control (DCIC) under the Ministry of Internal Affairs (MIA) is the government agency responsible for designing and coordinating the implementation of immigration policy, as established under Section 8 of the Citizenship and Immigration Control Act (2009).¹⁶ DCIC is responsible for border management; the issuance of passports, visas and travel documents; verifying and processing Ugandan citizenship; and enforcing the Citizenship and Immigration Control Act. The Act is the primary immigration-related legislation that establishes immigration control measures for Uganda, as well as measures for processing entry into Uganda and procedures for the registration of migrants within the country. In addition, Uganda also uses the East African Community One Stop Border Posts Act of 2016, which regulates the establishment of one-stop border posts and border controls, and it provides for the application of border control laws in the control zones of the adjoining States: Burundi, Kenya, Rwanda, Uganda and the United Republic of Tanzania.

The Office of the Prime Minister coordinates the National Coordination Mechanism for Migration (NCM), and DCIC is the Secretariat of the National Citizenship and Immigration Board.¹⁷ Uganda's NCM is an interministerial, multi-stakeholder coordination mechanism for migration at the national level. Established in 2015, it is led by the Office of the Prime Minister and aims to strengthen partnerships, collaboration and coordination between the various actors working on migration issues; document good practices and highlight challenges facing Uganda in addressing migration; and enhance comprehensive, coherent and integrated response to migration. The NCM is made up of governmental agencies – including the Ministry of Local Government, which supervises the lower local government districts, and other non-governmental stakeholders, such as civil society. Since its establishment, the NCM has made significant progress, including in the promotion of inter-agency coordination on migration, stakeholder capacity development and policy harmonization. It meets on a quarterly basis, having last met in August 2023.

The Ministry of Gender, Labour and Social Development formally engages and coordinates with other government stakeholders on gender equality and diversity in agenda-setting and the implementation of migration-related policies through the NCM. The Ministry of Gender, Labour and Social Development has the mandate to mobilize and empower communities to harness their potential while protecting the rights of vulnerable population groups. Among other responsibilities, the Ministry promotes gender equality and equity, human rights, culture and empowerment.

DCIC is the front-line agency tasked with border control and security and the development and implementation of immigration policy. It shares responsibility for border management in Uganda with other government agencies, including the Uganda Police Force, responsible for maintaining overall security and public safety in Uganda; the Internal Security Organization, responsible for providing national security intelligence to Uganda's policymakers; the External Security Organization, focused on mitigating external security threats; the Uganda Peoples' Defence Forces, the country's national army; and the Uganda Revenue Authority, which enforces, assesses, collects and accounts for various taxes imposed in Uganda.

¹⁶ The Citizenship and Immigration Control Act repealed the Uganda Citizenship Act (1962), the Immigration Act (1969), the Passports Act (1982) and the Aliens (Registration and Control) Act (1985).

¹⁷ Detailed information about the National Citizenship and Immigration Board is found in Part II of the Ugandan Citizenship and Immigration Control Act.

The Department for the Diaspora, under the Ministry of Foreign Affairs, is responsible for enacting diaspora policy. The Government is developing a Draft National Diaspora Policy as of August 2023.¹⁸ The main objective of the diaspora policy is to remove constraints that affect the Ugandan diaspora and their participation in Uganda’s national development.

Since the last MGI assessment, the National Planning Authority has developed a new national development strategy, the Third National Development Plan (NDP III) 2020/21–2024/25 (2020),¹⁹ which makes references to migration and measures regarding displacement.²⁰ For instance, it mentions the need to “[s]trengthen the capacity of the immigration department to manage entry and exit of the country” and spotlights the challenge of emigration by stating that “Ugandan youths trained up to degree/diploma level are exiting [the] country”.

The Uganda Bureau of Statistics (UBOS) publishes yearly statistics on arrivals and departures from major border posts. Its Annual Migration and Tourism Report, last published in 2022 (covering the year 2021), presents migration statistics on international travel, including tourism trips arriving and departing via formal border points. It contains data on arrivals and departures, disaggregated by sex, age and nationality; arrivals from and departures to the East African Community member States;²¹ arrivals and departures by residential status and port of entry; and the number of tourists and their respective countries of origin. In parallel, the staff of MIA’s DCIC stationed at Uganda’s borders collect information on arrivals and departures. This information is then analysed and compiled into the Migration and Tourism Report by UBOS.²²

Since the 2018 MGI assessment, Uganda has taken significant steps to establish a coordination mechanism aimed at compiling and harmonizing migration data collected by various government agencies. As of August 2023, UBOS is setting up a system that will effectively harmonize migration data from different agencies, employing an automated system to streamline the process. Additionally, migration data are also being harmonized through the NCM via the Technical Working Group (TWG) on migration data, which was established in September 2022.²³ The TWG is scheduled to convene quarterly, and there are plans under way to develop a central database dedicated to migration data.

UBOS included questions on migration in its National Population and Housing Census 2014 (2016), the latest census to be conducted in Uganda. The questionnaire captured data on country of citizenship for non-Ugandans and country of previous residence for both Ugandans who indicated that they have recently traveled out of the country and non-Ugandans. Additional migration-related questions have been integrated into the upcoming census planned for 2024, such as questions related to place of birth, previous residence, nationality, refugee status, reasons for migration, and whether the respondents are return migrants or emigrants.

2.2. Areas with potential for further development

The development of a policy framework for managing migration is an area with potential for improvement. Since the last assessment in 2018, Uganda has been actively engaged in the process of developing and validating a national migration policy through MIA, and this is ongoing as of August 2023. The primary objective of this policy is to provide comprehensive guidance for managing internal, intraregional and international migration flows within and to and from the country. To support the Ministry in drafting and finalizing the

¹⁸ The draft of the National Diaspora Policy was presented to the National Coordination Mechanism for Migration for review in August 2023.

¹⁹ The NDP III constitutes a part of a series of NDPs to operationalize Uganda Vision 2040. It has the vision of a “transformed Ugandan society from a peasant to a modern and prosperous country within 30 years”, the goal “[t]o increase average household incomes and improve the quality of life of Ugandans” and the theme of “[s]ustainable industrialization for inclusive growth, employment and sustainable wealth creation”.

²⁰ The National Planning Authority is responsible for implementing this development strategy.

²¹ The East African Community is a regional intergovernmental organization consisting of seven partner States: Burundi, the Democratic Republic of the Congo, Kenya, Rwanda, South Sudan, Uganda and the United Republic of Tanzania.

²² The quarterly spreadsheets are available on the website of the Directorate of Citizenship and Immigration Control (DCIC) of Uganda.

²³ The TWG group members include representatives from DCIC, IOM, Makerere University, Centre for Basic Research, the Office of the United Nations High Commissioner for Refugees, the Bank of Uganda, the Ministry of Foreign Affairs, and the Ministry of Gender, Labour and Social Development.

national migration policy, a TWG has been established, operating under the leadership of the Ugandan DCIC. The TWG's responsibility is to assist in shaping and refining the policy, ensuring that it aligns with the country's migration management goals and priorities.

Uganda does not have specific legislation regarding emigration. The Uganda Citizenship and Immigration Control Act does not expressly address emigration beyond citing measures related to border control, exiting from Uganda, as well as deportation orders and the execution of such orders.

Efforts to enhance the vertical coherence of Uganda's migration-related policies are made only on an ad hoc basis. Local authorities participate in NCM discussions only on an ad hoc basis as well. Similarly, national-level government agencies have worked directly with first responders and local-level governments on an ad hoc basis, especially on refugee issues. Additionally, some of the functions of the National Citizenship and Immigration Board – namely, registering and issuing national identity cards, issuing Ugandan passports and travel documents, and granting and cancelling immigration permits – are devolved to district levels under the Uganda Citizenship and Immigration Control Act.

Collaboration in collecting and publishing migration-related data between the government agencies, academic institutions and research organizations is an area with potential for further development.



3

ENGAGE WITH PARTNERS TO ADDRESS MIGRATION AND RELATED ISSUES

3.1. Migration governance: Examples of well-developed areas

Uganda is part of several official regional consultative processes (RCPs) and interregional consultative forums (IRFs) on migration, such as the Common Market for Eastern and Southern Africa (COMESA) (founding member since 1981),²⁴ the East African Community (EAC) (member since 1999)²⁵ and the Intergovernmental Authority on Development (IGAD) (member since 1996).²⁶ In 2019, Uganda joined the regional East African Dialogue for local authorities hosting refugees, migrants and internally displaced people (IDPs).²⁷ The Dialogue brings together local and national authorities and urban actors from eight East African countries to share their experiences in welcoming, accommodating and including refugees, migrants and IDPs in their cities and municipalities.²⁸

IGAD aims to promote a resilient, peaceful, prosperous and integrated region, and within IGAD exists a distinct migration pillar that facilitates coordination and follow-up on migration issues. Uganda also endorsed the Protocol on Free Movement of Persons in the IGAD Region during a ministerial meeting in February 2020. In parallel, Uganda has been a member of the Migration Dialogue from the Common Market for Eastern and Southern Africa Member States (MIDCOM)²⁹ since 2013. The country has also been a part of the European Union–Horn of Africa Migration Route Initiative (Khartoum Process) since 2014³⁰ and, as an African Union member since 1963,³¹ is part of the Pan-African Forum on Migration (PAFOM).³²

The African Union adopted the Revised Migration Policy Framework for Africa for 2018–2030 and Plan of Action 2018–2027 (2018). These two documents reflect the current migration dynamics in Africa and serve as a revised strategic framework to guide the African Union member States and the Regional Economic Communities in migration management. In April 2022, the Ministers responsible for EAC Affairs, Labour, and Internal Affairs and the Directorates of Immigration from EAC partner States endorsed the establishment of the EAC-RCP on Migration in the region.³³ The aim of the EAC-RCP is to provide a platform for comprehensive information-sharing and policy dialogue on specific migration issues among the EAC partner States.

There are formal arrangements for intraregional mobility that have been achieved as a result of Uganda's participation in RCPs. EAC adopted the EAC Common Market Protocol for Movement of Labour in line with the EAC Common Market Protocol, which entered into force in 2010.³⁴ The EAC Treaty established the right to free movement of persons and labour across the borders of member States. Additional clauses were adopted for the common management of refugees and compliance with international conventions on the movement of refugees.³⁵

²⁴ COMESA has 19 member States, which include Burundi, the Comoros, the Democratic Republic of the Congo, Djibouti, Egypt, Eritrea, Eswatini, Ethiopia, Kenya, Libya, Madagascar, Malawi, Mauritius, Rwanda, Seychelles, the Sudan, Uganda, Zambia and Zimbabwe.

²⁵ EAC is a regional intergovernmental organization of seven member States, comprising Burundi, the Democratic Republic of the Congo, Kenya, Rwanda, South Sudan, Uganda and the United Republic of Tanzania.

²⁶ IGAD has eight member States, namely Djibouti, Eritrea, Ethiopia, Kenya, Somalia, South Sudan, the Sudan and Uganda.

²⁷ Read more on the [East African Dialogue for local authorities hosting refugees, migrants and internally displaced people](#).

²⁸ The dialogue's member States are the Central African Republic, Ethiopia, Kenya, Rwanda, Somalia, Uganda, the United Republic of Tanzania and Zambia.

²⁹ MIDCOM was formed as a pillar on migration within the broader framework of COMESA to provide a platform for informal and non-binding dialogue on issues and opportunities related to migration management.

³⁰ The Khartoum Process aims to address the challenges of smuggling and trafficking in human beings on the migration routes between the Horn of Africa and the European Union.

³¹ Established in 1963 as the Organization of African Unity, the African Union evolved in 2002 to enhance continental unity, peace and development among its 55 member States.

³² PAFOM is a continental consultative process on migration and human mobility issues in Africa. It brings together all African Union member States, African Union regional economic communities, regional consultative processes in Africa, United Nations agencies and intergovernmental organizations to deliberate on topical issues affecting migration governance in Africa and to shape and inform policy development and share experiences.

³³ See more details on the EAC-RCP on Migration in this [press release](#) on the website of IOM Rwanda.

³⁴ The East African Community Common Market Protocol was signed on 20 November 2009 and came into force on 1 July 2010.

³⁵ The additional clauses were adopted through Article 124(5)(h) of the EAC Treaty and are in compliance with other international conventions on the movement of refugees.

Uganda has also signed various memorandums of understanding (MoUs) related to migration with other countries. Since November 2016, South Sudan and Uganda have had an MoU creating a One Stop Border Post in Elegu and Nimule along the South Sudan–Uganda border. Since the last assessment, in May 2018, Uganda’s Ministry of Trade, Industry and Cooperatives and the Democratic Republic of the Congo’s Ministry of Trade, Supply and Consumption signed an MoU establishing a bilateral framework to enhance cross-border trade between the two countries. In September 2019, Uganda and Kenya signed an MoU for a Kenya–Uganda cross-border programme aiming to promote sustainable peace and socioeconomic transformation.³⁶ Additionally, in February 2023, local border authorities in South Sudan and Uganda signed an MoU to strengthen security between the two countries; ease the mobility of resources, goods and services; and eliminate restrictions along border points.

Uganda participates in bilateral discussions with other countries on migration-related issues. Since 1986, the country has had a Joint Permanent Commission with Burundi,³⁷ which held its third session in Bujumbura in 2022. It covers areas such as diplomatic and political consultations, trade and investment, education, health, agriculture, transport, infrastructural development and defence. Additionally, Uganda participates in a Joint Permanent Commission with the United Republic of Tanzania, which held its fourth session in January 2022.³⁸ Areas of cooperation include immigration, education, transport, communication, defence and security, trade and industry, energy, mineral development and agriculture. Uganda has also established bilateral relations with South Africa since 2012 through the Joint Commission of Cooperation between Uganda and South Africa, which held its second session in Kampala in July 2022.³⁹ Finally, Rwanda and Uganda have agreed to revive their Joint Permanent Commission in 2023,⁴⁰ after not meeting since 2012. This would be the 10th session of the meetings between the two countries, with a focus on mutual regional security and development issues.

The Government regularly invites civil society organizations (CSOs) to take part in consultations for the development of migration policy. The Non-Governmental Organisations Act (2016) established the National Bureau for Non-Governmental Organisations as a semi-autonomous body under the Ministry of Internal Affairs, intending to set a framework that strengthens the relationship between the non-governmental organizations sector and the Government. CSOs working on migration issues, such as labour migration and migrant protection, are part of the National Coordination Mechanism for Migration and actively support and participate in the finalization process of the draft national migration policy. In addition, the National Task Force Committee for Prevention of Trafficking in Persons has CSOs participating as formal members.

Similarly, members of the diaspora and expatriate communities are formally engaged in agenda-setting and the implementation of development policy. The Diaspora Services Department (DSD) under the Ministry of Foreign Affairs formally engages the diaspora in planning and the implementation of development policy and initiatives. DSD supports the development of public–private partnerships for infrastructure development and has compiled a compendium of business profiles and investment opportunities available for the diaspora. It also organizes an annual summit for the diaspora in December and has conducted online and in-person consultations with them on diaspora policy development during the COVID-19 pandemic. Finally, as of August 2023, the Ministry of Foreign Affairs is developing a policy for diaspora engagement, and it has consulted the diaspora and expatriate communities throughout the process.

³⁶ This covers the Turkana–Pokot–Karamoja region along the border of the two countries and aims to facilitate cross-border movement of persons and livestock.

³⁷ More information on the Joint Permanent Commission is available in this [article](#) from *New Vision*.

³⁸ More information on the Joint Permanent Commission is available in this [statement](#) by General Abubakhar Odongo Jeje found on the Uganda Media Centre website.

³⁹ More information on the Joint Commission of Cooperation is available in this [article](#) from *New Vision*.

⁴⁰ More information on the Joint Permanent Commission is available in this [article](#) from the *Kampala Post*.

3.2. Areas with potential for further development

There is no defined government framework to formally engage with the private sector and social partners in agenda-setting and the implementation of migration-related policies. While the Government of Uganda invites social partners to take part in consultations for the development of migration policy on an ad hoc basis, engagement and consultation with the private sector have been limited, and involvement has taken place indirectly through external programmes. Private Sector Foundation Uganda – the country’s main consultative body for the private sector, comprising 230 business associations, corporate bodies and major public-sector agencies – is an implementation partner for several governmental projects and programmes, but there is no evidence of any involvement or engagement in discussions on migration-related issues. Finally, Uganda’s Third National Development Plan (NDP III) 2020/21–2024/25 (2020), which was developed by the National Planning Authority, mentions the inclusion of the private sector in general policy development processes as one of its objectives, along with policies related to the management of refugees and migrants.



4

ADVANCE THE SOCIOECONOMIC WELL-BEING OF MIGRANTS AND SOCIETY

4.1. Migration governance: Examples of well-developed areas

Uganda has adopted the East African Community (EAC) Qualifications Framework for Higher Education. Under Article 11 of the Protocol on the Establishment of the EAC Common Market, on the mutual recognition of academic and professional qualifications (2010), partner States mutually recognize academic and professional qualifications, experience, licenses and certifications obtained in other partner States. They also harmonize the educational curricula, examinations, standards, certification and accreditation of their educational institutions.

The Government of Uganda has signed bilateral labour agreements (BLAs) with Saudi Arabia (2015, amended in 2017), Jordan (2016) and the United Arab Emirates (2019). Saudi Arabia and Uganda signed a BLA in 2017, which was valid for five years, aimed at establishing an effective mechanism for the placement of Ugandan domestic workers, ensuring the enhancement of welfare and protection of the rights of both employers and workers. This agreement was renewed in March 2023. In December 2017, Uganda signed an agreement with Jordan, similarly valid for five years. When the BLA expired in November 2022, it was renewed for another five years. In June 2019, Uganda signed a BLA with the United Arab Emirates to strengthen cooperation by providing a legal framework for the employment of workers from Uganda in the United Arab Emirates, aiming to facilitate healthy cooperation and exchange of information on best practices in labour migration for mutual benefit. As of August 2023, the Government of Uganda is in the process of reviewing the agreement for renewal.

Provisions to promote the ethical recruitment of migrant workers in the country are provided for within the national general laws and policies on employment. The Employment Act (2006) sets out offences for unlawfully compelling another person to work against their will and protects children from employment in any form (Article 32). Section 25 of the Constitution of Uganda (1995) provides for protection from slavery, servitude and forced labour – it states that no person shall be held in slavery or servitude, nor shall they be required to perform forced labour.

For Ugandans working abroad, the Employment (Recruitment of Ugandan Migrant Workers Abroad) Regulations, published in Statutory Instrument No. 62 of 2005, seeks to promote the employment of Ugandans abroad with dignity and in full observation of their basic human rights. These regulations establish the legal framework for protecting the rights of Ugandan citizens working abroad through regulating accreditation, processing documentation, overseeing recruitment, setting employment standards, and welfare and employment services. In 2015, the Ministry of Gender, Labour and Social Development developed the Guidelines on Recruitment and Placement of Uganda Nationals Abroad (2015), which seeks to facilitate the recruitment and mobility of Ugandans in order for them to access decent employment opportunities, and to better manage legal migration between Uganda and destination countries.

4.2. Areas with potential for further development

Uganda does not yet have assessments in place to monitor the labour market demand for immigrants in the country. Similarly, there is no assessment for monitoring the domestic labour supply and the effects of emigrants on the domestic labour market. As of August 2023, the Ministry of Gender, Labour and Social Development is developing a labour market information system, which includes a job-matching platform for employers. The Government has published a diagnostic study on employment reports for 2016 and 2018

that looks at the demand and supply of labour, but it does not specifically consider immigrants. The National Labour Force Survey, conducted every five years by the Uganda Bureau of Statistics and last published for the year 2021, does not collect information on the labour market demand for immigrants in Uganda, nor does it contain data on migrants more generally.

There is no defined programme for managing labour migration into Uganda based on labour market demand, creating a need to fast-track the formulation of labour migration policy. Neither the Citizenship and Immigration Control Act (1999) nor the Employment Act (2006) introduces skills assessment to fulfil the visa requirements in Uganda.

Strengthening the monitoring of bilateral agreements is an area with potential for development as there are no mechanisms in place to assess their implementation.

Uganda grants international students access to tertiary education institutions provided that they meet the specific requirements of obtaining a student pass, but they pay higher fees than citizens. The Universities and Other Tertiary Institutions Act (2001) states, “It shall be lawful for the Public University to admit to the University any person qualified for admission who is not a citizen of Uganda” (Section 28). International students follow a different fee structure, as determined by each institution. Additionally, standardizing qualifications across EAC member States is an area with potential for development.

There is no evidence that Uganda is actively promoting the creation of formal remittance schemes for migrants. The Bank of Uganda, the country’s central bank, is the main regulator for remittances. Remittance service providers need to apply to the central bank for a money remittance licence to do business in Uganda, as outlined in the Foreign Exchange (Forex Bureaus and Money Remittance) Regulations (2006). Remittance service providers in the country range from commercial banks to mobile network operators and money-transfer entities. As per the Financial Institutions Act (2004), the Central Bank has the authority to prescribe rules and impose restrictions on financial institutions regarding foreign exchange business, including the management of remittances (Article 40).

Uganda does not have any programmes in place to promote the financial inclusion of migrants and their families. The National Financial Inclusion Strategy 2017–2022 (2017), developed by the Bank of Uganda and the Ministry of Finance, Planning and Economic Development, aims to promote financial inclusion for all Ugandans. However, there is no coverage of migrants, nor is there evidence of migrants accessing the programmes envisaged in the Strategy. Nonetheless, refugees are able to open bank accounts.



5

EFFECTIVELY ADDRESS THE MOBILITY DIMENSIONS OF CRISES

5.1. Migration governance: Examples of well-developed areas

Uganda participates in several regional frameworks that include specific provisions for internal and cross-border movements in the context of climate change, environmental degradation and disasters. Uganda is part of the African Union Convention for the Protection and Assistance of Internally Displaced Persons (IDPs) in Africa (Kampala Convention) (2009) and is among the 55 African Union member States that ratified the Convention. The Convention entered into force on 6 December 2012.⁴¹ Since 2011, Uganda has also been a part of the East African Community Climate Change Policy Framework, under which a Climate Change Policy (2015) has been developed to address the adverse impacts of climate change in the region and harness opportunities posed by climate change in the context of sustainable development. The Policy recognizes the effects of climate-induced disasters as leading to migration, climate refugees, internal displacement of persons and cross-border conflict.

The Directorate of Relief, Disaster Preparedness and Management under the Office of the Prime Minister is the national agency responsible for disaster management. Its mandate is to strengthen Uganda's capacity for the mitigation of and preparedness and response to natural and human-induced disasters, through enhancing the country's ability to contain and minimize their effects while addressing disaster vulnerabilities of the community and alleviating human suffering from said disasters. The Directorate published an inaugural Annual State of Disaster Report in 2020, which includes data on natural disasters between 2019 and 2020 and the number of people affected.

Uganda's National Policy for Disaster Preparedness and Management (NPDPM) (2010) is the country's guiding document on disaster management. The NPDPM contains specific provisions addressing the displacement impacts following disasters. It states that where internal displacement occurs on account of armed conflict, the mobilization of massive relief is required at short notice, and such assistance includes the provision of foodstuffs, household items (e.g. clothing, blankets and cooking utensils), water supply and some form of shelter. The Policy also requires the existing IDP policies and conventions to be implemented in such situations, including the National Policy for IDPs (2004) and the Kampala Convention.

Uganda has measures in place to assist nationals living abroad in times of crisis via its 38 diplomatic missions,⁴² namely consular services that connect nationals with support through the consulate. Assistance is provided through the Consular Services Department of the Ministry of Foreign Affairs and includes general information on consular protection and assistance; next-of-kin notifications in the event of death, illness, arrest and other emergency situations involving Ugandans abroad; and repatriation guidelines in emergency situations abroad.

In 2014, Uganda's Directorate of Relief, Disaster Preparedness and Management established the National Emergency Coordination and Operations Centre (NECOC) – a central facility for early warning and the coordination of emergency and crisis response and recovery action. NECOC provides and disseminates early warning information and establishes mechanisms for effective coordination in emergency response.

⁴¹ The Convention aims to “[p]romote and strengthen regional and national measures to prevent or mitigate, prohibit and eliminate root causes of internal displacement as well as provide for durable solutions; [e]stablish a legal framework for preventing internal displacement, and protecting and assisting internally displaced persons in Africa; ... [and provide] for the respective obligations, responsibilities and roles of armed groups, non-state actors and other relevant actors, including civil society organizations, with respect to the prevention of internal displacement and protection of, and assistance to, internally displaced persons”.

⁴² See a detailed list of embassies and consulates on the [Ministry of Foreign Affairs' website](#).

Uganda has specific provisions to make exceptions to the immigration procedures for migrants whose country of origin is experiencing a crisis. The Citizenship and Immigration Control Act (1999) makes provisions under Section 53 for special passes for entry to be issued in these circumstances. This is in addition to entry that is recognized under the Refugees Act (2006) for the purpose of seeking asylum. In practice, these special passes have been granted to affected citizens of South Sudan and the Democratic Republic of the Congo during the countries' security crises. Similar exceptions have been made for migrants from the Horn of Africa, covering Eritrea, Ethiopia, Somalia and South Sudan, with provisions to cross the borders of Uganda.

5.2. Areas with potential for further development

Uganda does not have an emergency management framework with specific measures to aid migrants before, during and after crises in the country. While the NPDPM sets out provisions for internal disasters and displacement within Uganda, it does not specifically address large cross-border migration or internal and/or international displacement from natural disasters and other crises. The Annual State of Disaster Report, published by the Directorate of Relief, Disaster Preparedness and Management to profile disaster and emergency events, does not contain evidence of the existence of an emergency management framework with specific measures to provide assistance to migrants before, during and after crises in the country.

Migration issues are not included in recovery strategies in Uganda. The NPDPM does not include or mention migrants in recovery efforts. In 2022, Uganda approved a disaster risk management plan and an accompanying standard operating procedures guide. As of August 2023, both are currently in operation; however, there is no evidence that they contain recovery strategies sensitive to the needs of migrants. Additionally, the development of a migration strategy with mechanisms to address migration linked to environmental degradation and the adverse effects of climate change is an area with potential for improvement.

There is no specific facility or procedure for the public to communicate their needs to the Government in times of emergency, other than political channels and government structures at various levels. Additionally, Uganda's NECOC does not account for the specific vulnerabilities faced by migrants.

Uganda does not have a travel advisory service to provide citizens with regularly updated travel warnings and recommendations about the safety and security conditions in destinations around the world. Similarly, NECOC, established as a 24/7 central facility for early warning and emergency response, does not consider the specific vulnerabilities of migrants during crises.

There is no national migration policy in Uganda, and the NPDPM, the Citizenship and Immigration Control Act, and the Third National Development Plan (NDP III) 2020/21–2024/25 (2020) fail to promote the sustainable reintegration of migrants who have fled the country during crises.



6

ENSURE THAT MIGRATION TAKES PLACE IN A SAFE, ORDERLY AND REGULAR MANNER

6.1. Migration governance: Examples of well-developed areas

Ugandan border staff receive regular training. All recruits of the Directorate of Citizenship and Immigration Control (DCIC) are required to participate in a six-month training course. In addition, a training academy – the Immigration Training Academy – for immigration officials was established by the Ministry of Internal Affairs (MIA) in 2017 in Nakasongola, in collaboration with IOM, to cater to the training needs of DCIC and possibly other government institutions. Through the Academy, staff are regularly trained in different migration-related areas.

Uganda has legislation and policy guidelines with strategies to combat human trafficking. Since the last MGI assessment in 2018, MIA has developed a new National Action Plan for Prevention of Trafficking in Persons in Uganda 2019–2024 (2020) with the aim of strengthening the national prevention system and addressing the specific needs of women and child victims of trafficking. This Plan was complemented by the National Referral Guidelines for Management of Victims of Trafficking in Uganda in 2020, which provides harmonized processes for all governmental authorities, civil society organizations and international organizations to respond to human trafficking incidents. In parallel, the legal framework to combat human trafficking in Uganda is codified in the Prevention of Trafficking in Persons (PTIP) Act (2009), complemented by the Prevention of Trafficking in Persons Regulations (2019). The Coordination Office for Prevention of Trafficking in Persons (COPTIP) oversees the implementation of the PTIP Act, focusing on prevention, data analysis, national action plans, victim support, stakeholder coordination, training and legal framework development.⁴³

The Coordination Office for Prevention of Trafficking in Persons, under MIA, implements specific activities and programmes related to combating migrant labour exploitation, including training recruitment agencies in ethical recruitment. Furthermore, Uganda has measures in place to combat migrant labour exploitation for all workers. The Employment Act (2006) proscribes forced labour and sets out offences for unlawfully compelling another person to work against their will. It outlaws organizing the illicit or clandestine movement of migrants for employment, whether departing from, passing through or arriving in Uganda, or giving assistance to any organization to this end. Finally, Section 25 of the Constitution (1995) provides for protection from slavery, servitude and forced labour. It states that no person shall be held in slavery or servitude, nor shall they be required to perform forced labour.

Uganda has procedures and measures in place aimed at ensuring the protection of migrant children. Since the 2018 MGI assessment, the Ministry of Gender, Labour and Social Development has developed a National Child Policy (2020), which aims to mobilize and empower communities to harness their potential while protecting the rights of vulnerable population groups. The Policy highlights that children in need of particular protection are refugee and internally displaced children. In parallel, the Children Act (1997) outlaws child trafficking and created the National Children Authority to raise awareness and protect children from abuse. However, it does not make specific references to migrant children.

⁴³ COPTIP was established in March 2013 at the Ministry of Internal Affairs Headquarters. It comprises a secretariat and an interministerial task force consisting of two members seconded from 13 key government ministries, departments and agencies, as well as representatives from the Coalition Against Trafficking in Persons Uganda.

6.2. Areas with potential for further development

Uganda does not have a formal governmental programme or dedicated policy focused on attracting nationals who have migrated from the country. The Diaspora Services Department under the Ministry of Foreign Affairs does not have any incentive programmes in place in this regard. The Uganda Investment Authority provides investment incentives to the diaspora on the same basis as for Ugandans within the country, but it has no programmes targeted specifically at the diaspora. The Investment Code Act (2019) and the Free Zones Act (2014) do not expressly grant specific incentives to the diaspora beyond those granted to all Ugandans in the country.

Similarly, the country does not yet have a formal government programme or dedicated policy that focuses on facilitating the reintegration of returning nationals. Neither are there any policies or procedures in place to identify vulnerable migrants, such as women and child migrants, in a timely manner.

Developing formal cooperation agreements/arrangements to prevent and counter the smuggling of migrants, outside of international conventions, is an area with potential for improvement. Despite Uganda having bilateral labour agreements with countries in the Persian Gulf regarding the provision of domestic labour to those countries, these agreements do not explicitly address migrant smuggling prevention.

Uganda does not have any measures in place to ensure the timely identification of migrants in vulnerable situations and to provide them with adequate referral and protection services. However, there are such provisions for victims of trafficking through the National Referral Guidelines for Management of Victims of Trafficking in Uganda. MIA developed the Guidelines with the aim of (a) providing harmonized processes through which stakeholders are mobilized to respond to information about human trafficking incidents, (b) taking the required action to identify and rescue or intercept victims of trafficking, (c) providing assistance to victims and (d) processing information through the existing criminal justice system. The Prevention of Trafficking in Persons Act (2009) does not contain measures to ensure the timely identification of migrants in vulnerable situations, but it does outline provisions for protection and assistance, such as obtaining relevant health and social services, medical care, and counselling and psychological assistance on a confidential basis and receiving support for their specific needs, especially with regard to accommodation, education and care.

There are no formal cooperation agreements or arrangements with other countries to trace and identify missing migrants within the national territory. The Ministries of Foreign Affairs and Internal Affairs have not yet set up such a system, and neither the National Action Plan for Prevention of Trafficking in Persons in Uganda nor the National Referral Guidelines for Management of Victims of Trafficking in Uganda addresses the issue of missing migrants.

After the MGI assessment

IOM would like to thank the Government of Uganda for its engagement in this process. IOM hopes that the results of this assessment can feed into the Government's strengthening of its migration governance. After an MGI assessment, the following are recommended:



The MGI report can be used to inform policy work with the support of IOM (if desired).



The findings can feed into capacity-building activities, which may connect to other IOM initiatives.



A follow-up assessment can be conducted after three years to verify progress.



Governments can exchange best practices and innovative solutions with other governments that have conducted the MGI process.



ANNEX

The MGI process



1

Launch of the MGI process

The first step of the process is to explain what the MGIs entail to key government officials, in order to ensure full understanding of the project and complete buy-in.



2

Data collection

The second step of the process is to start the collection and analysis of data, based on about 90 indicators grounded in the six dimensions of the MiGOF. A migration governance profile based on the analysis of the findings is then drafted and shared with the government counterparts.



3

Interministerial consultation

The third step of the process is to convene an interministerial consultation where all relevant ministries and other stakeholders discuss the good practices and main areas that could be developed further as identified in the draft migration governance profile, as well as priorities on the way forward. It is also an opportunity for them to comment and provide suggestions on the draft profile.



4

Publication of the report on the Global Migration Data Portal

After the migration governance profiles are finalized and vetted by government counterparts, they are published on the [Migration Data Portal](#) and the [IOM Publications Platform](#).



KEY SOURCES*

** All hyperlinks were working at the time of writing this report.*

African Union

- 2009 African Union Convention for the Protection and Assistance of Internally Displaced Persons in Africa (Kampala Convention). Addis Ababa.
- 2018 Revised Migration Policy Framework for Africa for 2018–2030 and Plan of Action (2018–2027).

Department of Relief, Disaster Preparedness and Management

- 2004 The National Policy for Internally Displaced Persons.
- 2010 The National Policy for Disaster Preparedness and Management.
- 2020 *Annual State of Disaster Report 2020*. Kampala.

East African Community (EAC)

- 2010 Treaty Establishing the East African Community.
- 2011a East African Community Climate Change Master Plan 2011–2031.
- 2011b East African Community Climate Change Policy.
- 2011c East African Community Climate Change Strategy (2011–2016).
- 2011d Draft Council Directive on the Coordination of Social Security Benefits. Not available online.
- 2012 The East African Community Common Market Protocol for Movement of Labour: Achievements and challenges of implementation of the Protocol. Conference report, 1–2 November.
- 2015 Draft Social Security Portability Bill. Not available online.
- 2016 The East African Community One Stop Border Posts Act.

Government of Uganda

- 1904 Marriage Act.
- 1935 Public Health Act.
- 1950 Penal Code Act.
- 1962 Uganda Citizenship Act.
- 1965 Diplomatic Privileges Act.
- 1969 The Immigration Act.
- 1973 Births and Deaths Registration Act.
- 1982 The Passports Act.
- 1985a The Aliens (Registration and Control) Act.
- 1985b National Social Security Fund Act.
- 1987 Security Organisations Act.
- 1991 Uganda Revenue Authority Act.
- 1994 The Police Act.
- 1995 Constitution of the Republic of Uganda.
- 1997a Children Act.
- 1997b The Electoral Commission Act.
- 1998 Uganda Bureau of Statistics Act.
- 2000 Workers Compensation Act.
- 2001 Universities and Other Tertiary Institutions Act.
- 2004 The Financial Institutions Act.
- 2005a Employment (Recruitment of Ugandan Migrant Workers Abroad) Regulations.
- 2005b Uganda Peoples' Defence Forces Act.
- 2006a Employment Act.
- 2006b The Foreign Exchange (Forex Bureaus and Money Remittance) Regulations.
- 2006c The Refugees Act.
- 2008 Education (Pre-Primary, Primary and Post-Primary) Act.
- 2009a The Prevention of Trafficking in Persons Act.
- 2009b Uganda Citizenship and Immigration Control Act.
- 2010a Domestic Violence Act.
- 2010b Article 11 – Harmonisation and mutual recognition of academic and professional qualifications. In: Protocol on the Establishment of the East African Community Common Market.
- 2010c The Refugees Regulations.
- 2014 Free Zones Act.
- 2015a Guidelines on Recruitment and Placement of Uganda Nationals Abroad.

-
- 2015b [The Registration of Persons Act.](#)
- 2015c [The Registration of Persons \(Births and Deaths\) Regulations.](#)
- 2015d [Second National Development Plan \(NDPII\) 2015/16–2019/20.](#)
- 2016 [Non-Governmental Organisations Act.](#)
- 2017 [National Financial Inclusion Strategy 2017–2022.](#) Bank of Uganda, Kampala.
- 2019a [The Human Rights \(Enforcement\) Act.](#)
- 2019b [The Investment Code Act.](#)
- 2019c [Prevention of Trafficking in Persons Regulations.](#) Not available online.
- 2021a [The Electoral Commission Report on the 2020/2021 General Elections.](#) Kampala.
- 2021b [The Uganda Citizenship and Immigration Control \(Fees\) Regulations.](#)
- n.d. [Draft National Diaspora Policy.](#) Not available online.
- Government of Uganda and Government of the Democratic Republic of the Congo
- 2018 [Memorandum of understanding on establishing a bilateral framework to enhance cross-border trade between the two countries.](#) Not available online.
- Government of Uganda and Government of Jordan
- 2016 [Agreement to strengthen cooperation by providing a legal framework for the employment of workers from Uganda in Jordan.](#) Not available online.
- Government of Uganda and Government of Kenya
- 2019 [Memorandum of understanding for a Kenya–Uganda cross-border programme to promote sustainable peace and socioeconomic transformation.](#) Not available online.
- Government of Uganda and Government of Saudi Arabia
- 2017 [Agreement on establishing an effective mechanism for the placement of Ugandan domestic workers.](#) Not available online.
- Government of Uganda and Government of South Sudan
- 2016 [Memorandum of understanding on creating a One Stop Border Post in Elegu and Nimule along the Uganda–South Sudan border.](#) Not available online.
- 2023 [Memorandum of understanding on strengthening security between the two countries.](#) Not available online.
- Government of Uganda and Government of the United Arab Emirates
- 2019 [Agreement to strengthen cooperation by providing a legal framework for the employment of workers from Uganda in the United Arab Emirates.](#) Not available online.
- Intergovernmental Authority on Development (IGAD)
- 2012 [IGAD Regional Migration Policy Framework.](#) Addis Ababa.
- 2020 [Protocol on Free Movement of Persons in the IGAD Region.](#) Khartoum.
- International Organization for Migration (IOM)
- 2014 [Labour Migration Management Assessment: Uganda.](#) Geneva.
- 2015 [Migration in Uganda: A Rapid Country Profile 2013.](#) Kampala.
- 2016 [Republic of Uganda: Border and Migration Management Assessment.](#) Geneva.
- Ministry of Education and Sports (MoES)
- 2018 [The Education Response Plan for Refugees and Host Communities in Uganda \(ERP\).](#)
- 2019 [The Technical Vocational Education and Training \(TVET\) Policy.](#) Kampala.
-

Ministry of Finance, Planning and Economic Development (MoFPED)

2014 *Uganda's Employment Challenge: An Evaluation of Government's Strategy.*

Ministry of Gender, Labour and Social Development (MGLSD)

2011 *The National Employment Policy for Uganda: Increasing Decent Employment Opportunities and Labour Productivity for Socio-Economic Transformation.* Kampala.

2020 *National Child Policy 2020.*

Ministry of Health (MOH)

2018 *Uganda One Health Strategic Plan 2018–2022.*

2020a *Ministry of Health Strategic Plan 2020/21–2024/25.*

2020b *National One Health Risk Communication Strategy.*

2020c *National Family Planning Advocacy Strategy Costed Implementation Plan 2020–2025.*

Ministry of Internal Affairs (MIA)

2020a *National Action Plan for Prevention of Trafficking in Persons in Uganda 2019–2024.* Kampala.

2020b *National Referral Guidelines for Management of Victims of Trafficking in Uganda.* Kampala.

2022 *National Report on Countering Trafficking in Persons in Uganda for 2021.* Kampala.

2023 *National Report on Countering Trafficking in Persons in Uganda for 2022.* Kampala.

Ministry of Trade, Industry and Cooperatives (MTIC)

2018 *Uganda and DRC sign memorandum of understanding establishing a bilateral framework for enhancing cross border trade.* 20 July.

Ministry of Water and Environment (MWE)

2015 *Uganda National Climate Change Policy.*

National Planning Authority (NPA)

2020 *Third National Development Plan (NDP III) 2020/21–2024/25.* Kampala, July.

Uganda Bureau of Statistics (UBOS)

2016 *National Population and Housing Census 2014 – Main Report.* Kampala.

2021a *Report on Migration Statistics Year 2020.*

2021b *The Uganda National Household Survey 2019/2020.* Kampala.

2021c *National Labour Force Survey 2021 – Main Report.* Kampala.

2022 *Annual Migration and Tourism Report 2021.*

UBOS and Bank of Uganda

2008 *Report on remittances received in the year 2006.*



www.migrationdataportal.org/mgi

#migrationgovernance

 @IOM

 @UNmigration

 @UNmigration

 MGI@iom.int