

Vote:310 Uganda Investment Authority (UIA)

V1: Vote Overview

I. Vote Mission Statement

- To promote, attract and retain value-adding domestic and foreign investments through robust marketing and investor-centric policies and services.

II. Strategic Objective

1. To increase FDI percentage contribution to GDP to 30% by 2025 resulting in the creation of 350,000 direct jobs.
2. To facilitate the channelling of 10% of Ugandan Diaspora remittances into investment by 2025.
3. To increase the value of new domestic investment (DI) facilitated by UIA from US\$328.7 million in 2018/19 (24.4% of investment) to US\$1 billion (50% of the planned value of licensed investment by 2025) resulting in creation of 350,000 jobs.
4. To improve Uganda's Global Cost of Doing Business Ranking (WB) from 116 to 91 by 2025
5. To improve Uganda's Global Competitiveness Ranking (WEF) from 115 to 90 by 2025.
6. To promote Investment for economic transformation and employment creation through value addition, technology and knowledge transfer.
7. Conduct research to facilitate informed decisions on investment promotion and policies
8. Advocate for favourable investment measures and policies.
9. Foster institutional and inter-agency collaboration to enhance synergy in investment promotion and advocacy
10. To strengthen UIA's capacity to deliver effectively on its mandate.

III. Major Achievements in 2020/21

In the First half of the FY 2020-21 the Authority implemented its approved Workplan and Budget and the following results were achieved.

STRATEGIC OBJECTIVE: To grow Foreign Direct Investments and Domestic Direct investments.

- a) More bankable projects were reviewed for the sectors of Health, Tourism and Real estate no sector value propositions were developed. However, 83% of the year's target has already been achieved. Regional investment profiling: As a follow-up to last FY's Rwenzori Investment Expo; Rwenzori region was profiled for investment: 5 sector profiles, 5 value propositions, and 5 promotional videos developed to promote the Rwenzori region for investment in 5 priority sectors.
- b) Attraction and licensing of 5 local investment projects per quarter: 15 new projects by locals were attracted and guided to licensing projects worth planned investment value of
- c) USD 24,907,678 projected to create 2,029 jobs.
- d) Increase of foreign direct investment and joint venture partnerships through Outward Investment Missions: 2 online investment engagements with investors were held. Follow up
- e) engagements have continued online to convince potential investors to invest in Uganda
- f) Participated in two (2) Diaspora online investment meetings i.e Uganda North American Association Trade and investment forum and UK Uganda Convention. UIA shared
- g) investment information with over 200 attendees. The Diaspora have requested for sector focus webinars to get access to more in-depth information.

STRATEGIC OBJECTIVE: Improve Investor Facilitation / Servicing

- a) UIA licensed 7 projects with a planned investment value of US\$181,947,370, projected to create 2,225 jobs. In addition, during the quarter, 8 companies renewed their licenses indicating a combined investment value of US\$41,225,568 and a creation of 968 jobs.
- b) Refugee Investment profiles were updated and designed for 13 to increase investment opportunities awareness and creation of jobs.
- c) Launched the Rwenzori Investment profiles (next focus is Eastern region) during the quarter with anticipation that further local engagements will facilitate increased investment portfolios.
- d) UIA/UNDP – SDG Investor Maps to provide investors with market intelligence data.
- e) 30 companies were facilitated through the implementation of their projects through assistance in acquisition of regulatory approvals and environmental compliance. The number of companies requiring facilitation services was still low due to the COVID-19 restrictions and increasingly investors are being assisted through online engagement with the relevant MDAs.
- f) 6 virtual conferences and meetings were held during the quarter. These attracted 18 new foreign investments being licensed in Q2 with planned investment of \$ 78,572,990 to create 1,628 jobs.
- g) 10 inward mission engagements (both online and physical) from UAE – power, Germany – infrastructure, China – COVID

Vote:310 Uganda Investment Authority (UIA)

testing kits, Malaysia – aquaponics, SA – Oil/gas, China – Industrial park, SA – Education, Japan – upcoming delegation/online engagement were facilitated during the quarter.

h) Two Diaspora Engagements were held as follows i) Uganda Diaspora Business Expo and Homecoming Event. The event was attended by 545 participants from ten locations. UIA is following up on the contacts to provide more investment information.

Ugandan Diaspora Agri-food Investment E-Conference 2020. UIA recommended Ms. Lydia Nakayenze, MD of Once Planta Uganda Ltd was the 2nd Runner Up. Onca Planta is a USD 200,000 licensed investment.

i) UIA monitored 5 investment projects to establish the status of investment. The 12 projects had registered an actual investment value of US\$ 647,292,300 and created 3,925 jobs in various sectors, including: logistics, mining, dairy, real estate, biotechnology, sugar processing and steel. Some of the challenges experienced by the investors included: the

j) introduction of import taxes, which increased the cost of doing business; grid failures for the investment in mini hydro power; timely acquisition of certification due to persistent standards/ quality failures. UIA is following on mitigation measures with the relevant MDAs.

k) UIA did not host any physical PIRT TWG meetings, however UIA assisted in the networking and organizing of relevant meetings for the TWG with required MDAs (both

l) digitally and physically): The organization of no meetings can also be explained by the focus of various members on the following up of the uptake of the recovery interventions

m) granted by GoU and the COVID-19 restrictions which were still in place.

n) Regional Investment Policy Advocacy: UIA participated in three regional meetings to develop and enhance the EAC private sector development strategy, harmonize EAC

o) investment policies and provide input into the EAC Investment Report for the FY 2020-21.

STRATEGIC OBJECTIVE: Implement Regional Focused Strategy for SME Development.

a) 1 Regional investment forum (15 2 Aftercare meetings held within the SOPS under Partnership arrangement

b) 2 DIC fact finding meetings held in Iira, Soroti and Gulu

c) 20 women group leaders trained directly as trainers. 500 group members to be trained indirectly and will benefit from the program in Masaka and Soroti

d) 10 MSMEs were profiled in Acholi subregion

e) 2 Clusters of 26 SMEs engaged in the Cassava and Grains & Oil Seed Value Chains

f) 5 Youth Apprentices were Recruited and placed for workplace experience in the agribiz sector to work with the Cassava value chain farmers in the value chain of sanitizer manufacture.

STRATEGIC OBJECTIVE: Enhance the Development of a Network of Serviced IBPS In Uganda.

a. 10km of murram roads were opened at Kasese Industrial and Business Park with support from NAADS and OWC;

b. 7.5km of water network extended and distributed at Kasese Industrial Park with funding support from NAADS and Operation Wealth Creation.

c. Routine maintenance of 12.025km of Industrial Parks roads in Bweyogerere, Luzira and Soroti Industrial Parks were done.

d. Survey instructions issued to 34 developers in Industrial Parks to enable them to process their lease titles and commence physical development.

b) Provided inputs in the ESIA Management system, Livelihood Restoration and Biodiversity at KIBP

a. Secured right of way for planned infrastructure at KIBP

b. Advance payment paid to Lagan Group in preparation for commencement of infrastructure and utilities development at KIBP.

c. Developed a feasibility study for Kasese Industrial and Business Park with AKSA in preparation for financing for infrastructure development.

d. Settlement of Legal fees to 2 Law firms representing UIA in Land matters

e. 2 media events for Kampala Industrial and Business Park and other parks held and 1 shoot video of achievements produced (KIBP, Mbale and Soroti IBPs).

f. Made Court appearances to defend UIA in Masindi land case and KIBP Cotton Products case.

g. Mobilized the Contractors teams, equipment and other project requirements. Both the design and construction teams were fully acquired, all construction equipment were procured, project signages mounted around the park, an asphalt plant established, all attendant insurances were secured and a rock quarry established as well. Construction of the project camp site as well as establishing the Contractor's lab were both at 10%.

h. Completed all the project studies and plans. The project managed to commence; i) design base statement, ii) quality assurance plan, iii) the geo-technical studies, iv) the topographical and cadastral surveys, v) the hydrological surveys and drainage master plan, vi) the Environmental and Social Impact Management Plan, vii) the water consumption and demand surveys viii) review of the park's master plan and ix) the Economic Re-appraisal report x) conditions precedent to construction and xi) the marketing & management strategy report at 20%.

STRATEGIC OBJECTIVE: Harness Strategic Investment Partnerships Towards Job Creation.

a) Two investment value propositions done in conjunction with United Nations Conference on Trade and Development

Vote:310 Uganda Investment Authority (UIA)

(UNCTAD) and Cotton.

- b) A practical guide for Doing Business in Uganda was developed, and is now marketed by the COMESA Regional Investment Agency.
- c) In collaboration with DFID, two investment sector profiles were developed in Edible Oil and Pharmaceuticals.
- d) The West Nile Investment Symposium was organized in partnership with Muni University and Operation Wealth creation where an MOU was signed.
- e) Promotional video of Liao Shen Industrial Park produced and uploaded on UIA website and YouTube Completion of zero draft UIA Communications and Stakeholder
- f) Engagement Strategy 2020/21 - 2024/25.

STRATEGIC OBJECTIVE: Effective Governance and Management Systems.

- a) UIA policies, procedures during the quarter two by internal audit and the reports were submitted to the Office of the Internal Auditor general for compilation in the Main MDA
- b) Report.
- c) The Motor Vehicle policy for UIA was amended to incorporate the recommendation for the office of the Auditor general and letter submitted to Management for Discussion and approval during the just concluded Quarter.
- d) Generated required information and appeared before the sector working group to defend the Industrial park project concept note for the replacement of the previous project with code 0994 that had exited PIP and we were cleared to profile stage by DC.
- e) Ensured safe continuous work conditions and information flow during Covid-19 for all UIA Staff and external stakeholders at the Ones stop Centre.

IV. Medium Term Plans

- a) Dissemination and popularisation of the new investment code to support investments by SPVs
- b) Generate evidence - based feasibility studies for bankable projects to support investment decisions
- c) Development of investment clusters along the NDP III growth triangle/corridor for value addition
- d) Profiling and interactive servicing of Youth and SMEs captured in the Database
- e) Develop, operationalize, and upgrade interactive web-based information access through a one-stop investment and BDS Centers
- f) Promote business linkages between skills-based enterprises/MSMEs with established business firms
- g) Increase the number of business service access at the One stop Centre
- h) Establishment of a regional one-stop center for business registration and licensing & other services
- i) Coordinating, promoting, and providing support for access to start-up capital opportunities (V&P equity and Support grants
- j) Coordinate the continuous development, review and approval of bankable strategic investment projects.
- k) Developing of national capacity for rapid development and appraisal of investment projects in national priority areas.
- l) Support the identification and development of trade and industrial projects for marketing to the private sector along value chains preferred by government.
- m) Undertake economic and commercial diplomacy activities involving promoting global awareness of Investment opportunities in Uganda.
- n) Establish partnerships between developed manufacturing firms and upcoming or starts-up.
- o) Establishment of adequate framework for a small and medium scale enterprises database
- p) Develop and comprehensively service industrial parks in the key areas of Kasese, Namanve, Soroti and Luzira.
- q) 5000 workspaces developed in 5 locations (KIBP, Mbarara, Mbale, Lira and Arua) over a five-year period; At 50% of the SME work spaces will be for women and youth.
- r) Develop the Remaining 21 industrial business parks and ensure that infrastructure is functional to attract more investors in those areas
- s) Open three regional One stop Centers to bring key business licensing services nearer to regional based client.

Vote:310 Uganda Investment Authority (UIA)

V. Snapshot Of Medium Term Budget Allocations

Table 5.1: Overview of Vote Expenditures (US\$ Billion)

		2019/20 Outturn	2020/21		2021/22	MTEF Budget Projections			
			Approved Budget	Expenditure by End Dec		2022/23	2023/24	2024/25	2025/26
Recurrent	Wage	4.084	4.203	2.027	6.833	7.174	7.174	7.174	7.174
	Non Wage	6.684	11.220	2.742	10.329	10.329	10.329	10.329	10.329
Devt.	GoU	0.436	3.906	0.214	3.906	3.906	3.906	3.906	3.906
	Ext. Fin.	0.000	155.552	0.000	45.254	74.689	131.538	0.000	0.000
GoU Total		11.204	19.329	4.982	21.068	21.409	21.409	21.409	21.409
Total GoU+Ext Fin (MTEF)		11.204	174.882	4.982	66.321	96.098	152.947	21.409	21.409
Arrears		0.000	0.022	0.000	2.107	0.000	0.000	0.000	0.000
Total Budget		11.204	174.904	4.982	68.428	96.098	152.947	21.409	21.409
A.I.A Total		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Grand Total		11.204	174.904	4.982	68.428	96.098	152.947	21.409	21.409
Total Vote Budget Excluding Arrears		11.204	174.882	4.982	66.321	96.098	152.947	21.409	21.409

Table 5.2: Budget Allocation by Programme (US\$ Billion)

<i>Billion Uganda Shillings</i>	2021/22 Draft Estimates		
	GoU	Ext. Fin	Total
Private Sector Development	21.068	45.254	66.321
Grand Total :	23.174	45.254	68.428
Total excluding Arrears	21.068	45.254	66.321

VI. Budget By Economic Classification

Table V6.1 2020/21 and 2021/22 Budget Allocations by Item

<i>Billion Uganda Shillings</i>	2020/21 Approved Budget				2021/22 Draft Estimates		
	GoU	Ext. Fin	AIA	Total	GoU	Ext. Fin	Total
Output Class : Outputs Provided	15.424	81.500	0.000	96.924	17.162	45.254	62.415
211 Wages and Salaries	4.791	0.000	0.000	4.791	7.558	0.000	7.558
212 Social Contributions	0.405	0.000	0.000	0.405	0.664	0.000	0.664
213 Other Employee Costs	1.051	0.000	0.000	1.051	1.649	0.000	1.649
221 General Expenses	2.032	0.000	0.000	2.032	1.413	0.000	1.413
222 Communications	0.554	0.000	0.000	0.554	0.539	0.000	0.539
223 Utility and Property Expenses	1.690	0.000	0.000	1.690	1.144	0.000	1.144
224 Supplies and Services	0.000	0.000	0.000	0.000	0.022	0.000	0.022

Vote:310 Uganda Investment Authority (UIA)

225 Professional Services	2.796	0.000	0.000	2.796	2.840	0.000	2.840
226 Insurances and Licenses	0.398	0.000	0.000	0.398	0.145	0.000	0.145
227 Travel and Transport	1.194	0.000	0.000	1.194	0.598	0.000	0.598
228 Maintenance	0.512	0.000	0.000	0.512	0.589	0.000	0.589
281 Property expenses other than interest	0.000	81.500	0.000	81.500	0.000	45.254	45.254
Output Class : Capital Purchases	3.906	74.052	0.000	77.958	3.906	0.000	3.906
311 NON-PRODUCED ASSETS	0.120	0.000	0.000	0.120	0.120	0.000	0.120
312 FIXED ASSETS	3.786	74.052	0.000	77.838	3.786	0.000	3.786
Output Class : Arrears	0.022	0.000	0.000	0.022	2.107	0.000	2.107
321 DOMESTIC	0.022	0.000	0.000	0.022	2.107	0.000	2.107
Grand Total :	19.352	155.552	0.000	174.904	23.174	45.254	68.428
Total excluding Arrears	19.329	155.552	0.000	174.882	21.068	45.254	66.321

VII. Budget By Sub-Subprogramme , Department And Project

Table V7.1: Past Expenditure Outturns and Medium Term Projections by Sub-SubProgramme,Department and Project

Billion Uganda shillings	FY 2019/20 Outturn	FY 2020/21		2021-22 Proposed Budget	Medium Term Projections			
		Approved Budget	Spent By End Dec		2022-23	2023-24	2024-25	2025-26
12 General Administration and Support Services	7.914	168.872	4.009	63.868	91.538	148.387	16.849	16.849
01 Administration and Support Services	7.478	9.411	3.796	14.436	12.943	12.943	12.943	12.943
0994 Development of Industrial Parks	0.436	155.552	0.000	45.526	74.689	131.538	0.000	0.000
1624 Retooling of Uganda Investment Authority	0.000	3.909	0.214	3.906	3.906	3.906	3.906	3.906
20 Investment Promotion and Facilitation	3.291	6.032	0.973	4.560	4.560	4.560	4.560	4.560
02 Investment Promotion	0.266	0.329	0.065	0.513	0.513	0.513	0.513	0.513
03 Investment Facilitation	0.240	0.346	0.073	0.333	0.333	0.333	0.333	0.333
04 One Stop Centre	1.940	4.161	0.587	2.423	2.423	2.423	2.423	2.423
05 Small and Medium Size Enterprises	0.422	0.506	0.065	0.600	0.600	0.600	0.600	0.600
06 Industrial park facilitation services	0.422	0.690	0.182	0.691	0.691	0.691	0.691	0.691
Total for the Vote	11.204	174.904	4.982	68.428	96.098	152.947	21.409	21.409
Total Excluding Arrears	11.204	174.882	4.982	66.321	96.098	152.947	21.409	21.409

VIII. Sub-SubProgramme Performance and Medium Term Plans

Table V8.1: Sub-SubProgramme Outcome and Outcome Indicators

Sub-SubProgramme : 12 General Administration and Support Services

Objective : - To strengthen UIA's capacity to deliver effectively on its mandate.

Vote:310 Uganda Investment Authority (UIA)

Responsible Officer: Mr. Lawrence Byensi					
Outcome: Effective governance and management systems of Uganda Investment Authority					
1. Sustainable Macroeconomic Stability					
Outcome Indicators	Performance Targets				
			2021/22	2022/23	2023/24
	Baseline	Base year	Target	Projection	Projection
• Annual External Auditor General rating of the Authority	100%	2019	100%	100%	100%
• Level of Compliance of the Authority's planning and Budgeting instruments to NDPIII	75%	2019	75%	75%	75%
• Level of compliance of the Authority to budgeting for cross-cutting issues	75%	2019	75%	75%	75%
Department: 01 Administration and Support Services					
Budget Output: 02 Office of the Executive Director					
Number of investment abstracts and policy briefs prepared			4	4	4
Number of public relations initiatives			10	10	10
Internal Audit reports submitted as per PFMA (2015)			4	4	4
Budget Output: 03 Finance and Administration					
Financial and Budget performance reports submitted as per PFMA (2015)			10	10	10
Number of staff training and motivation programmes implemented			10	10	10
Level of compliance to budgeting for cross-cutting issues			70%	70%	70%
Sub-SubProgramme : 20 Investment Promotion and Facilitation					
Objective :					
a) To increase FDI percentage contribution to GDP to 30% by 2025 resulting in the creation of 350,000 direct jobs.					
b) To facilitate the channeling of 10% of Ugandan Diaspora remittances into investment by 2025.					
c) To increase the value of new domestic investment (DI) facilitated by UIA from US\$328.7 million in 2018/19 (24.4% of investment) to US\$1 billion (50% of the planned value of licensed investment by 2025) resulting in creation of 350,000 jobs.					
d) To improve Uganda's Global Cost of Doing Business Ranking (WB) from 116 to 91 by 2025					
e) To improve Uganda's Global Competitiveness Ranking (WEF) from 115 to 90 by 2025.					
f) To promote Investment for economic transformation and employment creation through value addition, technology and knowledge transfer. g) Conduct research to facilitate informed decisions on investment promotion and policies					
h) Advocate for favorable investment measures and policies					
i) Foster institutional and inter-agency collaboration to enhance synergy in investment promotion and advocacy					
Responsible Officer: Mr. Lawrence Byensi					
Outcome: Conducive Investment climate					
1. Sustainable Macroeconomic Stability					
Outcome Indicators	Performance Targets				
			2021/22	2022/23	2023/24
	Baseline	Base year	Target	Projection	Projection

Vote:310 Uganda Investment Authority (UIA)

• % growth in jobs generated	20%	2018	20%	20%	20%
• % of fully serviced and operational industrial parks	20%	2019	20%	20%	20%
• % growth in License Investments	20%	2019	20%	20%	20%
• % growth in direct domestic investment	10%	2019	10%	10%	10%
Department: 02 Investment Promotion					
Budget Output: 01 Investment Promotion Services					
Number of investment missions arranged			3	3	3
Number of inward missions facilitated			12	15	15
Number of regional investment profiles developed			2	2	2
Department: 03 Investment Facilitation					
Budget Output: 02 Investment Facilitation Services					
No. of projects Licensed			300	300	300
No. of projects facilitated/Aftercare Services			200	200	200
No of Projects Monitored			20	20	24
Number of Industrial Park works inspections conducted			3	3	3
Number of Industrial Park offices and work spaces maintained			15	15	15
Kilometer of roads maintained			12	12	12
Department: 04 One Stop Centre					
Budget Output: 03 Supervision of the One Stop Centre Agencies					
No. of Collaborating agencies at the OSC that offer business and investment related services			16	17	18
No. of business and investment related services accessible online by clients on the eBiz portal			10	12	13
No. of business services that show improvement in service level commitments			3	3	3
Department: 05 Small and Medium Size Enterprises					
Budget Output: 05 SME Facilitation Services					
Number of regional investment forums to facilitate SMEs held			4	4	4
Number of Value addition clusters formed and monitored			4	4	4
Number of Entrepreneurship training programs held			8	8	8
Department: 06 Industrial park facilitation services					
Budget Output: 02 Investment Facilitation Services					
No. of projects Licensed			300	300	300
No. of projects facilitated/Aftercare Services			350	350	350
No of Projects Monitored			540	540	540
Number of Industrial Park works inspections conducted			5	5	5
			2	2	2

Vote:310 Uganda Investment Authority (UIA)

Number of Industrial Park offices and work spaces maintained			
Kilometer of roads maintained	13	13	13

IX. Major Capital Investments And Changes In Resource Allocation

Table 9.1: Major Capital Investment (Capital Purchases outputs over 0.5Billion)

FY 2020/21		FY 2021/22	
Appr. Budget and Planned Outputs	Expenditures and Achievements by end Dec	Proposed Budget and Planned Outputs	
Vote 310 Uganda Investment Authority (UIA)			
<i>Sub-SubProgramme : 14 12 General Administration and Support Services</i>			
Development Project : 1624 Retooling of Uganda Investment Authority			
Budget Output: 14 12 72 Government Buildings and Administrative Infrastructure			
Repair of leaking roof, replacement of defective aluminium windows and doors Procurement of Service provide for Building Maintenance.	• Procurement of the service provider to undertake Repair of leaking roof, replacement of defective aluminum windows and doors with maintenance of the office Building was ongoing as at end of Q2	- Road opened and graveled in Soroti Industrial park - Boundary survey and Installation of border markers in Industrial Parks and Agricultural Lands - Purchase 1 Building to house Regional One Stop Centre in Earmarked Regions of Ar	
Total Output Cost(Ushs Thousand)	316,209	45,348	2,466,329
Gou Dev't:	316,209	45,348	2,466,329
Ext Fin:	0	0	0
A.I.A:	0	0	0
Budget Output: 14 12 78 Purchase of Office & Residential Furniture & Fittings			
3 Chairs and 5 tables Procured. 20 Bolted metal shelves for Records center. 3 cabinets and plastic shelving procured	• Three chairs for Chief Internal Auditor and DDG office were Procured. • Two Bolted Metal shelves were procured for DDG office • 3 cabinets and plastic shelving procured • Microwave for the second floor was purchased	- Purchase and Replacement of broken OSC Furniture at HQ and purchase of new LOT furniture for new Regional OSC building. - Purchase Office Furniture for the New UIA office at Kololo	
Total Output Cost(Ushs Thousand)	1,932,400	0	520,000
Gou Dev't:	1,932,400	0	520,000
Ext Fin:	0	0	0
A.I.A:	0	0	0

X. Vote Challenges and Plans To Improve Performance

Vote Challenges

- Inadequate budgetary provisions and funding for critical activities such as investment promotion, monitoring and facilitation, implementing an investors one stop center and Industrial Parks development.
- UIA unpaid rent. UIA owes UGX 1.3 Bn to end of FY 2019/2020 and has faced numerous eviction notices. MOFPED promises to release the arrears funds at the start of FY 2021-22
- The UIA fleet of vehicles are old and almost grounded. Investment promotion and Facilitation activities for the Authority in line with its mandate have been heavily curtailed.

Vote:310 Uganda Investment Authority (UIA)

d) The COVID-19 pandemic has greatly affected UIA's interventions and has led to the postponement/ cancellation of several UIA activities e.g Investment week, Staff retreat etc.

Plans to improve Vote Performance

UIA Management will continue to engage the Ministry of Finance and other critical government offices as mechanism of Lobbying for increased funding to address the various financial challenges impeding the Authorities efforts and planned interventions streaming from the long standing financial constraints. UIA has requested for an increase in its MTEF ceiling for the GOU and External Financing categories with Ushs. 27.5bn from 15.

XI Off Budget Support

Table 11.1 Off-Budget Support by Department and Project

N/A

XII. Vote Cross Cutting Policy And Other Budgetary Issues

Table 12.1: Cross- Cutting Policy Issues

Issue Type: HIV/AIDS

Objective :	To provide care for staff and dependents living with HIV/AIDS To reduce the increase in cases of HIV/AIDS. Interventions a. Industrial park community to get access to testing and counseling services b. Employees to gain access to HIV prevention services
Issue of Concern :	There might be Increased cases of HIV/AIDS among staff and the community around the Industrial Parks
Planned Interventions :	a. Industrial park community to be availed educated on the causes of HIV Aids and provided with testing and counseling services. b. Employees to gain access to HIV prevention services
Budget Allocation (Billion) :	0.040
Performance Indicators:	Industrial park community has got access to testing and counseling services. % staff covered on the Medical insurance scheme Employees have gained access to sensitization material on HIV prevention mechanisms.

Issue Type: Gender

Objective :	To promote the participation of special interest groups in investment mechanisms and opportunities To reduce Gender Inequity and Inequality Planned Interventions: a. Tailor made Investment Opportunities to women b. The UIA Entrepreneurship training program target women and youth as first priority c. All training programs are run on a regional basis
Issue of Concern :	Gender Inequity and Inequality Low levels of participation of women, youth and disabled in both public and private investment initiatives
Planned Interventions :	Tailor made Investment Opportunities for women b. The UIA Entrepreneurship training program target women and youth as first priority c. All training programs are run on a regional basis

Vote:310 Uganda Investment Authority (UIA)

Budget Allocation (Billion) :	0.128
Performance Indicators:	No of trainings No of tailor made trainings
Issue Type:	Environment
Objective :	To improve environmental compliance and monitoring during the implementation of investments.
Issue of Concern :	Lack of environmental compliance and monitoring during the implementation of investments
Planned Interventions :	a. A requirement for licensed investors to undertake Environment and Social Impact Assessments before implementing their projects. b. Environment Agency (NEMA) to be implemented at the OSC.
Budget Allocation (Billion) :	0.750
Performance Indicators:	NEMA Agency set up at the OSC to facilitate investors Investor of the year award to recognise environmental compliance

XIII. Personnel Information

Table 13.1 Staff Establishment Analysis

Title	Salary Scale	Number Of Approved Positions	Number Of Filled Positions
Deputy Director (Level 1)	UIA4/1	3	0
Senior Investment Executive (Level 1)	UIA5/1	1	0
Investment Executive (Level 1)	UIA6/1	7	5
Support Staff (Level 1)	UIA8/1	1	0

Table 13.2 Staff Recruitment Plan

Post Title	Salary Scale	No. Of Approved Posts	No Of Filled Posts	Vacant Posts	No. of Posts Cleared for Filling FY2021/22	Gross Salary Per Month (UGX)	Total Annual Salary (UGX)
Deputy Director (Level 1)	UIA4/1	3	0	3	3	19,946,307	239,355,684
Investment Executive (Level 1)	UIA6/1	7	5	2	2	7,455,412	89,464,944
Senior Investment Executive (Level 1)	UIA5/1	1	0	1	1	4,659,633	55,915,596
Support Staff (Level 1)	UIA8/1	1	0	1	1	937,247	11,246,964
Total		12	5	7	7	32,998,599	395,983,188

Table 14.1 NTR Forecast