

# VOTE: 150 National Environment Management Authority (NEMA)

## V1: VOTE OVERVIEW

### i) Vote Strategic Objectives

An efficient Agency, with people in Uganda living in a clean, healthy, productive and sustainable environment

### ii) Snapshot of Medium Term Budget Allocations

**Table V1.1 Overview of Vote Medium Term Allocations (Ush Billion)**

Billion Uganda Shillings		FY2022/23		FY2023/24	MTEF Budget Projections			
		Approved Budget	Spent by End Sep	Proposed Budget	2024/25	2025/26	2026/27	2027/28
Recurrent	Wage	6.722	1.242	6.722	7.058	7.764	8.540	8.540
	Non Wage	8.971	1.248	9.530	9.721	11.665	15.747	15.747
Dev't.	GoU	3.250	0.000	6.520	6.520	7.824	10.954	10.954
	ExtFin	0.000	0.000	0.000	0.000	0.000	0.000	0.000
<b>GoU Total</b>		<b>18.943</b>	<b>2.489</b>	<b>22.772</b>	<b>23.299</b>	<b>27.253</b>	<b>35.241</b>	<b>35.241</b>
<b>Total GoU+Ext Fin (MTEF)</b>		<b>18.943</b>	<b>2.489</b>	<b>22.772</b>	<b>23.299</b>	<b>27.253</b>	<b>35.241</b>	<b>35.241</b>
<i>A.I.A Total</i>		0.000	0	0	0.000	0.000	0.000	0.000
<b>Grand Total</b>		<b>18.943</b>	<b>2.489</b>	<b>22.772</b>	<b>23.299</b>	<b>27.253</b>	<b>35.241</b>	<b>35.241</b>

**Table V1.2: Medium Term Projections by Programme and Sub-Subprogramme**

Billion Uganda Shillings		FY2022/23		2023/24	MTEF Budget Projection			
		Approved Budget	Spent by End Sep	Proposed Budget	2024/25	2025/26	2026/27	2027/28
<b>03 SUSTAINABLE PETROLEUM DEVELOPMENT</b>								
01 Environmental Management		0.000	0.000	0.500	0.510	0.612	0.826	0.826
<b>Total for the Programme</b>		<b>0.000</b>	<b>0.000</b>	<b>0.500</b>	<b>0.510</b>	<b>0.612</b>	<b>0.826</b>	<b>0.826</b>
<b>06 NATURAL RESOURCES, ENVIRONMENT, CLIMATE CHANGE, LAND AND WATER</b>								
01 Environmental Management		18.943	2.489	19.772	20.289	23.641	30.215	30.215
<b>Total for the Programme</b>		<b>18.943</b>	<b>2.489</b>	<b>19.772</b>	<b>20.289</b>	<b>23.641</b>	<b>30.215</b>	<b>30.215</b>
<b>08 SUSTAINABLE ENERGY DEVELOPMENT</b>								
01 Environmental Management		0.000	0.000	2.500	2.500	3.000	4.200	4.200

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Total for the Programme	0.000	0.000	2.500	2.500	3.000	4.200	4.200
Total for the Vote: 150	18.943	2.489	22.772	23.299	27.253	35.241	35.241

## V2: MEDIUM TERM BUDGET ALLOCATIONS BY DEPARTMENT AND PROJECT

Table V2.1: Medium Term Projections by Department and Project

Billion Uganda Shillings	FY2022/23		2023/24	MTEF Budget Projection			
	Approved Budget	Spent by End Sep	Proposed Budget	2024/25	2025/26	2026/27	2027/28
<b>Programme: 03 SUSTAINABLE PETROLEUM DEVELOPMENT</b>							
<b>Sub-SubProgramme: 01 Environmental Management</b>							
<i>Recurrent</i>							
001 Environment Compliance	0.000	0.000	0.500	0.510	0.612	0.826	0.826
<b>Total for the Sub-SubProgramme</b>	<b>0.000</b>	<b>0.000</b>	<b>0.500</b>	<b>0.510</b>	<b>0.612</b>	<b>0.826</b>	<b>0.826</b>
<b>Total for the Programme</b>	<b>0.000</b>	<b>0.000</b>	<b>0.500</b>	<b>0.510</b>	<b>0.612</b>	<b>0.826</b>	<b>0.826</b>
<b>Programme: 06 NATURAL RESOURCES, ENVIRONMENT, CLIMATE CHANGE, LAND AND WATER</b>							
<b>Sub-SubProgramme: 01 Environmental Management</b>							
<i>Recurrent</i>							
001 Environment Compliance	15.693	2.489	15.752	16.269	18.817	23.462	23.462
<i>Development</i>							
1639 Retooling of National Environment Management Authority	3.250	0.000	4.020	4.020	4.824	6.754	6.754
<b>Total for the Sub-SubProgramme</b>	<b>18.943</b>	<b>2.489</b>	<b>19.772</b>	<b>20.289</b>	<b>23.641</b>	<b>30.215</b>	<b>30.215</b>
<b>Total for the Programme</b>	<b>18.943</b>	<b>2.489</b>	<b>19.772</b>	<b>20.289</b>	<b>23.641</b>	<b>30.215</b>	<b>30.215</b>
<b>Programme: 08 SUSTAINABLE ENERGY DEVELOPMENT</b>							
<b>Sub-SubProgramme: 01 Environmental Management</b>							

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<i>Development</i>							
1639 Retooling of National Environment Management Authority		0.000	2.500	2.500	3.000	4.200	4.200
<b>Total for the Sub-SubProgramme</b>	<b>0.000</b>	<b>0.000</b>	<b>2.500</b>	<b>2.500</b>	<b>3.000</b>	<b>4.200</b>	<b>4.200</b>
<b>Total for the Vote: 150</b>	<b>18.943</b>	<b>2.489</b>	<b>22.772</b>	<b>23.299</b>	<b>27.253</b>	<b>35.241</b>	<b>35.241</b>

## V3: VOTE MEDIUM TERM PLANS

### Planned Outputs for FY2023/24 and Medium Term Plans

FY2022/23	FY2023/24		
Plan	BFP Performance	Plan	MEDIUM TERM PLANS

Programme Intervention: 030202 Develop and implement environmental and social management plan

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## National Environment Management Authority (NEMA)

<p>Promoting Sustainable development of Oil and Gas, NEMA will :</p> <ol style="list-style-type: none"> <li>1. Undertake environment monitoring inspections and enforcement activities in Oil and gas exploration areas, including new planned basins and production areas.</li> <li>2. Respond to reported environment pollution and degradation incidences in the Oil and Gas areas, both exploration and development areas</li> <li>3. Undertake Baseline verification Inspections Undertake joint review of environmental and social impact assessment (ESIA) submissions, and baseline data collections to formulate baseline monitoring plans and sensitivity atlases</li> <li>4. Train DLGS in Albertine Graben &amp; related basins on effective monitoring and enforcement of oil and gas development.</li> </ol>	<p>In the Medium Term, leveraging the environment Protection force, increased staffing and Oil and Gas increased production, NEMA will continue to: Promoting Sustainable development of Oil and Gas, NEMA will :</p> <ol style="list-style-type: none"> <li>1. Undertake environment monitoring inspections and enforcement activities in Oil and gas exploration areas, including new planned basins and production areas.</li> <li>2. Respond to reported environment pollution and degradation incidences in the Oil and Gas areas, both exploration and development areas</li> <li>3. Undertake Baseline verification Inspections Undertake joint review of environmental and social impact assessment (ESIA) submissions, and baseline data collections to formulate baseline monitoring plans and sensitivity atlases</li> <li>4. Train DLGS in Albertine Graben &amp; related basins on effective monitoring and enforcement of oil and gas development.</li> <li>5. NEMA will also ensure fleet and monitoring systems are procured</li> </ol>
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**Programme Intervention: 060203 Strengthen conservation, restoration of forests, wetlands and water catchments and hilly and mountainous areas:**

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## National Environment Management Authority (NEMA)

Implement appropriate soil and water conservation practices in South Western Uganda and ensure 5000Ha of land area is restored

NEMA intends to

1. Formulate and Review Regulations
2. Review and update the Albertine Graben environmental Sensitivity Atlas
3. Develop the EACOP Sensitivity Atlas
4. Develop Tier-2 OSCP's with DLGS in the Albertine Graben
5. Support to EPF Operations
5. Undertake environment monitoring inspections and enforcement activities
6. Respond to reported environment pollution and degradation incidences
7. Undertake joint review of environmental and social impact assessment (ESIA) submissions
8. Represent NEMA in Civil Litigation matters

Undertake prosecutions

NEMA intends to

1. Formulate and Review Regulations
2. Review and update the Albertine Graben environmental Sensitivity Atlas
3. Develop the EACOP Sensitivity Atlas
4. Develop Tier-2 OSCP's with DLGS in the Albertine Graben
5. Support to EPF Operations
5. Undertake environment monitoring inspections and enforcement activities
6. Respond to reported environment pollution and degradation incidences
7. Undertake joint review of environmental and social impact assessment (ESIA) submissions
8. Represent NEMA in Civil Litigation matters

Undertake prosecutions

**Programme Intervention: 080303 Undertake preliminary development of large generation plants (construction for Ayago 840 MW, feasibility for Kiba 330 MW and Oriang 392 MW)**

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<p>In support of the Sustainable Minerals development, in the country, working with Lead Agencies, NEMA will:</p> <ol style="list-style-type: none"> <li>1. Procure realtime and portable environmental monitoring equipment (Noise, airquality, GPS , Cameras, water quality and Vibrations meters)</li> <li>2. Undertake procurement of equipment for operating the NEMA Laboratory to ensure tests on water, land and soils are timely and reliable.</li> <li>3. Ensure procurement of a GIS-enabled Integrated Environment Information Management System</li> <li>4. Acquire ICT and GIS Equipment</li> <li>5. Procure environmental compliance and monitoring fleet</li> <li>6. Equip the environmental Protection force</li> </ol>	<p>NEMA will continue to leverage the resources available, the partnerships and the working relationship with lead agencies , communities to ensure that minerals development are sustainable for a livelihoods improvement and community sustainabilit. NEMA will continue to:</p> <ol style="list-style-type: none"> <li>1. Procure realtime and portable environmental monitoring equipment (Noise, airquality, GPS , Cameras, water quality and Vibrations meters)</li> <li>2. Undertake procurement of equipment for operating the NEMA Laboratory to ensure tests on water, land and soils are timely and reliable.</li> <li>3. Ensure procurement of a GIS-enabled Integrated Environment Information Management System</li> <li>4. Acquire ICT and GIS Equipment</li> <li>5. Procure environmental compliance and monitoring fleet</li> <li>6. Equip the environmental Protection force</li> </ol>
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**V4: Highlights of Vote Projected Performance****Table V4.1: Budget Outputs and Indicators**

<b>Programme:</b>	03 SUSTAINABLE PETROLEUM DEVELOPMENT
<b>Sub SubProgramme:</b>	01 Environmental Management
<b>Department:</b>	001 Environment Compliance
<b>Budget Output:</b>	000057 Social and security safeguards
<b>PIAP Output:</b>	Environment and social management plan developed and implemented
<b>Programme Intervention:</b>	030202 Develop and implement environmental and social management plan

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<b>Sub SubProgramme:</b>	01 Environmental Management					
<b>PIAP Output:</b>	Environment and social management plan developed and implemented					
Indicator Name	Indicator Measure	Base Year	Base Level	FY2022/23		FY2023/24
				Target	Q1 Performance	Proposed
Environment and social management plan developed	Number	2022-2023	01			01
Number of initiatives implemented	Number	2022-2023	02			03
<b>Programme:</b>	06 NATURAL RESOURCES, ENVIRONMENT, CLIMATE CHANGE, LAND AND WATER					
<b>Sub SubProgramme:</b>	01 Environmental Management					
<b>Department:</b>	001 Environment Compliance					
<b>Budget Output:</b>	140007 Environment regulation and standards					
<b>PIAP Output:</b>	25 cities/ municipalities with Functional solid waste / e-waste) management facilities					
<b>Programme Intervention:</b>	060401 Develop and implement a framework that reduces adverse per capita environmental impact of cities (air quality and waste management practises)					
Indicator Name	Indicator Measure	Base Year	Base Level	FY2022/23		FY2023/24
				Target	Q1 Performance	Proposed
% of cities with air pollution monitoring equipment	Percentage	2022-2023	8%			15%
<b>PIAP Output:</b>	A legal framework for environment management strengthened					
<b>Programme Intervention:</b>	060401 Develop and implement a framework that reduces adverse per capita environmental impact of cities (air quality and waste management practises)					
Indicator Name	Indicator Measure	Base Year	Base Level	FY2022/23		FY2023/24
				Target	Q1 Performance	Proposed
No. of regulations reviewed and passed	Number	2022-23	02	4	5	02
No. of regulations reviewed and passed	Number	2022-2023	02			02
<b>PIAP Output:</b>	A robust environmental assessment, monitoring and surveillance plan operational in cities/municipalities and country wide					
<b>Programme Intervention:</b>	060401 Develop and implement a framework that reduces adverse per capita environmental impact of cities (air quality and waste management practises)					

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<b>Sub SubProgramme:</b>	01 Environmental Management					
<b>PIAP Output:</b>	A robust environmental assessment, monitoring and surveillance plan operational in cities/municipalities and country wide					
Indicator Name	Indicator Measure	Base Year	Base Level	FY2022/23		FY2023/24
				Target	Q1 Performance	Proposed
No. of cities with operational robust MEL plan	Number	2022-23	1			03
No. of compliance monitoring exercises undertaken	Number	2022-23	1000			1500
No. of applications assessed	Number	2022-2023	1000			1000
<b>Programme Intervention:</b>	060404 Mainstream environment and natural resources management in policies, programmes and budgets with clear budget lines and performance indicators.					
Indicator Name	Indicator Measure	Base Year	Base Level	FY2022/23		FY2023/24
				Target	Q1 Performance	Proposed
Number of assessments verifications /monitoring /surveillance	Number	2022-2023	1000	2000	490	1000
<b>PIAP Output:</b>	An environmental enforcement strategy developed and operationalized					
<b>Programme Intervention:</b>	060401 Develop and implement a framework that reduces adverse per capita environmental impact of cities (air quality and waste management practises)					
Indicator Name	Indicator Measure	Base Year	Base Level	FY2022/23		FY2023/24
				Target	Q1 Performance	Proposed
Environment enforcement strategy in place	Text	2022-2023	00			01
<b>PIAP Output:</b>	Capacity of relevant stakeholders on environmental laws and standards enhanced					
<b>Programme Intervention:</b>	060401 Develop and implement a framework that reduces adverse per capita environmental impact of cities (air quality and waste management practises)					



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<b>Sub SubProgramme:</b>	01 Environmental Management					
<b>PIAP Output:</b>	Capacity of relevant stakeholders on environmental laws and standards enhanced					
Indicator Name	Indicator Measure	Base Year	Base Level	FY2022/23		FY2023/24
				Target	Q1 Performance	Proposed
No. of capacity building campaigns undertaken	Number	2022-2023	01			03
<b>PIAP Output:</b>	Environment management by Lead Agencies undertaken					
<b>Programme Intervention:</b>	060401 Develop and implement a framework that reduces adverse per capita environmental impact of cities (air quality and waste management practises)					
Indicator Name	Indicator Measure	Base Year	Base Level	FY2022/23		FY2023/24
				Target	Q1 Performance	Proposed
No. of Lead Agencies undertaking quarterly reporting	Number	2022-2023	07			10
<b>PIAP Output:</b>	Protection and restoration of strategic fragile ecosystems undertaken					
<b>Programme Intervention:</b>	060203 Strengthen conservation, restoration of forests, wetlands and water catchments and hilly and mountainous areas:					
Indicator Name	Indicator Measure	Base Year	Base Level	FY2022/23		FY2023/24
				Target	Q1 Performance	Proposed
No. of fragile ecosystems protected	Number	2022-2023	03			05
<b>PIAP Output:</b>	The national state of environment report prepared					
<b>Programme Intervention:</b>	060401 Develop and implement a framework that reduces adverse per capita environmental impact of cities (air quality and waste management practises)					
Indicator Name	Indicator Measure	Base Year	Base Level	FY2022/23		FY2023/24
				Target	Q1 Performance	Proposed
No. of NSOER prepared	Number	2020-2021	01			01
<b>Budget Output:</b>	140008 Environmental governance and partnerships					

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<b>Sub SubProgramme:</b>	01 Environmental Management					
<b>PIAP Output:</b>	Capacity of cities and urban councils in sustainable urban development (Greening, pollution and waste management) enhanced					
<b>Programme Intervention:</b>	060404 Mainstream environment and natural resources management in policies, programmes and budgets with clear budget lines and performance indicators.					
Indicator Name	Indicator Measure	Base Year	Base Level	FY2022/23		FY2023/24
				Target	Q1 Performance	Proposed
No. of urban councils and cities trained	Number	2022-2023	20			50
<b>PIAP Output:</b>	Effective engagement and participation in Multilateral Environmental Agreements (MEAs) and Protocols					
<b>Programme Intervention:</b>	060302 Increase investment in value addition to environment and natural resources products and services.					
Indicator Name	Indicator Measure	Base Year	Base Level	FY2022/23		FY2023/24
				Target	Q1 Performance	Proposed
No. of MEAs attended	Number	2022-2023	01			01
No. of MEAs resolutions implemented nationally	Number	2022-2023	01			03
<b>Programme Intervention:</b>	060404 Mainstream environment and natural resources management in policies, programmes and budgets with clear budget lines and performance indicators.					
Indicator Name	Indicator Measure	Base Year	Base Level	FY2022/23		FY2023/24
				Target	Q1 Performance	Proposed
Number of MEAs engaged	Number	2022-2023	01	5	02	01
<b>PIAP Output:</b>	Effective engagement with UN and other partners in Environment issues					
<b>Programme Intervention:</b>	060404 Mainstream environment and natural resources management in policies, programmes and budgets with clear budget lines and performance indicators.					
Indicator Name	Indicator Measure	Base Year	Base Level	FY2022/23		FY2023/24
				Target	Q1 Performance	Proposed
No. of strategic partnerships	Number	2022-2023	02			03

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<b>Sub SubProgramme:</b>	01 Environmental Management					
<b>PIAP Output:</b>	Partnerships established					
<b>Programme Intervention:</b>	060404 Mainstream environment and natural resources management in policies, programmes and budgets with clear budget lines and performance indicators.					
Indicator Name	Indicator Measure	Base Year	Base Level	FY2022/23		FY2023/24
				Target	Q1 Performance	Proposed
No. of annual partners' meetings held.	Number	2022-2023	02	12	1	03
<b>Budget Output:</b>	140009 Environmental Literacy and Corporate Image					
<b>PIAP Output:</b>	Education for Sustainable Development integrated in education curricular					
<b>Programme Intervention:</b>	060403 Integrate education for sustainable development in national curricula at all levels for an environmentally literate citizenry					
Indicator Name	Indicator Measure	Base Year	Base Level	FY2022/23		FY2023/24
				Target	Q1 Performance	Proposed
No. of ESD initiatives undertaken	Number	2022-2023	01			02
<b>PIAP Output:</b>	Information, Education & Communication materials on environment developed and translated into local languages					
<b>Programme Intervention:</b>	060403 Integrate education for sustainable development in national curricula at all levels for an environmentally literate citizenry					
Indicator Name	Indicator Measure	Base Year	Base Level	FY2022/23		FY2023/24
				Target	Q1 Performance	Proposed
No. of learning materials developed	Number	2022-2023	01			04
<b>PIAP Output:</b>	Public education programs and campaigns on environment enhanced					
<b>Programme Intervention:</b>	060403 Integrate education for sustainable development in national curricula at all levels for an environmentally literate citizenry					
Indicator Name	Indicator Measure	Base Year	Base Level	FY2022/23		FY2023/24
				Target	Q1 Performance	Proposed
Number of public education campaigns undertaken	Number	2022-2023	03	8	2	07

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<b>Sub SubProgramme:</b>	01 Environmental Management					
<b>Budget Output:</b>	140010 Environmental Planning, Research, Innovation and Development					
<b>PIAP Output:</b>	Research and innovations conducted					
<b>Programme Intervention:</b>	060405 Undertake applied research and innovation on sustainable consumption and production to ensure resource use efficiency to reduce domestic material consumption per capita					
Indicator Name	Indicator Measure	Base Year	Base Level	FY2022/23		FY2023/24
				Target	Q1 Performance	Proposed
Cumulative Number of studies conducted	Number	2022-2023	00	3	1	02
<b>PIAP Output:</b>	The national state of environment report prepared					
<b>Programme Intervention:</b>	060401 Develop and implement a framework that reduces adverse per capita environmental impact of cities (air quality and waste management practises)					
Indicator Name	Indicator Measure	Base Year	Base Level	FY2022/23		FY2023/24
				Target	Q1 Performance	Proposed
No. of NSOER prepared	Number	2022-2023	01			01
<b>Budget Output:</b>	140011 Institutional Systems and Capacity					
<b>PIAP Output:</b>	Environmental Inspectors, other ENR managers and committees trained on Environmental regulation and enforcement quality standards.					
<b>Programme Intervention:</b>	060404 Mainstream environment and natural resources management in policies, programmes and budgets with clear budget lines and performance indicators.					
Indicator Name	Indicator Measure	Base Year	Base Level	FY2022/23		FY2023/24
				Target	Q1 Performance	Proposed
No. of environment inspectors trained	Number	2022-2023	00			100
<b>Project:</b>	1639 Retooling of National Environment Management Authority					
<b>Budget Output:</b>	000003 Facilities and Equipment Management					
<b>PIAP Output:</b>	Air Quality Monitoring Equipment procured and installed					
<b>Programme Intervention:</b>	060402 Formulate and implement vehicle emission standards and sustainable management of chemicals to curtail the high levels of air, land and water pollution particularly in urban areas					

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<b>Sub SubProgramme:</b>	01 Environmental Management					
<b>PIAP Output:</b>	Air Quality Monitoring Equipment procured and installed					
Indicator Name	Indicator Measure	Base Year	Base Level	FY2022/23		FY2023/24
				Target	Q1 Performance	Proposed
No. of districts with air quality monitoring equipment	Number	2022-2023	01	6	0	3
<b>PIAP Output:</b>	Mechanisms for ensuring sound management of chemicals to curtail air, land and water pollution in urban areas established					
<b>Programme Intervention:</b>	060402 Formulate and implement vehicle emission standards and sustainable management of chemicals to curtail the high levels of air, land and water pollution particularly in urban areas					
Indicator Name	Indicator Measure	Base Year	Base Level	FY2022/23		FY2023/24
				Target	Q1 Performance	Proposed
No. of mechanisms instituted	Number	2022-2023	01			02
<b>PIAP Output:</b>	The Mobile Laboratory of the NEMA retrooled and re-equipped to meet the field spot on environmental monitoring needs					
<b>Programme Intervention:</b>	060402 Formulate and implement vehicle emission standards and sustainable management of chemicals to curtail the high levels of air, land and water pollution particularly in urban areas					
Indicator Name	Indicator Measure	Base Year	Base Level	FY2022/23		FY2023/24
				Target	Q1 Performance	Proposed
No. of labs stocked	Number	2022-2023	01			01
Quantity of reagents and chemicals procured	Text	2022-2023	00			4
<b>PIAP Output:</b>	Vehicle Emission Standards formulated and implemented.					
<b>Programme Intervention:</b>	060404 Mainstream environment and natural resources management in policies, programmes and budgets with clear budget lines and performance indicators.					
Indicator Name	Indicator Measure	Base Year	Base Level	FY2022/23		FY2023/24
				Target	Q1 Performance	Proposed
Vehicle Emission standards in place	Number	2022-2023	yes	01	01	Yes
<b>Programme:</b>	08 SUSTAINABLE ENERGY DEVELOPMENT					

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<b>Sub SubProgramme:</b>	01 Environmental Management					
<b>Project:</b>	1639 Retooling of National Environment Management Authority					
<b>Budget Output:</b>	000057 Social and security safeguards					
<b>PIAP Output:</b>	EIA recommendations implemented					
<b>Programme Intervention:</b>	080303 Undertake preliminary development of large generation plants (construction for Ayago 840 MW, feasibility for Kiba 330 MW and Oriang 392 MW)					
Indicator Name	Indicator Measure	Base Year	Base Level	FY2022/23		FY2023/24
				Target	Q1 Performance	Proposed
No. of EIA recommendations implemented	Number	2022-2023	01			03
No. of SEA undertaken	Number	2022-2023	00			01

## V5: VOTE CROSS CUTTING ISSUES

### i) Gender and Equity

<b>OBJECTIVE</b>	Promote gender equity and equality at NEMA and a zero tolerance to discrimination on the basis of sex, race, religious affiliation or any other
<b>Issue of Concern</b>	Male and female staff to be treated equally irrespective of sex, Gender or Affiliation of religion
<b>Planned Interventions</b>	1. Both male and female are encouraged to take up positions in NEMA 2. Sensitization meetings and training should balance between men and women
<b>Budget Allocation (Billion)</b>	0.225
<b>Performance Indicators</b>	1. Percentage, 45% female staff at NEMA 2. Proportion of females and males, trained, sensitized, at NEMA and in activity execution

### ii) HIV/AIDS

<b>OBJECTIVE</b>	Ensure that All women and men of NEMA are aware and facilitated to manage HIV/AIDS
<b>Issue of Concern</b>	Inadequate information amongst staff of NEMA on HIV/AIDS, Stigmatization, its prevention, management and prevention of Mother to Child Transmission
<b>Planned Interventions</b>	1. Ensure all male and female staff are on a medical insurance scheme. 2. Sensitize staff on HIV/AIDS, its prevention, management and others 3. Provide safe condoms in Toilets and washrooms of NEMA for staff
<b>Budget Allocation (Billion)</b>	0.54
<b>Performance Indicators</b>	1. Two (2) HIV/AIDS related talks/trainings 2. 114 , Number of staff on Health Insurance

### iii) Environment

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<b>OBJECTIVE</b>	Promote sound environment management for sustainable development and livelihoods improvement for all men and women of all the regions of Uganda
<b>Issue of Concern</b>	Increased encroachment on fragile ecosystems by population and communities in Uganda
<b>Planned Interventions</b>	1. Undertake community sensitization exercises 2. Undertake compliance monitoring and enforcement
<b>Budget Allocation (Billion)</b>	1.058
<b>Performance Indicators</b>	1. Proportion of degraded catchment area (Ha) restored by location, 30% 2. Number of environmental monitoring , compliance and enforcement efforts undertaken 100

### iv) Covid

<b>OBJECTIVE</b>	Ensure strict adherence to SOP and ensure sanitary measures to prevent COVID spread
<b>Issue of Concern</b>	All staff to adhere to COVID-19 SOPS Reduce the spread of COVID-19
<b>Planned Interventions</b>	1.Ensure that surfaces are cleaned and sanitized where necessary for control of COVID-19 spread 2. Sensitize NEMA staff on how to prevent COVID-19 and keep others safe
<b>Budget Allocation (Billion)</b>	0.34
<b>Performance Indicators</b>	1. Number of COVID-19 sensitization engagements 2. Number of sundries purchased for containment and prevention of COVID-19 spread