

**VOTE: 536 Uganda Embassy in Qatar, Doha**

Quarter 2

***V1: Summary of Issues in Budget Execution*****Table V1.1: Overview of Vote Expenditures (US\$ Billion)**

	Approved Budget	Revised Budget	Released by End Q2	Spent by End Q2	% Budget Released	% Budget Spent	% Releases Spent	
Recurrent	Wage	0.541	0.617	0.309	0.309	57.0 %	57.0 %	100.0 %
	Non-Wage	2.207	2.461	1.231	1.231	56.0 %	55.8 %	100.0 %
Dev.	GoU	0.198	0.198	0.000	0.000	0.0 %	0.0 %	0.0 %
	Ext Fin.	0.000	0.000	0.000	0.000	0.0 %	0.0 %	0.0 %
<b>GoU Total</b>		<b>2.947</b>	<b>3.277</b>	<b>1.540</b>	<b>1.540</b>	<b>52.3 %</b>	<b>52.3 %</b>	<b>100.0 %</b>
<b>Total GoU+Ext Fin (MTEF)</b>		<b>2.947</b>	<b>3.277</b>	<b>1.540</b>	<b>1.540</b>	<b>52.3 %</b>	<b>52.3 %</b>	<b>100.0 %</b>
Arrears		0.000	0.000	0.000	0.000	0.0 %	0.0 %	0.0 %
<b>Total Budget</b>		<b>2.947</b>	<b>3.277</b>	<b>1.540</b>	<b>1.540</b>	<b>52.3 %</b>	<b>52.3 %</b>	<b>100.0 %</b>
<i>A.I.A Total</i>		0.000	0.000	0.000	0.000	0.0 %	0.0 %	0.0 %
<b>Grand Total</b>		<b>2.947</b>	<b>3.277</b>	<b>1.540</b>	<b>1.540</b>	<b>52.3 %</b>	<b>52.3 %</b>	<b>100.0 %</b>
<b>Total Vote Budget Excluding Arrears</b>		<b>2.947</b>	<b>3.277</b>	<b>1.540</b>	<b>1.540</b>	<b>52.3 %</b>	<b>52.3 %</b>	<b>100.0 %</b>

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**Table V1.2: Releases and Expenditure by Programme and Sub-SubProgramme\***

<i>Billion Uganda Shillings</i>	Approved Budget	Revised Budget	Released by End Q2	Spent by End Q2	% Budget Released	% Budget Spent	% Releases Spent
<b>Programme:16 Governance And Security</b>	<b>2.842</b>	<b>3.172</b>	<b>1.487</b>	<b>1.487</b>	<b>52.3 %</b>	<b>52.3 %</b>	<b>100.0%</b>
Sub SubProgramme:01 Overseas Mission Services	2.842	3.172	1.487	1.487	52.3 %	52.3 %	100.0%
<b>Programme:18 Development Plan Implementation</b>	<b>0.104</b>	<b>0.104</b>	<b>0.052</b>	<b>0.052</b>	<b>50.0 %</b>	<b>50.0 %</b>	<b>100.0%</b>
Sub SubProgramme:01 Overseas Mission Services	0.104	0.104	0.052	0.052	50.0 %	50.0 %	100.0%
<b>Total for the Vote</b>	<b>2.947</b>	<b>3.277</b>	<b>1.539</b>	<b>1.539</b>	<b>52.2 %</b>	<b>52.2 %</b>	<b>100.0 %</b>

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Table V1.3: High Unspent Balances and Over-Expenditure in the Approved Budget (Ushs Bn)

*(ii) Expenditures in excess of the original approved budget*

## Sub SubProgramme:01 Overseas Mission Services -04 Access to Justice

<b>0.000</b>	Bn Shs	Department : 001 Embassy in Doha, Qatar
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Reason: 0

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*Items*

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**V2: Performance Highlights****Table V2.1: PIAP outputs and output Indicators**

<b>Programme:16 Governance And Security</b>			
SubProgramme:01 Institutional Coordination			
Sub SubProgramme:01 Overseas Mission Services			
<b>Project:1715 Retooling of Mission in Qatar Doha</b>			
Budget Output: 000003 Facilities and Equipment Management			
<b>PIAP Output: 16060501 Administration support services provided</b>			
<b>Programme Intervention: 160605 Undertake financing and administration of programme services</b>			
<b>PIAP Output Indicators</b>	<b>Indicator Measure</b>	<b>Planned 2023/24</b>	<b>Actuals By END Q 2</b>
Number of reports prepared	Number	4	02
SubProgramme:04 Access to Justice			
Sub SubProgramme:01 Overseas Mission Services			
<b>Department:001 Embassy in Doha, Qatar</b>			
Budget Output: 460056 Consulars services			
<b>PIAP Output: 16050501 Alien and Citizen registration strengthened</b>			
<b>Programme Intervention: 160505 Strengthen citizenship identification, registration, preservation and control</b>			
<b>PIAP Output Indicators</b>	<b>Indicator Measure</b>	<b>Planned 2023/24</b>	<b>Actuals By END Q 2</b>
Proportion of citizenship applications granted out of applications received	Percentage	100%	100%
<b>Programme:18 Development Plan Implementation</b>			
SubProgramme:02 Resource Mobilization and Budgeting			
Sub SubProgramme:01 Overseas Mission Services			
<b>Department:001 Embassy in Doha, Qatar</b>			
Budget Output: 560009 Cooperation frameworks and Development Assistance			
<b>PIAP Output: 18010901 Bilateral and multilateral resources for national development sourced</b>			
<b>Programme Intervention: 180109 Expand financing beyond the traditional sources</b>			
<b>PIAP Output Indicators</b>	<b>Indicator Measure</b>	<b>Planned 2023/24</b>	<b>Actuals By END Q 2</b>
Value (USD Million) of bilateral and multilateral resources for national development	Value	5	03

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## Performance highlights for the Quarter

1. Participated in the 2023 Doha horticultural expo and organized the Uganda expo national day, as well as the first Uganda-Qatar business forum in Doha in partnership with Uganda Export Promotion Board, attended by the Ugandan private sector foundation, the Hon minister of trade and his deputy and other agencies from Uganda.
2. Hosted a delegation of Mr. Sedrack Nzeire for the following meetings:
  - Meeting with Qatar Chamber of Commerce about the proposed idea of building Qatar city in Uganda as well as other investment projects in Hoima city and other parts of the country.
  - Meeting with Kon Group consultancy firm on establishment of a meat rendering plant in Mukono District and signed a letter of intent with Kanaha Holdings Company for the same.
  - Meeting with WIDHAM Company on matters of Halal certificate to facilitate export of Uganda meat products to Qatar
  - Meeting with Tarawa Trading Company on matters of Halal certificate for Uganda and export of meat and milk products from Uganda.
  - Meeting with Aspire academy on matters of partnering with Uganda sports institutions for mutual benefit.
3. Visited 02 Manpower/recruitment companies to offer support and inspection of employment conditions of Ugandans.
4. Made 12 consular visits to Ugandans in jails, deportation camps, and accommodation facilities. Of these, 06 visits were made to female jails.
5. Attended to 05 female Ugandans in distress; most of them lacking accommodation, food, and other necessities.
6. Coordinated the repatriation 02 deceased Ugandans who died in Qatar.
7. Issued 155 letters of residence to Ugandans (18 females and 137 males) in Qatar to facilitate their renewal of passports.
8. Issued 50 certificates of identity to Ugandans (07 females, 03 infants, and 40 males), who had lost/expired passports, to enable them to travel to Uganda.
9. Issued 55 emergency travel letters to Ugandans (27 females and 28 males) due for deportation but lacked valid travel documents.

## Variations and Challenges

1. Lack of adequate vehicles at the Embassy and frequent breakdown of the available utility vehicle hinders timely making of consular visits to Ugandans.
2. Lack of accommodation facilities and funds affects the Embassy's capacity to offer the necessary assistance to Ugandans in distress, especially the females who need unique assistance.
3. Perennial budget deficits to facilitate the undertaking of Commercial and Economic Diplomacy promotion activities.

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***V3: Details of Releases and Expenditure*****Table V3.1: GoU Releases and Expenditure by Budget Output\***

<i>Billion Uganda Shillings</i>	Approved Budget	Revised Budget	Released by End Q2	Spent by End Q2	% GoU Budget Released	% GoU Budget Spent	% GoU Releases Spent
<b>Programme:16 Governance And Security</b>	2.644	2.974	1.487	1.487	56.2 %	56.2 %	100.0 %
<b>Sub SubProgramme:01 Overseas Mission Services</b>	2.644	2.974	1.487	1.487	56.2 %	56.2 %	100.0 %
460056 Consulars services	2.644	2.974	1.487	1.487	56.2 %	56.2 %	100.0 %
<b>Programme:18 Development Plan Implementation</b>	0.104	0.104	0.052	0.052	50.0 %	49.9 %	99.8 %
<b>Sub SubProgramme:01 Overseas Mission Services</b>	0.104	0.104	0.052	0.052	50.0 %	49.9 %	99.8 %
560009 Cooperation frameworks and Development Assisstance	0.104	0.104	0.052	0.052	50.0 %	49.9 %	100.0 %
<b>Total for the Vote</b>	2.749	3.277	1.539	1.539	56.0 %	56.0 %	100.0 %

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Table V3.2: GoU Expenditure by Item 2023/24 GoU Expenditure by Item

<i>Billion Uganda Shillings</i>	Approved Budget	Revised Budget	Released by End Q2	Spent by End Q2	% GoU Budget Released	% GoU Budget Spent	% GoU Releases Spent
211102 Contract Staff Salaries	0.541	0.617	0.309	0.309	57.0 %	57.0 %	100.0 %
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	0.827	1.002	0.501	0.501	60.6 %	60.6 %	100.0 %
212101 Social Security Contributions	0.025	0.025	0.013	0.013	50.0 %	50.0 %	100.0 %
212102 Medical expenses (Employees)	0.075	0.075	0.037	0.037	50.0 %	50.0 %	100.0 %
221001 Advertising and Public Relations	0.005	0.005	0.003	0.003	50.0 %	50.0 %	100.0 %
221002 Workshops, Meetings and Seminars	0.051	0.051	0.026	0.026	50.0 %	50.0 %	100.0 %
221003 Staff Training	0.003	0.003	0.002	0.002	50.0 %	50.0 %	100.0 %
221008 Information and Communication Technology Supplies.	0.031	0.031	0.015	0.015	50.0 %	50.0 %	100.0 %
221009 Welfare and Entertainment	0.045	0.045	0.023	0.023	50.0 %	50.0 %	100.0 %
221011 Printing, Stationery, Photocopying and Binding	0.042	0.042	0.021	0.021	50.0 %	50.0 %	100.0 %
221012 Small Office Equipment	0.007	0.007	0.003	0.003	50.0 %	50.0 %	100.0 %
222001 Information and Communication Technology Services.	0.020	0.020	0.010	0.010	50.0 %	50.0 %	100.0 %
222002 Postage and Courier	0.005	0.005	0.003	0.003	50.0 %	50.0 %	100.0 %
223003 Rent-Produced Assets-to private entities	0.871	0.945	0.473	0.473	54.2 %	54.2 %	100.0 %
223005 Electricity	0.044	0.044	0.022	0.022	50.0 %	50.0 %	100.0 %
223006 Water	0.042	0.042	0.021	0.021	50.0 %	50.0 %	100.0 %
223007 Other Utilities- (fuel, gas, firewood, charcoal)	0.004	0.009	0.005	0.005	106.4 %	106.4 %	100.0 %
226001 Insurances	0.011	0.011	0.005	0.005	50.0 %	50.0 %	100.0 %
227004 Fuel, Lubricants and Oils	0.037	0.037	0.018	0.018	50.0 %	50.0 %	100.0 %
228002 Maintenance-Transport Equipment	0.057	0.057	0.028	0.028	50.0 %	50.0 %	100.0 %
228004 Maintenance-Other Fixed Assets	0.005	0.005	0.002	0.002	50.0 %	50.0 %	100.0 %
312235 Furniture and Fittings - Acquisition	0.198	0.198	0.000	0.000	0.0 %	0.0 %	0.0 %
<b>Total for the Vote</b>	<b>2.947</b>	<b>3.277</b>	<b>1.539</b>	<b>1.539</b>	<b>52.2 %</b>	<b>52.2 %</b>	<b>100.0 %</b>

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Table V3.3: Releases and Expenditure by Department and Project\*

<i>Billion Uganda Shillings</i>	Approved Budget	Revised Budget	Released by End Q2	Spent by End Q2	% GoU Budget Released	% GoU Budget Spent	% GoU Releases Spent
<b>Programme:16 Governance And Security</b>	2.842	3.172	1.487	1.487	52.32 %	52.32 %	100.00 %
<b>Sub SubProgramme:01 Overseas Mission Services</b>	2.842	3.172	1.487	1.487	52.32 %	52.32 %	100.0 %
<b>Departments</b>							
001 Embassy in Doha, Qatar	2.644	2.974	1.487	1.487	56.2 %	56.2 %	100.0 %
<b>Development Projects</b>							
1715 Retooling of Mission in Qatar Doha	0.198	0.198	0.000	0.000	0.0 %	0.0 %	0.0 %
<b>Programme:18 Development Plan Implementation</b>	0.104	0.104	0.052	0.052	50.00 %	50.00 %	100.00 %
<b>Sub SubProgramme:01 Overseas Mission Services</b>	2.842	3.172	1.487	1.487	52.32 %	52.32 %	100.0 %
<b>Departments</b>							
001 Embassy in Doha, Qatar	0.104	0.104	0.052	0.052	49.9 %	49.9 %	100.0 %
<b>Development Projects</b>							
N/A							
<b>Total for the Vote</b>	2.947	3.277	1.539	1.539	52.2 %	52.2 %	100.0 %



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**Table V3.4: External Financing Releases and Expenditure by Sub-SubProgramme and Project**

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**Quarter 2: Outputs and Expenditure in the Quarter**

Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
<b>Programme:16 Governance And Security</b>		
<b>SubProgramme:04 Access to Justice</b>		
<b>Sub SubProgramme:01 Overseas Mission Services</b>		
<i>Departments</i>		
<b>Department:001 Embassy in Doha, Qatar</b>		
<b>Budget Output:460056 Consulars services</b>		
<b>PIAP Output: 16050501 Alien and Citizen registration strengthened</b>		
<b>Programme Intervention: 160505 Strengthen citizenship identification, registration, preservation and control</b>		
04 Engagements held with government stakeholders to promote a positive image of Uganda.	Held/participated-in 04 engagements with government stakeholders to promote a positive image of Uganda as follows: 1. Meeting at the chancery with the speaker of the Qatar Ashura council on matters of the inter-parliamentary union. 2. Meeting with the Chief Executive Officer of Karwa, the European Security Company, and KLUD Pharmacy to consider partnering with the Embassy in the cancer run awareness activities 3. The opening regular session of the first registration term of the State of Qatar presided over by the Emir. 4. A meeting with the Director of Labour who promised to communicate the date for signing the pending labour MoU early 2024	No variations
At least 250 Ugandans living and working in Qatar Registered.  01 engagement held to Mobilize the diaspora to invest in various sectors in Uganda for national development.	Engaged the Diaspora to participate in national development during the National Day Celebrations at expo 2023 Doha on 27th November, 2023	Outreaches to register more Ugandans to be undertaken in Q3.

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Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
<b>PIAP Output: 16050501 Alien and Citizen registration strengthened</b>		
<b>Programme Intervention: 160505 Strengthen citizenship identification, registration, preservation and control</b>		
<p>33 Consular visits made to jails, deportation camps, accommodation facilities, and hospitals to attend to Ugandans who need consular support.</p> <p>12 female and 10 male distressed Ugandans in Qatar offered assistance .</p>	<ol style="list-style-type: none"> <li>1. Made 12 consular visits to Ugandans in jails, deportation camps, and accommodation facilities. Of these 06 visits were made to female jails.</li> <li>2. Attended to 05 female Ugandans in distress; most of them lacking accommodation, food, and other necessities.</li> <li>3. Coordinated the repatriation of the bodies of two (02) Ugandans who died in Qatar.</li> </ol>	<p>More consular visits to Ugandans in jails, deportation camps, and accommodation facilities to be undertaken in Q3</p>
<p>01 Consular clinic organized to create awareness about the services offered by the Embassy and the laws of Qatar.</p> <p>Victims of human trafficking offered appropriate consular services to access justice.</p>		<p>Limited resources occasioned by budget deficits during the quarter</p>
<p>18 Inspections of offices for employers of Ugandans and visits to accommodation facilities to verify compliance with labor requirements conducted.</p> <p>10 Visits potential employers made to lobby employment for Ugandan youth.</p>	<p>Visited two (02) Manpower/recruitment companies to verify compliance with labor requirements for Ugandans working in Qatar, majority of whom are Ugandan girls working as domestic maids.</p>	<p>Limited resources during the Quarter.</p>
<p>7 Entitled dignitaries offered protocol services while on official duties in Qatar and other Countries of Accreditation.</p> <p>All requests for visa applications for Government officials facilitated.</p>	<p>Received 02 Ugandan dignitaries (Hon minister of state for agriculture Hon kyakulaga Bwino and Uganda’s representative to the organisation of Islamic countries Dr Ahmed Sendendo) who came to attend the opening ceremony of the 2023 Doda horticultural Expo.</p> <p>All requests for visa applications for Government officials were facilitated.</p>	<p>Encountered few official visits</p>

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Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
<b>PIAP Output: 16050501 Alien and Citizen registration strengthened</b>		
<b>Programme Intervention: 160505 Strengthen citizenship identification, registration, preservation and control</b>		
<p>125 documents attested for foreign use</p> <p>15 certificates of identity issued to Ugandans with lost/expired passports to facilitate them to travel back home.</p> <p>50 letters of residence issued to Ugandans to facilitate the renewal their passports.</p>	<ol style="list-style-type: none"> <li>1. Attested 125 documents for 05 females and 120 males for foreign use.</li> <li>2. Issued 50 certificates of identity to Ugandans (07 females, 03 infants, and 40 males), who had lost/expired passports, to enable them to travel to Uganda.</li> <li>3. Issued 55 emergency travel letters to Ugandans (27 females and 28 males) due for deportation but lacked valid travel documents.</li> <li>4. Issued 155 letters of residence to Ugandans in Qatar to facilitate their renewal of passports. They included 18 females and 137 males.</li> </ol>	<p>Areas with over performance were achieved at budget neutral cost.</p>
<p>02 market studies and survies conducted to identify market demands for the export of Uganda products into the Qatar market.</p> <p>01 promotional expo and 01 trade show in Qatar Organized in Qatar.</p>	<p>Participated in the 2023 Doha horticultural expo and organized the Uganda expo national day, as well as the first Uganda-Qatar business forum in Doha in partnership with Uganda export promotion attended by the Ugandan private sector foundation, the Hon minister of trade and his deputy and other agencies from Uganda.</p>	<p>Market studies and surveys were not conducted due to budget deficits encountered.</p>
<p>06 national days and diplomatic dinners attended</p> <p>Uganda's Independence Day celebrations organized.</p> <p>01 health awareness campaign with a focus on HIV AIDS and Cancer organized.</p>	<p>Attended the following 02 Official functions to enhance cordial diplomatic relations:</p> <ol style="list-style-type: none"> <li>1. Qatar National Day on the 18th December, 2023</li> <li>2. Burundi Doha Expo 2023 National Day.</li> </ol> <p>The Mission took part in the Uganda National Day Celebrations held during expo 2023 Doha , at the expo grounds on 27th November, 2023</p> <p>Engaged the Chief Executive Officer of Karwa, the European Security Company, and KLUD Pharmacy to consider partnering with the Embassy in the cancer run awareness activities.</p>	<p>Participation in more national days and diplomatic dinners programmed for Q3 and Q4</p>

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Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
<b>Expenditures incurred in the Quarter to deliver outputs</b>		<i>US\$ Thousand</i>
<b>Item</b>		<b>Spent</b>
211102 Contract Staff Salaries		173,334.376
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)		294,129.855
212101 Social Security Contributions		6,279.248
212102 Medical expenses (Employees)		18,747.003
221001 Advertising and Public Relations		1,250.000
221002 Workshops, Meetings and Seminars		12,750.000
221003 Staff Training		750.000
221009 Welfare and Entertainment		11,323.000
221011 Printing, Stationery, Photocopying and Binding		10,500.000
222001 Information and Communication Technology Services.		5,000.000
222002 Postage and Courier		1,250.000
223003 Rent-Produced Assets-to private entities		254,793.993
223005 Electricity		11,068.006
223006 Water		10,582.756
223007 Other Utilities- (fuel, gas, firewood, charcoal)		3,580.972
228002 Maintenance-Transport Equipment		9,492.655
228004 Maintenance-Other Fixed Assets		1,249.750
	<b>Total For Budget Output</b>	<b>826,081.612</b>
	Wage Recurrent	173,334.376
	Non Wage Recurrent	652,747.237
	Arrears	0.000
	<i>AIA</i>	0.000
	<b>Total For Department</b>	<b>826,081.612</b>
	Wage Recurrent	173,334.376
	Non Wage Recurrent	652,747.237
	Arrears	0.000
	<i>AIA</i>	0.000
<i>Development Projects</i>		
N/A		
<b>Programme:18 Development Plan Implementation</b>		

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Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
<b>SubProgramme:02 Resource Mobilization and Budgeting</b>		
<b>Sub SubProgramme:01 Overseas Mission Services</b>		
<i>Departments</i>		
<b>Department:001 Embassy in Doha, Qatar</b>		
<b>Budget Output:560009 Cooperation frameworks and Development Assisstance</b>		
<b>PIAP Output: 18010901 Bilateral and multilateral resources for national development sourced</b>		
<b>Programme Intervention: 180109 Expand financing beyond the traditional sources</b>		
01 engagement held to source development assistance for national development.	Held over 05 engagements with Host Government officials to source development assistance for national development.	Engagements to lobby for scholarships, internships and other capacity building opportunities for the Ugandan youth scheduled for Q3 and Q4
01 engagement organized to lobby for scholarships, internships and other capacity building opportunities for the Ugandan youth		
02 Activities Undertaken to promote private investment in the oil and gas industry with emphasis on renewable energy	Hosted a delegation of Mr. Sedrack Nzeire for the meeting with Qatar Chamber of Commerce about the proposed idea of building Qatar city in Uganda as well as other investment projects in Hoima city and other parts of the country.	More activities to be undertaken in Q3 and Q4
<b>Expenditures incurred in the Quarter to deliver outputs</b>		<i>UShs Thousand</i>
<b>Item</b>		<b>Spent</b>
221008 Information and Communication Technology Supplies.		7,732.592
221012 Small Office Equipment		1,661.017
226001 Insurances		2,655.512
227004 Fuel, Lubricants and Oils		9,246.978
228002 Maintenance-Transport Equipment		4,746.328
	<b>Total For Budget Output</b>	<b>26,042.425</b>
	Wage Recurrent	0.000
	Non Wage Recurrent	26,042.425
	Arrears	0.000
	<i>AIA</i>	0.000
	<b>Total For Department</b>	<b>26,042.425</b>
	Wage Recurrent	0.000
	Non Wage Recurrent	26,042.425

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Outputs Planned in Quarter	Actual Outputs Achieved in Quarter	Reasons for Variation in performance
	Arrears	0.000
	<i>AIA</i>	0.000
<i>Development Projects</i>		
N/A		
	<b>GRAND TOTAL</b>	<b>852,124.037</b>
	Wage Recurrent	173,334.376
	Non Wage Recurrent	678,789.662
	GoU Development	0.000
	External Financing	0.000
	Arrears	0.000
	<i>AIA</i>	0.000

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**Quarter 2: Cumulative Outputs and Expenditure by End of Quarter**

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
<b>Programme:16 Governance And Security</b>	
<b>SubProgramme:04 Access to Justice</b>	
<b>Sub SubProgramme:01 Overseas Mission Services</b>	
<i>Departments</i>	
<b>Department:001 Embassy in Doha, Qatar</b>	
<b>Budget Output:460056 Consulars services</b>	
<b>PIAP Output: 16050501 Alien and Citizen registration strengthened</b>	
<b>Programme Intervention: 160505 Strengthen citizenship identification, registration, preservation and control</b>	
02 International Peace and Security engagements participated in.	Participated in 02 engagements related to promotion of international peace and security: <ul style="list-style-type: none"> <li>a. The ceremony of the second National forum for Human rights</li> <li>b. The conference of the international search and rescue advisory group.</li> </ul>
08 Engagements held with government stakeholders to promote a positive image of Uganda.	Held/participated-in 04 engagements with government stakeholders to promote a positive image of Uganda as follows: <ol style="list-style-type: none"> <li>1. Meeting at the chancery with the speaker of the Qatar Ashura council on matters of the inter-parliamentary union.</li> <li>2. Meeting with the Chief Executive Officer of Karwa, the European Security Company, and KLUD Pharmacy to consider partnering with the Embassy in the cancer run awareness activities</li> <li>3. The opening regular session of the first registration term of the State of Qatar presided over by the Emir.</li> <li>4. A meeting with the Director of Labour who promised to communicate the date for signing the pending labour MoU early 2024</li> </ol>



**VOTE: 536 Uganda Embassy in Qatar, Doha**

Quarter 2

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
<b>PIAP Output: 16050501 Alien and Citizen registration strengthened</b>	
<b>Programme Intervention: 160505 Strengthen citizenship identification, registration, preservation and control</b>	
<p>At least 1000 Ugandans living and working in Qatar Registered.</p> <p>03 engagements held to Mobilise the diaspora to invest in various sectors in Uganda for national development.</p>	<p>Updated the diaspora database by registering 486 Ugandans in Qatar. They included 58 females and 428 males.</p> <p>The Mission also coordinated the following 02 diaspora mobilization engagements:</p> <ol style="list-style-type: none"> <li>1. Mobilization engagement with the Diaspora by the presidential adviser on diaspora matters Amb. Abby Walusimbi while on his official duties in Qatar.</li> <li>2. Engagement with the Diaspora to participate in national development during the National Day Celebrations at expo 2023 Doha on 27th November, 2023</li> </ol>
<p>96 Consular visits made to jails, deportation camps, accommodation facilities, and hospitals to attend to Ugandans who need consular support.</p> <p>50 female and 20 male distressed Ugandans in Qatar offered assistance .</p>	<ol style="list-style-type: none"> <li>1. Made 27 consular visits to Ugandans in jails, deportation camps, and accommodation facilities. 13 of these visits were made to female jails.</li> <li>2. Attended to 30 female Ugandans in distress; most of them lacking accommodation, food, and other necessities.</li> <li>3. Coordinated the repatriation of the bodies of six (06) Ugandans who died in Qatar.</li> </ol>
<p>02 Consular clinics organised to create awareness about the services offered by the Embassy and the laws of Qatar.</p> <p>Victims of human trafficking offered appropriate consular services to access justice.</p>	NA
<p>40 Inspections of offices for employers of Ugandans and visits to accommodation facilities to verify compliance with labor requirements conducted.</p> <p>20 Visits potential employers made to lobby employment for Ugandan youth.</p>	<p>Visited four (04) Manpower/recruitment companies to verify compliance with labor requirements for Ugandans working in Qatar, majority of whom are Ugandan girls working as domestic maids.</p>

**VOTE: 536 Uganda Embassy in Qatar, Doha**

Quarter 2

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
<b>PIAP Output: 16050501 Alien and Citizen registration strengthened</b>	
<b>Programme Intervention: 160505 Strengthen citizenship identification, registration, preservation and control</b>	
<p>15 entitled dignitaries offered protocol services while on official duties in Qatar and other Countries of Accreditation..</p> <p>All requests for visa applications for Government officials facilitated.</p>	<p>Offered protocol services to 03 entitled dignitaries on official duties in Qatar and other Countries of Accreditation. They included:</p> <ol style="list-style-type: none"> <li>1. The presidential adviser on diaspora matters Amb. Abby Walusimbi while on his official diaspora mobilization engagements in Qatar.</li> <li>2. Hon minister of state for agriculture Hon kyakulaga Bwino and Uganda's representative to the organisation of Islamic countries Dr Ahmed Sendendo, who came to attend the opening ceremony of the 2023 Doda horticultural Expo</li> </ol> <p>All requests for visa applications for Government officials were facilitated.</p>
<p>500 documents attested for foreign use</p> <p>60 certificates of identity issued to Ugandans with lost/expired passports to facilitate them to travel back home.</p> <p>200 letters of residence issued to Ugandans to facilitate the renewal their passports.</p>	<ol style="list-style-type: none"> <li>1. Attested 386 documents for 14 females and 372 males for foreign use.</li> <li>2. Issued 98 certificates of identity to Ugandans (06 females, 02 infants, and 42 males), who had lost/expired passports, to enable them to travel to Uganda.</li> <li>3. Issued 124 emergency travel letters to Ugandans (60 females and 64 males) due for deportation but lacked valid travel documents.</li> <li>4. Issued 396 letters of residence to Ugandans in Qatar to facilitate their renewal of passports. They included 45 females and 351 males.</li> </ol>
<p>04 market studies and surveys Conducted to identify market demands for the export of Uganda products into the Qatar market.</p> <p>01 promotional expo and 01 trade show in Qatar Organized in Qatar.</p>	<p>Participated in the 2023 Doha horticultural expo and organized the Uganda expo national day, as well as the first Uganda-Qatar business forum in Doha in partnership with Uganda export promotion attended by the Ugandan private sector foundation, the Hon minister of trade and his deputy and other agencies from Uganda.</p>
<p>G77 Summit and the Non Aligned Movement (NAM) summit attended</p> <p>Ambassadors Conference attended</p>	<p>NA</p>

**VOTE: 536 Uganda Embassy in Qatar, Doha**

Quarter 2

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
<b>PIAP Output: 16050501 Alien and Citizen registration strengthened</b>	
<b>Programme Intervention: 160505 Strengthen citizenship identification, registration, preservation and control</b>	
<p>20 national days and diplomatic dinners attended</p> <p>The Independence Day celebrations organized.</p> <p>01 health awareness campaign with a focus on HIV AIDS and Cancer organized.</p>	<p>Attended the following 06 Official functions to enhance cordial diplomatic relations:</p> <ol style="list-style-type: none"> <li>1. Qatar National Day.</li> <li>2. The Anniversary of the Founding of the Peoples' Republic of China.</li> <li>3. National Day of Saudi Arabia.</li> <li>4. Mexico National Day</li> <li>5. Rwanda National day.</li> <li>6. Burundi Doha Expo 2023 National Day.</li> </ol> <p>The Mission took part in the Uganda National Day Celebrations held during expo 2023 Doha , at the expo grounds on 27th November, 2023</p> <p>Engaged the Chief Executive Officer of Karwa, the European Security Company, and KLUD Pharmacy to consider partnering with the Embassy in the cancer run awareness activities.</p>

Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	<i>US\$ Thousand</i>
Item	Spent
211102 Contract Staff Salaries	308,685.436
211106 Allowances (Incl. Casuals, Temporary, sitting allowances)	500,759.710
212101 Social Security Contributions	12,558.496
212102 Medical expenses (Employees)	37,494.005
221001 Advertising and Public Relations	2,500.000
221002 Workshops, Meetings and Seminars	25,500.000
221003 Staff Training	1,500.000
221009 Welfare and Entertainment	22,645.999
221011 Printing, Stationery, Photocopying and Binding	21,000.000
222001 Information and Communication Technology Services.	10,000.000
222002 Postage and Courier	2,500.000
223003 Rent-Produced Assets-to private entities	472,587.986
223005 Electricity	22,136.011
223006 Water	21,165.512
223007 Other Utilities- (fuel, gas, firewood, charcoal)	4,680.968

**VOTE: 536 Uganda Embassy in Qatar, Doha**

Quarter 2

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	<i>UShs Thousand</i>
Item	Spent
228002 Maintenance-Transport Equipment	18,985.310
228004 Maintenance-Other Fixed Assets	2,499.500
<b>Total For Budget Output</b>	<b>1,487,198.933</b>
Wage Recurrent	308,685.436
Non Wage Recurrent	1,178,513.497
Arrears	0.000
<i>AIA</i>	0.000
<b>Total For Department</b>	<b>1,487,198.933</b>
Wage Recurrent	308,685.436
Non Wage Recurrent	1,178,513.497
Arrears	0.000
<i>AIA</i>	0.000
<i>Development Projects</i>	
N/A	
<b>Programme:18 Development Plan Implementation</b>	
<b>SubProgramme:02 Resource Mobilization and Budgeting</b>	
<b>Sub SubProgramme:01 Overseas Mission Services</b>	
<i>Departments</i>	
<b>Department:001 Embassy in Doha, Qatar</b>	
<b>Budget Output:560009 Cooperation frameworks and Development Assisstance</b>	
<b>PIAP Output: 18010901 Bilateral and multilateral resources for national development sourced</b>	
<b>Programme Intervention: 180109 Expand financing beyond the traditional sources</b>	
02 engagements held to source development assistance for national development.	Held over 05 engagements with Host Government officials to source development assistance for national development.
02 engagements organized to lobby for scholarships, internships and other capacity building opportunities for the Ugandan youth	

**VOTE: 536 Uganda Embassy in Qatar, Doha**

Quarter 2

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
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**PIAP Output: 18010901 Bilateral and multilateral resources for national development sourced**

**Programme Intervention: 180109 Expand financing beyond the traditional sources**

<p>01 engagement held to mobilise the diaspora to start up businesses in Qatar to import Ugandan products.</p> <p>03 activities Undertaken to promote private investment in the oil and gas industry with emphasis on renewable energy</p>	<p>Hosted a delegation of Mr. Sedrack Nzeire for the meeting with Qatar Chamber of Commerce about the proposed idea of building Qatar city in Uganda as well as other investment projects in Hoima city and other parts of the country.</p>
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Cumulative Expenditures made by the End of the Quarter to Deliver Cumulative Outputs	<i>US\$ Thousand</i>
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Item	Spent
221008 Information and Communication Technology Supplies.	15,465.183
221012 Small Office Equipment	3,322.033
226001 Insurances	5,311.024
227004 Fuel, Lubricants and Oils	18,493.955
228002 Maintenance-Transport Equipment	9,492.655
<b>Total For Budget Output</b>	<b>52,084.850</b>
Wage Recurrent	0.000
Non Wage Recurrent	52,084.850
Arrears	0.000
<i>AIA</i>	0.000
<b>Total For Department</b>	<b>52,084.850</b>
Wage Recurrent	0.000
Non Wage Recurrent	52,084.850
Arrears	0.000
<i>AIA</i>	0.000

*Development Projects*

N/A

<b>GRAND TOTAL</b>	<b>1,539,283.783</b>
Wage Recurrent	308,685.436
Non Wage Recurrent	1,230,598.347
GoU Development	0.000
External Financing	0.000
Arrears	0.000

**VOTE: 536 Uganda Embassy in Qatar, Doha**

Quarter 2

Annual Planned Outputs	Cumulative Outputs Achieved by End of Quarter
	<i>AIA</i>
	0.000

**VOTE: 536 Uganda Embassy in Qatar, Doha**

Quarter 2

**Quarter 3: Revised Workplan**

Annual Plans	Quarter's Plan	Revised Plans
<b>Programme:16 Governance And Security</b>		
<b>SubProgramme:01</b>		
<b>Sub SubProgramme:01 Overseas Mission Services</b>		
<i>Departments</i>		
N/A		
<i>Develoment Projects</i>		
<b>Project:1715 Retooling of Mission in Qatar Doha</b>		
<b>Budget Output:000003 Facilities and Equipment Management</b>		
<b>PIAP Output: 16060501 Administration support services provided</b>		
<b>Programme Intervention: 160605 Undertake financing and administration of programme services</b>		
Furniture and fittings procured for the Mission		Furniture and fittings procured for the Mission
<b>SubProgramme:04</b>		
<b>Sub SubProgramme:01 Overseas Mission Services</b>		
<i>Departments</i>		
<b>Department:001 Embassy in Doha, Qatar</b>		
<b>Budget Output:460056 Consulars services</b>		
<b>PIAP Output: 16050501 Alien and Citizen registration strengthened</b>		
<b>Programme Intervention: 160505 Strengthen citizenship identification, registration, preservation and control</b>		
02 International Peace and Security engagements participated in.	International Peace and Security engagements participated in.	International Peace and Security engagements participated in.
08 Engagements held with government stakeholders to promote a positive image of Uganda.	02 Engagements held with government stakeholders to promote a positive image of Uganda.	02 Engagements held with government stakeholders to promote a positive image of Uganda.
At least 1000 Ugandans living and working in Qatar Registered.	At least 250 Ugandans living and working in Qatar Registered. Engagements held to Mobilize the diaspora to invest in various sectors in Uganda for national development.	At least 264 Ugandans living and working in Qatar Registered.
03 engagements held to Mobilise the diaspora to invest in various sectors in Uganda for national development.		01 Engagement held to Mobilize the diaspora to invest in various sectors in Uganda for national development.

**VOTE: 536 Uganda Embassy in Qatar, Doha**

Quarter 2

Annual Plans	Quarter's Plan	Revised Plans
<b>Budget Output:460056 Consulars services</b>		
<b>PIAP Output: 16050501 Alien and Citizen registration strengthened</b>		
<b>Programme Intervention: 160505 Strengthen citizenship identification, registration, preservation and control</b>		
<p>96 Consular visits made to jails, deportation camps, accommodation facilities, and hospitals to attend to Ugandans who need consular support.</p> <p>50 female and 20 male distressed Ugandans in Qatar offered assistance .</p>	<p>24 Consular visits made to jails, deportation camps, accommodation facilities, and hospitals to attend to Ugandans who need consular support. 12 female and 5 male distressed Ugandans in Qatar offered assistance .</p>	<p>45 Consular visits made to jails, deportation camps, accommodation facilities, and hospitals to attend to Ugandans who need consular support.</p> <p>05 Female and 15 Male distressed Ugandans in Qatar offered assistance .</p>
<p>02 Consular clinics organised to create awareness about the services offered by the Embassy and the laws of Qatar.</p> <p>Victims of human trafficking offered appropriate consular services to access justice.</p>	<p>Consular clinics organised to create awareness about the services offered by the Embassy and the laws of Qatar. Victims of human trafficking offered appropriate consular services to access justice.</p>	<p>01 Consular clinic organised to create awareness about the services offered by the Embassy and the laws of Qatar.</p> <p>Victims of human trafficking offered appropriate consular services to access justice.</p>
<p>40 Inspections of offices for employers of Ugandans and visits to accommodation facilities to verify compliance with labor requirements conducted.</p> <p>20 Visits potential employers made to lobby employment for Ugandan youth.</p>	<p>10 Inspections of offices for employers of Ugandans and visits to accommodation facilities to verify compliance with labor requirements conducted. 05 Visits potential employers made to lobby employment for Ugandan youth.</p>	<p>26 Inspections of offices for employers of Ugandans and visits to accommodation facilities to verify compliance with labor requirements conducted.</p> <p>15 Visits potential employers made to lobby employment for Ugandan youth.</p>
<p>15 entitled dignitaries offered protocol services while on official duties in Qatar and other Countries of Accreditation..</p> <p>All requests for visa applications for Government officials facilitated.</p>	<p>4 entitled dignitaries offered protocol services while on official duties in Qatar and other Countries of Accreditation.. All requests for visa applications for Government officials facilitated.</p>	<p>9 entitled dignitaries offered protocol services while on official duties in Qatar and other Countries of Accreditation.</p> <p>All requests for visa applications for Government officials facilitated.</p>
<p>500 documents attested for foreign use</p> <p>60 certificates of identity issued to Ugandans with lost/expired passports to facilitate them to travel back home.</p> <p>200 letters of residence issued to Ugandans to facilitate the renewal their passports.</p>	<p>125 documents attested for foreign use 15 certificates of identity issued to Ugandans with lost/expired passports to facilitate them to travel back home. 50 letters of residence issued to Ugandans to facilitate the renewal their passports.</p>	<p>125 documents attested for foreign use</p> <p>15 certificates of identity issued to Ugandans with lost/expired passports to facilitate them to travel back home.</p> <p>50 letters of residence issued to Ugandans to facilitate the renewal their passports.</p>



**VOTE: 536 Uganda Embassy in Qatar, Doha**

Quarter 2

Annual Plans	Quarter's Plan	Revised Plans
<b>Budget Output:460056 Consulars services</b>		
<b>PIAP Output: 16050501 Alien and Citizen registration strengthened</b>		
<b>Programme Intervention: 160505 Strengthen citizenship identification, registration, preservation and control</b>		
04 market studies and surveys Conducted to identify market demands for the export of Uganda products into the Qatar market.  01 promotional expo and 01 trade show in Qatar Organized in Qatar.	01 market study and survey Conducted to identify market demands for the export of Uganda products into the Qatar market.	03 market study and survey Conducted to identify market demands for the export of Uganda products into the Qatar market.
G77 Summit and the Non Aligned Movement (NAM) summit attended  Ambassadors Conference attended	G77 Summit and the Non Aligned Movement (NAM) summit attended Ambassadors Conference attended	G77 Summit and the Non Aligned Movement (NAM) summit attended  Ambassadors Conference attended
20 national days and diplomatic dinners attended  The Independence Day celebrations organized.  01 health awareness campaign with a focus on HIV AIDS and Cancer organized.	05 national days and diplomatic dinners attended	09 national days and diplomatic dinners attended
<i>Development Projects</i>		
N/A		
<b>Programme:18 Development Plan Implementation</b>		
<b>SubProgramme:02</b>		
<b>Sub SubProgramme:01 Overseas Mission Services</b>		
<i>Departments</i>		
<b>Department:001 Embassy in Doha, Qatar</b>		
<b>Budget Output:560009 Cooperation frameworks and Development Assisstance</b>		
<b>PIAP Output: 18010901 Bilateral and multilateral resources for national development sourced</b>		
<b>Programme Intervention: 180109 Expand financing beyond the traditional sources</b>		
02 engagements held to source development assistance for national development.  02 engagements organized to lobby for scholarships, internships and other capacity building opportunities for the Ugandan youth	Engagements held to source development assistance for national development. Engagements organized to lobby for scholarships, internships and other capacity building opportunities for the Ugandan youth	01 Engagement held to source development assistance for national development.  02 Engagements organized to lobby for scholarships, internships and other capacity building opportunities for the Ugandan youth

**VOTE: 536 Uganda Embassy in Qatar, Doha**

Quarter 2

Annual Plans	Quarter's Plan	Revised Plans
<b>Budget Output:560009 Cooperation frameworks and Development Assisstance</b>		
<b>PIAP Output: 18010901 Bilateral and multilateral resources for national development sourced</b>		
<b>Programme Intervention: 180109 Expand financing beyond the traditional sources</b>		
01 engagement held to mobilise the diaspora to start up businesses in Qatar to import Ugandan products.  03 activities Undertaken to promote private investment in the oil and gas industry with emphasis on renewable energy	01 activity Undertaken to promote private investment in the oil and gas industry with emphasis on renewable energy	01 activity Undertaken to promote private investment in the oil and gas industry with emphasis on renewable energy
<i>Development Projects</i>		
N/A		

**VOTE: 536 Uganda Embassy in Qatar, Doha**

Quarter 2

**V4: NTR Collections, Off Budget Expenditure and Vote Cross Cutting Issues****Table 4.1: NTR Collections (Billions)**

Revenue Code	Revenue Name	Planned Collection FY2023/24	Actuals By End Q2
144149	Miscellaneous receipts/income	0.060	0.000
		<b>Total</b>	<b>0.060</b>

# **VOTE: 536 Uganda Embassy in Qatar, Doha**

Quarter 2

**Table 4.2: Off-Budget Expenditure By Department and Project**

**VOTE: 536 Uganda Embassy in Qatar, Doha**

Quarter 2

Table 4.3: Vote Crosscutting Issues

**i) Gender and Equity**

<b>Objective:</b>	To put in consideration the gender issues in all the programs and activities of the Embassy
<b>Issue of Concern:</b>	Gender and Equity Mainstreaming in the day to day activities of the Mission
<b>Planned Interventions:</b>	<ol style="list-style-type: none"> <li>1. Observe full maternity and paternity leave for staff.</li> <li>2. Engage International Organisations on Gender issues to support discriminated groups including distressed Ugandans.</li> <li>3. Participate in activities aimed at eliminating gender discrimination.</li> </ol>
<b>Budget Allocation (Billion):</b>	0.004
<b>Performance Indicators:</b>	<ol style="list-style-type: none"> <li>1. 02 activities on gender mainstreaming and equity participated in.</li> <li>2. Engagements with International Organisations on Gender issues participated in</li> <li>3. At least 30% of female staff maintained at the Mission</li> </ol>
<b>Actual Expenditure By End Q2</b>	0.0025
<b>Performance as of End of Q2</b>	<ol style="list-style-type: none"> <li>a) Sensitized staff during the regular staff meetings to exercise Gender and Equity responsiveness in the day to day activities of the Mission;</li> <li>b) Participated in the ceremony of the second National forum for Human rights;</li> <li>c) Engaged the Chief Executive Officer of Karwa, the European Security Company, and KLUD Pharmacy to consider partnering with the Embassy in the cancer run awareness activities.</li> <li>d) Maintained a ratio of 30% of female staff at the Mission.</li> </ol>
<b>Reasons for Variations</b>	No variation.

**ii) HIV/AIDS**

<b>Objective:</b>	Support the fight against HIV/AIDS
<b>Issue of Concern:</b>	HIV Prevention and Management
<b>Planned Interventions:</b>	<ol style="list-style-type: none"> <li>1. Facilitate affected staff to stay on medication.</li> <li>2. Offer Counselling services to staff and diaspora.</li> <li>3. Enhance HIV/AIDS Education, information dissemination, sensitization, and awareness.</li> <li>4. Participate in World Aids Day celebrations.</li> </ol>
<b>Budget Allocation (Billion):</b>	0.001
<b>Performance Indicators:</b>	<ol style="list-style-type: none"> <li>1. 4 HIV sensitization sessions organised</li> <li>2. All staff enrolled on Medical insurance.</li> <li>3. HIV/AIDS-related activities participated in.</li> </ol>
<b>Actual Expenditure By End Q2</b>	0.0005
<b>Performance as of End of Q2</b>	<ol style="list-style-type: none"> <li>a) Encouraged staff to embrace a health living life style during the regular monthly staff meetings;</li> <li>b) Enrolled all staff on Medical insurance.</li> </ol>
<b>Reasons for Variations</b>	No variation.

**VOTE: 536 Uganda Embassy in Qatar, Doha**

Quarter 2

**iii) Environment**

<b>Objective:</b>	Promote a clean, safe and secure working environment and energy conservation
<b>Issue of Concern:</b>	Clean, safe and secure working environment and energy conservation.
<b>Planned Interventions:</b>	<ol style="list-style-type: none"> <li>1. Promote clean, safe &amp; secure working environment.</li> <li>2. Encourage re-use, reduce &amp; recycle principles.</li> <li>3. Encourage energy saving mechanisms at the Mission, through wastage reduction, energy saving lighting and best disposal practices.</li> </ol>
<b>Budget Allocation (Billion):</b>	0.002
<b>Performance Indicators:</b>	<ol style="list-style-type: none"> <li>1. A clean, safe &amp; secure environment.</li> <li>2. Two (2) environmental conservation activities participated in.</li> </ol>
<b>Actual Expenditure By End Q2</b>	0.001
<b>Performance as of End of Q2</b>	Provided designated dustbins for proper and orderly disposal of waste
<b>Reasons for Variations</b>	No variation.

**iv) Covid**

<b>Objective:</b>	Prevent the spread of COVID-19 as well as other coronaviruses and influenza.
<b>Issue of Concern:</b>	COVID 19 prevention
<b>Planned Interventions:</b>	<ol style="list-style-type: none"> <li>1. Encourage staff to follow the Standard Operating Procedures.</li> <li>2. Provision of masks and sanitizers at the Mission.</li> <li>3. Encourage all staff to go for vaccination against Covid-19 and other influenza.</li> </ol>
<b>Budget Allocation (Billion):</b>	0.003
<b>Performance Indicators:</b>	<ol style="list-style-type: none"> <li>1. All Mission staff fully vaccinated.</li> <li>2. Affected staff supported to access Covid-19 treatment.</li> <li>3. PPPs provided to staff and clients to prevent the spread of COVID-19</li> </ol>
<b>Actual Expenditure By End Q2</b>	0.002
<b>Performance as of End of Q2</b>	a) All staff are fully vaccinated against COVID-19; b) Staff have medical insurance to facilitate access to Covid-19 treatment whenever required. c) Provided sanitizers to protect the staff and clients against the spread of COVID-19
<b>Reasons for Variations</b>	No variation.