



REPUBLIC OF UGANDA

Ministry of Gender, Labour &
Social Development

LABOUR

Celebrating International Labour Day 2021



Enhancing Innovation for Increased Employment Creation and Labour
Productivity : A Sustainable COVID-19 Response



SECURITYLINK

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2. Ugandan passport or a National ID.
3. Able to communicate in simple English
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REPUBLIC OF UGANDA

Ministry of Gender, Labour & Social
Development

MINISTRY OF GENDER, LABOUR & SOCIAL DEVELOPMENT



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Permanent Secretary Mr. Aggrey David Kibenge

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Practical Skills by Ministry
of Education & Sports -
Directorate of Industrial Training

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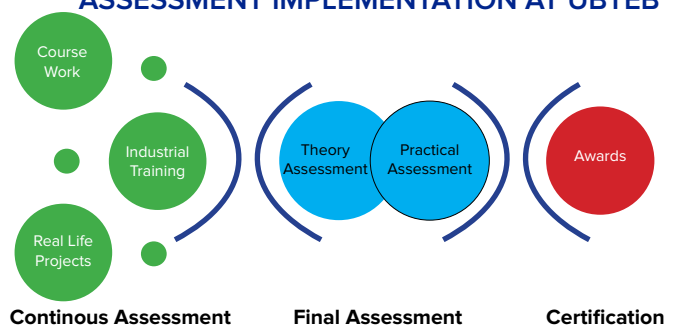


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MODE OF COMPETENCE BASED ASSESSMENT IMPLEMENTATION AT UBTEB



UBTEB IS SCALING UP COMPETENCE BASED ASSESSMENT IN UGANDA

Uganda Business and Technical Examinations Board (UBTEB) was established by the BTNET Act, 2008 and operationalized by Statutory Instrument 2009 No.9 (Establishment of the Uganda Business and Technical Examinations Board). The Regulations mandate UBTEB to streamline, regulate, coordinate and conduct credible national examinations and award Certificates and Diplomas in the Business, Technical and Vocational/ specialized education or training in Uganda.

STRATEGIC OBJECTIVES

1. To enhance assessment of demand driven TVET skills for a competent and ethical workforce.
2. To enhance competitiveness of TVET graduates in the local, regional and international labour markets.
3. Linkages and partnerships with stakeholders for achievement of the Board's mandate promoted.
4. Organizational capacity for efficient and effective service delivery strengthened.

UBTEB examinations embrace principles of competence based education and training. Our mode of assessment involves real life projects, continuous assessment and monitoring of industrial attachment. UBTEB conducts both practical and knowledge based examinations in a more systematic manner since 2011. This has enabled candidates to acquire hands-on skills and applied knowledge which are critical for driving innovativeness, self-employment and productivity for social economic transformation and national development.

Vision

"A Center of Excellence for Competence Based Assessment, Examinations and Awards for a Skilled and Productive Workforce."

Mission

To conduct competence based assessment and award TVET qualifications through collaborations with the world of work.



Assessor's training by UBTEB on competence based assessment



Hon. J.C Muyingo, State Minister for Higher Education tours an exhibition by students at UBTEB



Release of UBTEB results by Minister of Education and sports



Students of National certificate in plumbing undergoing practical assessment at Nyamitanga Technical Institute



01

Government enhancing employment creation and labour productivity in Covid-19 times

Uganda joins workers around the world to celebrate the International Labour Day, 1st May 2021. This day is commemorated in appreciation of the contribution of workers to the national development and helps in raising national and international consciousness on the importance of promoting and protecting the rights of workers. The theme for the 2020 celebrations is: **“Enhancing Innovation for Increased Employment Creation and Labour Productivity: A Sustainable COVID-19 Response”**. It provides an insight into theme and its implications for the Government strategies for enhancing innovation for employment creation.

Rapid industrialization in the 19th Century was characterized by poor working condition which included poor pay, injury at work, long hours

of work among others. This situation prompted agitation for better working conditions and recognition of the contribution of labour to the national economy. Among the demands by the labour movement was that a day be set aside to recognize the contribution of labour to the economy. Labour Day was first celebrated in USA in 1887.

In Uganda, the International Labour Day is gazetted as a Public Holiday and ceremonies are organized at National level as well as within Local Governments in recognition of the role played by workers in the development process of our Country. The day is also used as an occasion for reminding workers of their responsibilities and obligations.



In Uganda the total working population rose to 15 million in 2016/17 from about 14 million in 2012/13, of which 9 million were employed while 6 million were mostly in unpaid work (UBOS, 2017). Currently about total of 700,000 people enter the labour market every year of which only about 238,000 (34 percent) being absorbed. The working age population therefore remains a key element of the plans and interventions of every economy in the world, including Uganda. According to the NDP III, whereas the economy has grown at an average of 5.4 percent over the last 10 years, it has not created enough gainful jobs. The working age population is growing faster than the economic growth .

Some of the key human development challenges for the working age population (16-64) identified under the NDP III (2020/21-2024/25) include, among others, low labour productivity; high youth unemployment at an average of 38 percent (if adjusted for non-paid labour); low transition rates from training to employment at 35 percent and fragmented employment creation initiatives. A larger proportion of these youth is either unemployed or underemployed, and they are understandably frustrated. Most of them lack employable skills that hinder their innovation and productivity. The productivity of the working age is therefore a critical element of the socio-economic development of the Country. Labour productivity is an important economic indicator that is closely linked to economic growth, competitiveness, and living standards within an

economy. Productivity represents the amount of output per unit of input and it is a key measure of economic performance .

According to ILO, Labour productivity represents the total volume of output (measured in terms of Gross Domestic Product, GDP) produced per unit of labour (measured in terms of the number of employed persons) during a given time reference period. Low productivity is among some of the issues identified as unfinished business under the NRM Manifesto 2021-2026. This has been compounded by the COVID-19 pandemic.

COVID-19 Pandemic and World of Work

World over the COVID-19 pandemic has caused a lot of health and socio-economic challenges. From the time the first case of COVID-19 was registered in Uganda on 17th March 2020, to date, the economy has been gradually opening up as a result of relaxation of the lock down measures. By 6th April 2021, Uganda had 41,751 confirmed cases and 335 death cases . Like other Countries, in an effort to alleviate the impact of this pandemic, Uganda adopted several measures for the prevention and control of the pandemic and these included social distancing, self-isolation, institutional quarantine and travel restrictions among others. The Covid-19 prevention and control measures have had some effects on the world of work. The Ministry of Gender, Labour and Social Development administration records



and notifications received from various employers during the lockdown period revealed that over 6,000 workers were terminated. Furthermore, the preliminary findings of the rapid assessment of the socio-economic impact of Covid-19 pandemic by the Economic Policy Research Centre (EPRC) 2020 revealed that three-quarters of the surveyed businesses in Uganda have laid off employees due to the risks presented by COVID-19 and the subsequent containment measures. The same survey projects that 3.8 million workers would lose their jobs temporarily while 625,957 risked losing their employment permanently if containment measures persisted for more than 6 months.

Enhancing Innovation for Increased Employment Creation and Labour Productivity: A Sustainable Covid-19 Response

The measures taken in Uganda and around the world to control the spread of the virus have posed serious challenges to the majority of the businesses in our Country, regardless of size. This is coupled with a real threat of significant decline in revenues. The negative COVID-19 impacts in the world of work have manifested in the following ways: lay-offs and collective terminations; non-payment of wages /reduction of wages; and general erosion of livelihoods especially

for vulnerable Groups such as women and persons with disabilities, unprotected workers, migrant workers among others. In light of the impact of COVID-19 on businesses, adoption of innovative ways will be critical to job creation and enhancing labour productivity.

This Year's theme has therefore been chosen to heighten National consciousness about the important role that innovation will play in increasing job creation and labour productivity during and post COVID-19.

Innovations are at the centre of all efforts to mitigate the effects of Covid-19 pandemic on employment creation. Increasing market uncertainty has meant decreasing revenues for many small businesses. During extended crises, the assumptions and motivations of the existing organizational policies, structures and systems that have been taken for granted, are challenged and rendered inapplicable.

For instance, human resource policies that require staff to be in a specific location from 8:00 a.m. – 5:00 p.m. became irrelevant, including biometric tools for clock time in and out. Processes and tools that measure performance based on staff time input as opposed to results may have also been challenged. However, a few innovative

enterprises are doing their best to turn this crisis into an opportunity.

This is meant to not only to keep themselves afloat, but also to help consumers and other businesses ride out the pandemic with as little pain as possible. Innovations for covid-19 response were primarily meant to improve on survival of the businesses and as a sustainability strategy. These strategies therefore became part of the response and have to remain in operation and guide future decisions on employer employee relations and work/service delivery.

Innovations in Uganda during COVID-19 have spurred key socio-economic gains in areas of job creation and productivity enhancement. For instance, mobile money transactions grew by 19.3 percent to almost 80 trillion shillings. Out of this, 41 trillion was recorded between January and June 2020 during the lockdown period. The mobile money customers' account balances grew by 51 percent while the value of debit and

credit card transactions also rose by 20 percent. The banks also swiftly changed the means of transacting. Electronic banking rapidly increased with the value of mobile banking transactions growing at 157 percent while internet banking grew by 53 percent during the lockdown period.

It's from the above context, that Government is prioritizing innovation as one of the key development strategies not only for job creation and productivity enhancement but also as response measure to COVID-19 pandemic.

Pre-Event Activities

Webinar on the Role of the Ministry in delivery of Labour and Employment Service on 26th April 2021 at 2:00 pm.

Minister of Gender, Labour and Social Development visit to two (2) selected factories within Greater Kampala on 27th April 2021.

Awareness programs in electronic and print media.

“electronic banking rapidly increased with the value of mobile banking transactions growing at 157 percent while internet banking grew by 53 percent during the lockdown period.”

Roles of Different Actors in Enhancing Innovation for Increased Employment Creation and Labour Productivity

Government

Development/review of the labour productivity and employment creation policies, laws and regulations

Mobilization of innovation funds to implement strategies for labour productivity and employment creation innovations.

Enforcement of labour standards on labour productivity and decent work.

Awareness raising and sensitization of stakeholders on the role of innovation in employment creation and labour productivity enhancement

Development Partners

Support the development and review of policy and legal framework

Support labour productivity and employment creation programmes
Support policy research

Social Partners

Participate in the policy making process and collective bargaining activities

Mobilise members towards embracing innovations for labour productivity and job creation

Conclusion and Way Forward

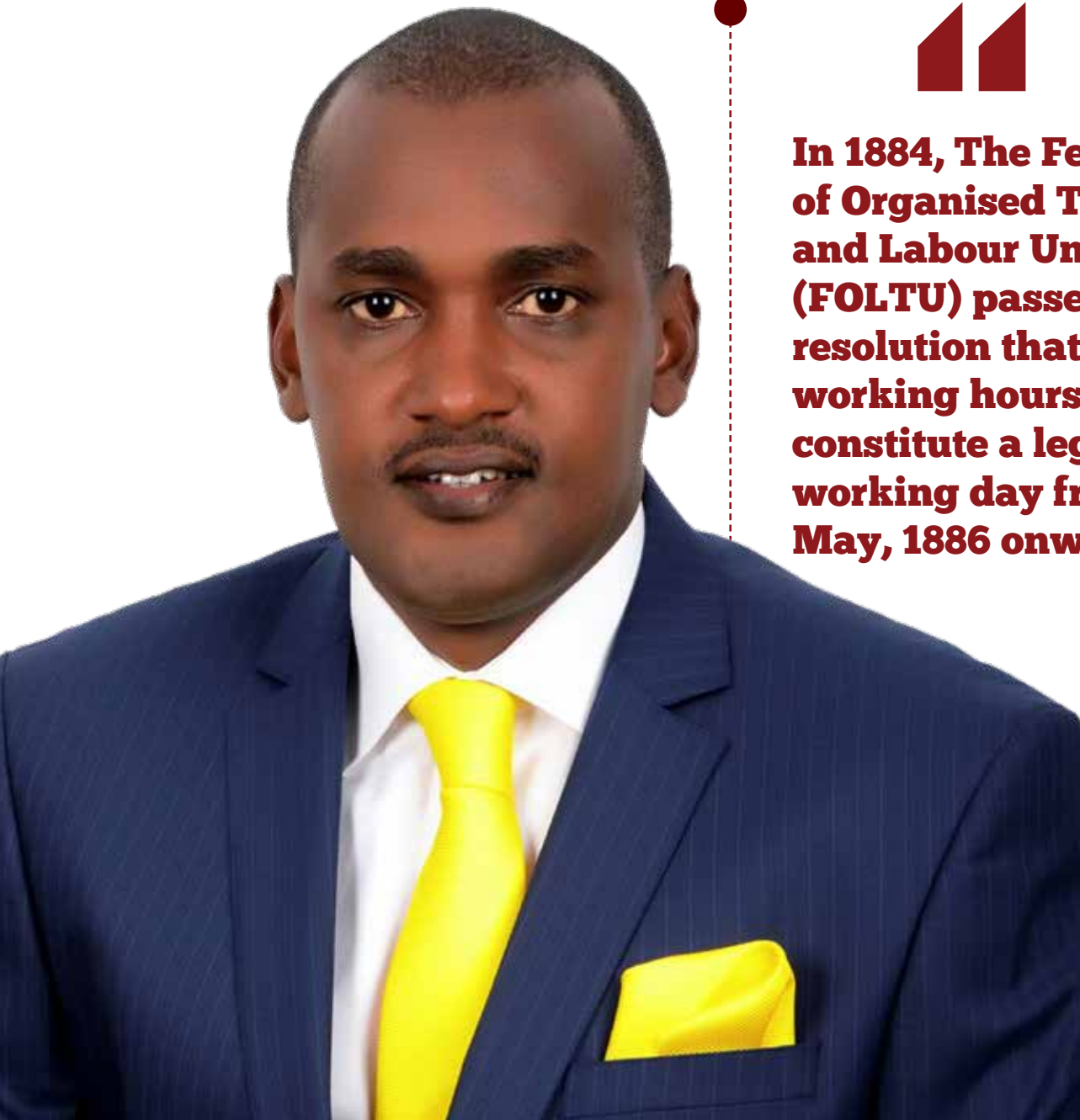
The COVID-19 pandemic presents a major public health challenge and has brought about some serious socio-economic effects. Government has faced a double challenge of containing the pandemic while responding to its economic and social effects. Although Covid-19 has had a great impact on employment creation and labour productivity, the Government strategies for employment creation and labour productivity enhancement can greatly address the emerging effects in the short and long term. The policy recommendations highlighted should be followed to ensure smooth recovery from the effects of the pandemic in the world of work.

02

Minister's Statement

Workers are our pride

Labour Day is an International Day celebrated worldwide in different countries. Labour Day is an honour to the social and economic achievements of the workers. Labour Day is also known as 'May Day' or International Worker's Day and is celebrated as a National Holiday in approximately 80 countries. It ideally constitutes annual and national acknowledgment towards the devotion and contributions of the workers who ensure the prosperity, strength and well-being of the country.



In 1884, The Federation of Organised Trades and Labour Unions (FOLTU) passed a resolution that 8 working hours shall constitute a legal working day from 1st May, 1886 onwards



The NRM Government gives utmost importance to the hard work of every employee and believes in giving them equal rights. As a ministry has put in place policies that address issues or grievance that is related to the suppression of the labour's rights.

Briefly, May Day or the Labour Day originated in the late 19th Century from the United States labour union movement advocates eight hours of work per day. Since the working conditions in the late nineteenth century were pathetic and unsafe for the workers, they had to work for around 12-16 hours per day. In 1884, The Federation of Organised Trades and Labour Unions (FOLTU) passed a resolution that 8 working hours shall constitute a legal working day from 1st May, 1886 onwards.

Several movements, strikes, etc were undertaken by the labourers demanding a standard eight hours of working day. Five years later, 1st May was recognized as a National holiday by a socialist organization and gradually several countries including Uganda adopted this culture.

This Day is celebrated to pay tribute and honour to the contributions made by the workers towards the betterment of our society and consequently our Country Uganda.

As the theme suggests, Enhancing Innovation for Increased Employment Creation and Labour Productivity: A Sustainable COVID-19 Response” Government through various programmes and policies will achieve this.

“This Day is celebrated to pay tribute and honour to the contributions made by the workers towards the betterment of our society and consequently our Country Uganda.”

This Labour Day may look a little different during this unique time in our history, as we continue to feel the effects of the COVID-19 global pandemic. There are still a lot of unknowns, and things change rapidly but we shall not stop innovating to increase employment opportunities for Ugandans.

I further caution the citizens to continue good social distancing practices and wear a mask, especially when in public areas or large gatherings as guided by the ministry of Health. Follow the Ministry of Health and Government COVID-19 guidelines. Workers are our greatest asset, and we expect you to take precautions to stay healthy and ready to answer when our National calls.

Tumwebaze Frank Kagyigyi
Minister of Gender, Labour and Social Development

03

State Minister's Statement



As Uganda marks the International Labour Day on 01 May, 2021, the measures taken in Uganda and around the world to control covid-19 pandemic have posed serious challenges to majority of the businesses locally (in Uganda).

We celebrate the 2021 International Labour day scientifically under the theme, “**Enhancing innovation for increased employment creation and labour productivity: A sustainable covid-19 response**”.

The negative impact of covid-19 has manifested in several ways including termination of workers, non-payment of wages and reduction of wages among others.

It is critical to adopt innovations vital to job creation and enhancement of labour productivity. For generations, workers and their unions have come together to advocate for fairness, equality and justice.

Step by step, they did their part to build fairer workplaces and communities in the face of adversity. When companies pushed back, they stood strong.

Today as always, government continues the struggle to build a more just world for all Uganda's labour force, remembering that when workers are united and committed, we can transform our pay, workplaces, and country.

The face of labour as we have known it is changing, and the sudden, devastating appearance of COVID-19 has certainly brought this realisation to the centre stage.

“This country owes a debt of gratitude to our frontline workers, who took up their charge, ensuring that the rest of Ugandans remained safe and productive.”



Currently, workers face uncertain times in the midst of the COVID-19 crisis. The Government is proud to have advocated for strong health and safety standards to protect her citizens, from the onset of the pandemic, from pushing for masks at workplaces to COVID19 testing for transit drivers to stem the pandemic spread.

It should be noted that, as a Government, we were forced to make unprecedented decisions to protect everyone in this country. This country owes a debt of gratitude to our frontline workers, who took up their charge, ensuring that the rest of Ugandans remained safe and productive.

Nonetheless, let us prepare ourselves very early for the many coming challenges and transformations (innovations) in the “new” world, after the Covid-19 pandemic.

I salute you for those achievements and the efforts of all those labour leaders, and workers both here and in the diaspora.

Finally, I hope you and your loved ones stay safe during these trying times, get vaccinated to curtail the spread of the Pandemic. As always, the NRM Government is here for you.

**It is critical
to adopt
innovations
vital to job
creation
and labour
productivity.**

By Hon. Mwesigwa Rukutana
Minister of State for Labour and Industrial Relations



04

Statement by the Permanent Secretary

Fellow Ugandans, the COVID-19 Pandemic has exposed just how fragile we are and how vulnerable our connected world can be, ironically, by virtue of that same connectedness.

We know that disruption is part of the natural order of things but the Pandemic has made us face a disruption of this magnitude and over such an extended period, in our living memories. Nevertheless, we are resilient, and we will adapt, change and evolve; together we will overcome the pandemic and create a new normal way of living.

Every cloud of crisis carries a silver lining of opportunity. Crisis focuses the national consciousness and clarifies positions. Things we thought impossible, which we were just simply reluctant to incorporate, are now imperatives.

Therefore, this year's theme; 'Enhancing innovation for increased employment creation and labour productivity: A sustainable covid-19 response' is timely.

The real solution to the challenges brought about by the COVID-19 Pandemic is to get the economy up through innovations that will increase employment for the citizens.

The Ministry will work within her mandate to innovate so that many more employment opportunities are created and increase productivity. We have to continue thinking and planning ahead for the Post-COVID19 new normal way of life.

While the technology to enable working virtually has been available for quite a while, the pandemic has now forced us to use it. Some employers and employees have discovered that the technology actually works quite well. Many meetings which we previously



NATIONAL WATER AND SEWERAGE CORPORATION

Enhancing Staff Training & Capacity Development



The NWSC International Resource Centre

National Water and Sewerage Corporation (NWSC) is a Government Parastatal whose mandate is to provide water and sewerage services in urban towns entrusted to it by the Government, on a commercial and financially viable basis.

The performance of NWSC over the last 6 years has been characterised by enhanced service delivery which is supported by a competent, motivated, empowered and performance-oriented human resource. It's no wonder that learning and Growth has been a key strategic priority area driving the NWSC Corporate Plan (2018-2021). The Corporation also has a 5 year

capacity development plan which outlines the overall skills to be enhanced over a 5 year planning period. This plan is aligned to the NWSC 5 year strategic direction.

At NWSC, we believe that a well trained workforce is the cornerstone of improved service delivery. In 2010, with proceeds from its Consultancy Unit, the NWSC put up the state-of-the-art International Resource Centre (IREC). This is a modern structure that has been very instrumental in training and building the capacity of NWSC's staff. On average, about 2000 participants from NWSC currently go through the

various training courses offered at IREC on an annual basis.

The NWSC vocational training school

In 2013, the management of NWSC embarked on a journey of re-skilling and re-tooling NWSC technicians and artisan staff, through vocational skills training and development. This stemmed from the fact that all the existing vocational training schools in Uganda could not duly address the technical training needs of the Corporation. As a result, a fully-fledged vocational training school (VSDF) was constructed in Gaba to meet these impending skills gaps in the water sector.

With secured financial and technical support from the German International Cooperation (GIZ), and collaboration with the Directorate of Industrial Training – Ministry of Education and Sports (DIT–MoES), the Corporation constructed the Gaba VSDF school managing to develop and accredit modular vocational and technical courses for: (i) industrial plumbers, (ii) electro-mechanical technicians, (iii) industrial welders, (iv) water quality technicians, (v) sewerage services technicians, photo voltaic and solar energy technicians, (vi) customer service advisors, (vii) vocational training instructors, (viii) heavy equipment operators, (ix) Workers' PAS certification for informally skilled technicians, among other skills.

For the past seven (7) years, over 1000 technicians – within NWSC jurisdiction – have been trained in the above-mentioned disciplines. So far, three (3) graduation ceremonies have been conducted at Gaba VSDF – with a total of 836 technicians acquiring various Ministry of Education Directorate of Industrial Training certification.

The NWSC Regional Training Hubs

In line with its strategy of establishing regional training hubs to cater for the capacity development needs of its staff spread across 258 towns in Uganda, NWSC is in the process of constructing another vocational training

school (VSDF) – within the premises of the Kachung water works in Lira. Similarly, another resource centre has already been established in Western region. Preparations are also in advanced stages for NWSC to host the Africa Water and Sanitation Academy (AWASA) which will be a centre of excellence for capacity development in the water and sanitation sector in the whole African continent.

Partnerships and Collaborations

In order to promote long term man power development of its workforce, NWSC has established several beneficial partnerships with other institutions both locally and internationally. Since 2017, NWSC has so far supported 14 of its staff in successfully completing a Master's degrees at Loughborough University UK in Water Engineering and Environmental Management. Another 10 staff are being sponsored to acquire a Master's Degree in Sanitation at IHE Delft, Netherlands in conjunction with the Bill & Melinda Gates Foundation.

The covid19 pandemic has however posed unprecedented challenges to the traditional face to face training model especially being that a lot of training for technicians is practical in nature. In order to counteract these challenges, NWSC has built an in-house eLearning platform to cope with the new normal by offering online training with the aim of achieving blended learning. This will help NWSC continue to develop the skills and capabilities of its staff to effectively perform its mandate of providing water and sewerage services to the people of Uganda.



Practical skills training class at the NWSC Vocational Skills training school in Gaba



physically convened, adding to traffic, pollution and stress could have been done virtually with the same or even better results.

As part of the initial response to the pandemic the Government implemented work from home orders which encouraged firms to reconfigure their operations to allow employees to work remotely where possible to reduce the risk of exposure in the workplace setting. I want to thank government for this initiative that spread out to other sectors of the labour industry.

The real solution to the challenges brought about by the COVID-19 Pandemic is to get the economy up through innovations that will increase employment for the citizens.

The pandemic has no doubt disrupted our daily lives, and it has threatened our livelihoods, but it has also given us an opportunity to change our lives for the better, to do the things we should have been doing but just could not find the motivation as a society to get done, to reconfigure our work arrangements and digitize our business, to live healthier and more productive lives in peace, working smarter and safer.

“Every cloud of crisis carries a silver lining of opportunity. Crisis focuses the national consciousness and clarifies positions. Things we thought impossible, which we were just simply reluctant to incorporate, are now imperatives.”



I wish you well as you mark the International Labour Day. I thank you - Mr. Aggrey David Kibenge



According to the Cambridge dictionary, the word “gazette” is a loanword from the French language meaning “a newspaper published by an official organization”

Just like the majority of other commonwealth countries, Uganda has followed the pursuit of taking stewardship of the official way of communication through gazetting. Article 257 of Constitution of the Republic of Uganda, 1995 describes the gazette as the “Uganda Gazette”

The Uganda Gazette is published by Uganda Printing and Publishing Corporation (UPPC) as established under section 2 of the Uganda Printing and Publishing Corporation Act Cap 330, Section (5) of the same act mandates the corporation to provide security and commercial printing and publishing services to the government ministries, Departments and Agencies and to private individuals and organizations

Nyakato Moureen ,Senior legal officer says that Over the years, there has been a remarkable upscale in the quantity of notices, today we receive more notices especially deed polls compared to the 1990’s and the early 2000’s which is an indicator that people are getting more sensitized about the use of the gazette in the society.

Importance subscribing to the Uganda Gazette

Subscribing and regularly reading the Uganda Gazette is a good habit that provides a great sense of education insight and intellect. Just like any other newspaper, the Uganda Gazette carries information ranging from Legal, political and commercial affairs among others which will enhance your knowledge about general information, other key reasons to subscribe to the Uganda Gazette include,

Receiving weekly Uganda Gazette updates and any other supplementary



content which includes Bills, legal notices, Acts/legislation and other legal government bulletins published therein those are delivered at your place of convenience on the corporation's bill.

Reading the Uganda Gazette is the only guaranteed method of keeping you updated with the new and revised laws plus their commencement dates of legislation. Like; Acts of Parliament are required by Article 91(8) of Constitution of the Republic of Uganda, 1995 to be published in the gazette for them to be enforced.

Uganda printing and publishing corporation (UPPC) takes it as its sole obligation to securely archive all Uganda Gazette volumes in its classic stores and digital clouds with the intention of making it easy for clients to retrieve any gazette volume at any given period of time in case of a reference necessity.

Namulondo adds that the Uganda gazette subscription fee, is Ug 1,400,000. She adds that as a means of sensitizing the country about legal information and gazetting it, UPPC came up with different aggressive marketing initiatives aiming at scaling up the gazettes publicity and distribution among the general public indiscriminately of one's social class since the gazette is considered to be a public necessity.

Such initiatives are being executed through running TV and Radio campaigns across the country that is broadcasted in 10 different languages. Over the last

MODERNISED OPERATION

THE UGANDA PRINTING AND PUBLISHING CORPORATION (UPPC) TAKES IT AS ITS SOLE OBLIGATION TO SECURELY ARCHIVE ALL UGANDA GAZETTE VOLUMES IN ITS CLASSIC STORES AND DIGITAL CLOUDS WITH THE INTENTION OF MAKING IT EASY FOR CLIENTS TO RETRIEVE ANY GAZETTE VOLUME AT ANY GIVEN PERIOD OF TIME IN CASE OF A REFERENCE NECESSITY.

Maintaining the legal framework of the country since the colonial time, it prints and publishes all the legal documents of the country, handles all the bills, statutory instruments from parliament, under security printing, UPPC does printing of local councils 3 & 4 stamps for the whole country, prints all government general receipts with recognized and gazzated security features in well detailed forms, gazettes all political leaders after elections, appointments among others. In 2020, UPPC in a joint venture with a Germany company managed by Uganda security printing where the government has 51% shares to enhance its security in form of printing legal documents like driving permits, passports among others.

According to the Managing director, Prof. Tom Davis Wasswa, the joint venture is a good initiative to the country as it will be saving a lot of monies in terms of foreign exchange alongside employing multitudes of youths which is one of the visions they are aiming to achieve under vision 2040. Prof Wasswa adds that, the security company will be the regional security printing company in the region with the mandate of printing all East African Region security uniforms and their accessories respectively.



MGS LD, Director of Labour
Martin Wandera

05

Strategies for employment creation and Labour productivity amidst COVID-19

Like other countries, during these hard and testing times of COVID-19, Uganda's Labour Market was affected in terms of: -

- Lay-offs and collective terminations of employees at work places
- Non-payment of wages or reduction of wages by Employers.
- General erosion of livelihoods especially for vulnerable groups such as women and persons with disabilities
- Unprotected workers both domestic and migrants.
- Reduction in remittances from external labour workers to their beneficiaries back home.
- Increase in child labour cases.

Specific Labour Actions to emphasize in the next one year by Ministry of Gender, Labour and Social Development.

- Green Jobs and Fair Labour Market Programme; the Programme started in the Financial Year 2015/16, to empower Ugandan youth, women and PWDs in wealth creation, job creation and productivity enhancement in green enterprises through provision of green technology, business toolkits and equipment including start-ups, as well as green skilling in the private and public sectors.

The Programme targets **20 Jua kali Groups** in every constituency annually and has so far supported over **5,624 Jua-Kalis (youth and women)** in Greater Kampala and Busoga Sub-region with green technology and business toolkits.

- Uganda Green Incubation Project

– Songhai Model; is an integrated production system of development that reduces poverty, unemployment and food insecurity by strengthening the technical and organizational capacities of communities to produce efficiently and sustainably.

The Model is based on an integrated value chain of primary, secondary and tertiary production activities, including production of raw materials (crops and livestock), value addition (processing) and services (training, marketing, mentoring) for youth, women and community members.

- **National Apprenticeship and Graduate Volunteer Scheme:** Apprenticeship seeks to increase employment through work-based skilling for the underemployed and unskilled youth and school-drop-outs whereas the Graduate Volunteer Scheme seeks to equip graduates with workplace skills and experience to improve their employability and school-to-work transition. The Scheme seeks to skill 10,000 unemployed, underemployed and school dropout youth (16-35 years).

- **The Youth Livelihood Program (YLP)** has directly benefitted 247,683 youth who have been supported with soft loans which has created 240,000 direct jobs and over 60,000 indirect jobs through the multiplier effect and many more will be created in the coming year.

- **Labour Inspections:** intensify monitoring of work places to ensure compliance to labour standards, especially with the advent of the Covid-19 pandemic.

- **Externalization of Labour;** increase regulatory services and monitoring to promote full employment and equality of employment opportunities for all and to uphold the dignity and rights of Ugandan migrant workers, and to protect every Ugandan desiring to work abroad by securing the best possible terms and conditions of employment.

The Ministry with support from the International Organization for Migration (IOM) is currently in the final stages of developing a National Labour Migration Policy. This is intended to streamline the labour externalization Programme.

- **Improving Access to Labour Justice Project (Settlement of Labour Complaints and Disputes)**

The Ministry, through the Department of Labour, Industrial Relations and Productivity has initiated a Project aimed at strengthening the labour offices, which will expedite the settlement of labour complaints and disputes and ultimately improve the business environment for investment and wealth creation. The Project focus will be to reduce the case backlog of labour complaints and disputes registered with the Ministry and Local Government. It will promote conciliation, mediation and arbitration for industrial peace and harmony.

Specific Programme for women in labour by Ministry of Gender, Labour and Social Development.

- **The Uganda Women Entrepreneurship Program (UWEP).** To date, 14,000 projects with a total number of 166,000 beneficiaries have been funded and many more will be funded to enable women increase their household income and improve livelihood.

“The Youth Livelihood Program (YLP) has directly benefitted 247,683 youth who have been supported with soft loans which has created 240,000 direct jobs and over 60,000 indirect jobs through the multiplier effect and many more will be created in the coming year”



Labour Externalization policy

Government initiated the Externalization of the Labour Programme in 2005. The Programme is regulated under the Statutory Instrument No.62, of 2005, the Employment (Recruitment of Ugandan Migrant Workers Abroad) Regulations, 2005. The Programme was introduced as a stop-gap measure since the ultimate goal of government is to create employment for all.

Under the Regulations, private companies are licensed to source and formally place Ugandans to work abroad. To date, we have licensed 210 companies to support the migration of Ugandans abroad, mainly to the Gulf countries and war countries like Iraq, Afghanistan and Somalia.

The objectives of the Programme are:

- i. to promote full employment and equality of employment opportunities for all and to uphold the dignity and rights of Ugandan migrant workers;
- ii. to allow deployment of Ugandans to countries which have existing labour and social laws or are signatories to international agreements protecting the rights of migrants;
- iii. to protect every Ugandan desiring to work abroad by securing the best possible terms and conditions of employment;
- iv. to provide a mechanism for issuing licenses to recruitment agencies.

Over 200,000 Ugandan migrant workers have been facilitated to access employment since 2010 and available records show that they remit about US\$ 7 million monthly

Over 200,000 Ugandan migrant workers have been facilitated to access employment since 2010 and available records show that they remit about US\$ 7 million monthly. The migrants are mostly employed as domestic workers, taxi drivers, security personnel, farm workers, sales persons, masons, carpenters, sales personnel and engineers.

The Department of Employment Services with support from the International Organization for migration (IOM) is currently in the final stages of developing a National labour migration policy. This intended to streamline the labour externalization Programme nationally.



06

Innovation is key in times of crisis

By Federation of Uganda
Employers (FUE)

Innovation is essential to the continued success of any organisation especially during this time of crisis. This is because a lot of the things will change or have already changed so we have to approach business in a different way. On the employment front, ILO estimates that the COVID-19 crisis is expected to wipe out 6.7% of working hours globally (equivalent to 195 million full-time workers). Sectors at high risk include tourism and hospitality, manufacturing, retail, business and administrative services. Thus, the future of jobs will depend largely on the innovative measures that shall be adopted by Workers, Employers and Government.

Most of organisations tend to focus on product and service innovation, however, innovation can be utilised in other areas of business as well including the business model, network, structure, process, platform, label and customer involvement. Innovation could be incremental or radical depending on the circumstances.

During this COVID-19 crisis there are a number of things that you could do in order to ensure that your organisation is tapping into the innovation capabilities of your employees. First of all, it is important to have a strong leadership with a clear sense of purpose. Innovation needs the right environment for it to be able to thrive. Secondly, you need to identify innovation champions to work with you during this time of the crisis and beyond.

Thirdly, make resources available for innovation

activities (time, money and knowledge).

Fourthly, you need to assign roles and responsibilities to your employees based on their competencies. Fifthly, clarity on the strategic direction of the organisation is essential to determine the kind of innovation that the organisation should be focusing on. And finally, transparency and clarity of communication is vital to the success of your organisation.

“All organisations can innovate; it is simply a matter of choice.”

FUE is working with its partners and government to promote employment creation and labour productivity in the country. We applaud the government for establishing the National Employment Council which is currently overseeing the development of the national employment strategy. In partnership with our partners like Tinkr, we shall continue building the capacity of employers on innovation and labour productivity to ensure we create more jobs for Ugandans.

**Management
Federation of Uganda Employers**



By Owere Wilson
The President NOTU

07

“COVID-19 outbreak in Uganda did not only affect the health but also the livelihoods of workers and employers. This was and is still a challenge, requiring a strategic response and we are treating it with urgent action through the Tripartite Labour Charter. The time has come for us all as a nation to come together, that is the Government, the Employers and workers to think outside the box for a sustainable action plan. Enhanced cooperation and coordination are required among all actors in the Tripartite system.”

The National Organisation of Trade Unions in conjunction with Partners are at the heart of the National guidance to manage this pandemic and identify short, medium and long-term sustainable solutions for individuals, communities, nations and regions for a sustainable enhancing Innovation for increased employment creation and labour productivity in this post COVID-19 era.

Also addressing this shockwave requires us the policymakers to not only respond to the immediate crisis but encourage the general public to be vigilant, instill innovative mindset especially amongst the youths being the majority needed today in the Labour sector. Innovation is paramount due to the diverse and overlapping dynamics and the expected driving outcomes.

This will require deeper analysis of socio-economic impact on key sectors, in addition to their interplay with social dimensions such as poverty, inequality, gender, and urbanization, to guide strategic short-term to long-term policy interventions for response and recovery periods.

Effective implementation of such strategic

short- and long-term policy interventions can also build resilience against future shocks and help in increase of labour productivity and improve on the Living standards.

STRATEGIES

- a) To ensure Amendment of the NSSF Act into Law by the President through lobbying.
- b) Ensure that Government puts in place Mechanism of creating employment for young People.
- c) Work as a Tripartite and ensure Employers allow workers to join the Union by all means
- d) Put more emphasis on organising workers into the Union so that we strong bargaining powers with Employers and Government.
- e) Work hard and ensure Government strengthens Labour Administration by increasing Budget allocation to Ministry of Works, Gender Labour and Social Development by lobbying Parliament through our representations in Parliament.



08 : UWEP Championing Employment Creation among Rural Women

Over the years, majority of women in Uganda have been disenfranchised from the formal business sector due to limited access to affordable credit, limited technical knowledge on business entrepreneurship and management, limited access to markets as well as information regarding business opportunities. To address that problem, Government of Uganda in the FY 2015/2016 initiated the Uganda Women Entrepreneurship Programme (UWEP) with a core goal of empowering Ugandan women to improve their income levels and their contribution to economic development.

The overall goal of the programme, derived from the outcomes of the fifth UN sustainable development goal, can only be achieved by attaining the following strategic objectives; 1) strengthening the capacity of women for entrepreneurship development, 2) provision of affordable credit and support access to other financial services to enable women establish and grow their business enterprises, 3) facilitating women's access to markets for their products and services, 4) promotion of access to appropriate technologies for production and value addition, and 5) strengthening programme management and coordination.

Target Beneficiaries

The primary target beneficiaries of the Programme are women within the age bracket of 18-79 years. The assumption is that those beyond 79 years will be catered for under the Social Assistance Grants for Empowerment (SAGE) Programme. Since the Youth Livelihood Programme (YLP) targets young women aged 18 – 30 years (the Programme guidelines stipulate that 30% of the Youth Interest Group members should be female), the female youth already benefiting from YLP are not considered as beneficiaries for UWEP. The Programme as much as possible promotes the

integration of the following categories of women as beneficiaries:

- Unemployed women.
- Vulnerable Groups e.g. Single young mothers, Widows and Gender-based Violence (GBV) survivors.
- Women with Disabilities.
- Women living with HIV/AIDS.
- Women heading households.
- Women slum dwellers.
- Women living in hard to reach areas, and,
- Ethnic minorities.

Remarkable achievements have since been registered as indicated below:-

FINANCING OF WOMEN PROJECTS AS AT 31-Mar-2021

| | |
|-----------------------------------|----------------|
| TOTAL NUMBER OF PROJECTS FINANCED | 13,822 |
| TOTAL NUMBER OF BENEFICIARIES | 166,295 |
| TOTAL AMOUNT DISBURSED | 85,614,759,239 |



DISBURSEMENTS BY SECTOR

| Sector | Amount disbursed | % | N0 of projects | N0 of women |
|--------------------------------|------------------|-------|----------------|-------------|
| Wholesale and retail trade | 35,404,033,822 | 41.4% | 5,971 | 73,506 |
| Agriculture | 28,627,317,710 | 33.4% | 4,761 | 57,294 |
| Services | 10,183,303,854 | 11.9% | 1,429 | 16,454 |
| Industry | 7,305,046,143 | 8.5% | 1,062 | 12,221 |
| Creative industry | 1,579,836,582 | 1.8% | 259 | 2,954 |
| Transportation | 985,020,913 | 1.2% | 107 | 1,198 |
| Agro industry (value addition) | 936,937,105 | 1.1% | 131 | 1,493 |
| Agro forestry | 535,951,510 | 0.6% | 94 | 1,089 |
| ICT | 57,311,600 | 0.1% | 8 | 86 |
| Grand total | 85,614,759,239 | | 13,822 | 166,295 |

Recovery of Funds

Out of a total UGX 26,344,694,432 expected to have been recovered by 31st March, 2021, UGX 18,647,703,806 had already been recovered which is 70.8% recovery rate. Out of the gross recoveries made, UGX 10,703,229,580 has been revolved back to fund new groups in the respective Local Governments.

A total of 619 women groups have repaid 100% of the funds advanced to them. The best three performing districts in terms of recovered funds as at 31st December, 2020 include Sembabule, Kasese and Kyegegwa. Those that were trailing included Kalaki, Kassanda and Bukwo.

BENEFITS OF THE PROGRAMME

The immediate benefits arising out of UWEP include the following:

a) Increased access to affordable credit by women, in this regard, 166,295 women have accessed credit to initiate, manage and expand their enterprises.

b) Financial inclusion of women. To date, 13,822 women groups have group bank accounts that were opened to access UWEP funds. With the routine of having to deal with the bank in terms of transactions, this has exposed many of the rural women to financial systems hence improving their financial literacy.

c) Acquisition of assets. The women that have benefited from the Programme have been able to acquire assets such as domestic animals; 59.7%, mattresses; 54.5%, phones; 51.9%, beds; 28.3%. In

addition the Programme has enabled women to acquire assets such as land; 1.1% and houses; 0.8%.

d) Women have reported increased incomes as evidenced by their ability to pay school fees, access to health services and improved nutrition.

e) The Programme has also helped women create opportunities for direct self-employment and over 587,755 dependents have benefit through multiplier effects at household and community level.

f) Enhanced knowledge and skills. The women beneficiaries have acquired skills in various disciplines such as, basic financial management, record keeping, entrepreneurship, procurement, group dynamics and marketing among others, which is aiding mindset change.

g) At a macro-level, the Programme is making a contribution towards enhancing import substitution and export promotion through financing of projects in grain milling, fruit drying and processing, shear butter processing, wine making, liquid soap making, agricultural feed production, metal fabrication, food processing, tie and dye, manufacturing of leather products such as shoes, and bags among others.

h) The group approach has given Women an opportunity to improve knowledge and skill through mentoring each other. The greater involvement of the Women in mobilization, sensitization, prioritization and planning for their needs, implementation and monitoring and evaluation of Programme activities has created a sense of empowerment and confidence to take charge of their destiny.



International Employment Linkages (U) Ltd.

United Arab Emirates, Saudi Arabia, Bahrain, Qatar, Jordan

About IEL

International Employment Linkages is a professional recruitment and human resource firm. We are a client-centred and business support firm delivering a talented pool of human resource, based on clients' requirements in today's unique and ever-changing work environment while remaining current with industry's global trends.

IEL is a fully registered limited liability company, established in Uganda licensed to operate in Uganda and export labour globally.

IEL has a multi-disciplinary team of directors. All IEL directors have vast experience in their fields of work and have executed assignments for Central and Local Government, international and local private companies, development partners and NGOs.
Vision: To be the leading provider of talented and committed human resource globally.

Mission: To provide talented, productive, and competent human resource and business support services to our clientele.



Our Services

- Business support Services
- Career Management
- Contingency Search
- Contract Recruitment
- Recruitment Process Outsourcing
- Support Productivity
- Temporary Hire
- Training
- Human Resource Management
- International Placement / Offshore Outsourcing
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- Unarmed Security Guards / Customer Care
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- Cleaners
- Machine Operators
- Engineers
- Domestic Workers

Our Head office, Plot 173 Mutessa 11 Road Ntinda P.O BOX 33826 Kampala Uganda
+256 702 741 265/+256 0787668931/+256 41 4 581 258

Jinja Office Haji Tamachi Place
Plot No. 031 off Mvule Crescent Road Contacts: 0700 623 733, 0788 480 557
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The Coronavirus 2019 (COVID-19) pandemic has had a significant effect on unemployment in every state, industry in Uganda. Workers without a college qualification experienced worse unemployment rates. At some point, specific jobs may be entirely replaced with just a certificate or diploma holder based on their performance.

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09

The National Tripartite Charter on Labour Relations

Ministry of Gender Labour and Social Development

The Charter, signed by the Government of the Republic of Uganda, the Federation of Uganda Employers, the National Organisation of Trade Unions (NOTU) and the Central Organisation of Free Trade Unions (COFTU), sets out the principles for Social dialogue and Tripartism in Uganda.

7 Core Principles That Govern the National Tripartite Charter on Labour Relation in Uganda

Uganda Has a National Tripartite Charter On Labour Relation Housed at The Ministry of Gender Labour and Social Development (MGLSD).

Just like in other countries committed to industrial harmony, the National Tripartite Charter is made this Between the Government, The National Employers Representative Body and The National Representative Body for Workers In Uganda, we have the Federation of Uganda Employers (FUE) Which Represents Employers and The National Organization of Trade Unions (NOTU) And Central Organization of Free Trade Unions (COFTU) which represent workers. For the purpose of the industrial relations, charter, these three parties are collectively referred to as 'the Parties' while referring to matters of collective responsibility.

“

Workers and employers committed to employ collective bargaining as a vehicle for determining terms and conditions of employment and copies of collective bargaining agreements are always to be registered with a Labour officer in accordance with the provisions of the Labour Disputes (Arbitration and Settlement) Act 2006

The government and the social partners appreciate that it is within the national interests for Government, the Employers and Workers to cooperate in creating employment, enhancing productivity and competitiveness through collaboration, consultation and negotiation on the basis of mutual trust and understanding. Such a desired environment would foster conducive working environment, decent employment industrial harmony and a positive work culture which include among others, security of tenure and income, mutual respect, transparency, accountability, equity and promotion of labour standards and workers' rights.

The parties were driven by the dire need to promoting effective tripartism, social dialogue, good governance, a stable environment for free enterprise and prosperity for all

The charter was aimed at contributing to national development through strengthening of social dialogue and tripartism, promotion of decent employment, social protection, enhanced skills development, productivity, enterprise growth and competitiveness.



PRINCIPLES

The Charter is guided by the following 7 principles:

1. Tripartism and Social Dialogue

It is recognized that tripartism and social dialogue are drivers of economic growth and generate cooperation, inclusion, consensus and stability. The parties agreed to be engaged for active participation and sustainability of efforts to promote decent employment, social protection, enhanced skills development, productivity, enterprise growth and competitiveness

- Non-Interference

Workers' and employers' organizations have the right to draw up their constitutions and rules and to regulate their internal arrangements without interference from public authorities having the effect of restricting this right of impeding its lawful exercise

- Collective Bargaining

Workers and employers committed to employ collective bargaining as a vehicle for determining terms and conditions of employment and copies of collective bargaining agreements are always to be registered with a Labour officer in accordance with the provisions of the Labour Disputes (Arbitration and Settlement) Act 2006

- Equity, Fairness and Justice

Workers' organizations, employers and employers' organizations are loyal to employ their best endeavors to conclude appropriate collective agreements on the basis of equity, fairness and justice and with a view to promoting stability in industrial relations

- Equality of Opportunity and Treatment

All parties are devoted to undertake to adopt and pursue measures designed to promote, methods appropriate to national conditions and practice, equality of opportunity and treatment in all aspects with a view to eliminating any

discrimination on the basis of gender, disability, race, colour, sex, religion, political opinion, national extraction or social origin.

- Mutual Trust and Respect

Whether government, employer or worker, the parties agreed to respect one another and avoid the use of language that is incompatible with the spirit of tripartism and have to exhaust all avenues for conciliation, arbitration or dispute settlement.

- Restriction On Publication of Information in the media

The Parties shall respect the confidentiality of matters that are still under discussion or negotiation and shall restrain from the use of media.

AREAS ESTABLISHED AS COMMON GROUNDS

It is intended to promote, respect and protect the rights of workers as enshrined in Articles 40, 29, 20 (2) of the Constitution of the Republic of Uganda. The charter further binds the parties to respect democratic principles, settle all differences, disputes and grievances by mutual negotiation, conciliation and voluntary arbitration in accordance with the laid down machinery; all have an obligation to promote and protect the rights of workers as enshrined in Articles 40, 29, 20 (2) of the Constitution of the Republic of Uganda.

While formulating the charter, the three parties committed themselves to create a vibrant social security sector that provides for the welfare of workers, retired persons, the unemployed, orphans, the sick, persons with disabilities, youths and other disadvantaged groups and to promote policies that will enhance skills and human resource training and development for competitiveness; encourage local and foreign investment for the creation of more quality and decent jobs that bring about socio-economic transformation;

They never left out one other important aspect which is to strengthen the statutory tripartite bodies as fora to regularly meet, discuss and





advise on labour administration issues. More still they decided that they have to abide by the provisions contained in the laws of Uganda, the East African Common Market Protocol (EACMP) and regulations made there under on the free movement of labour and ILO Labour standards in respect of fundamental Principles and rights at work as the obligations of all the Parties

They are always to expeditiously settle labour disputes whenever they arise through dialogue, failure of which recourse to the statutory machinery shall be made. Further to this commitment was the need to create awareness to the respective constituencies regarding their rights and obligations for the purpose of good industrial relations that promote mutual benefit and development; and to work together towards prevention and elimination of the worst forms of child labour and the management of HIV/AIDS at the work place and other work related diseases.

The Government, Employers' representatives and Workers' Representatives are to work towards the transformation of the informal sector. This will require promotion and sustainability of a National Productivity Centre to foster industrial peace and harmony all of which are necessary for enhancing productivity and competitiveness. The three parties have a role to play in ensuring dialogue and respect for collective agreements. It is their role to promote the growth of the Employers' and Workers' Organizations in all workplaces.

Persons Excluded from Union Activities

For the purposes of the Charter, it was seen as a good idea for persons whose positions or posts may cause conflict of interest to be excluded from union activities. Persons who are or belong to the management functions should not unionize i.e. persons having authority in their organizations to hire, transfer, appraise, suspend, promote, reward, discipline and handle grievances.

This includes categories below :

- Executive Chairman; Managing Director; General Manager (and their Deputies);
- Functional Heads- that is – Departmental Heads (and their Deputies);
- Branch Manager (and his Deputies);
- Persons in- charge of operation or a function in an area (and their deputies);
- Persons training for the above positions (including those understudying);
- Personal Secretaries to persons above
- Labour officers

“Workers’ organizations, employers and employers’ organizations are loyal to employ their best endeavors to conclude appropriate collective agreements on the basis of equity, fairness and justice and with a view to promoting stability in industrial relations”

10



THE CONSTITUTION OF UGANDA AND A COMPENDIUM OF LAWS RELATING TO LABOUR

LAWS OF THE REPUBLIC OF UGANDA

- THE CONSTITUTION OF THE REPUBLIC OF UGANDA AS AT 2018
- THE EMPLOYMENT ACT, 2006 WITH STATUTORY INSTRUMENTS
- THE LABOUR UNION ACT, 2006 WITH STATUTORY INSTRUMENTS
- THE LABOUR DISPUTES (ARBITRATION AND SETTLEMENT) ACT, 2006 WITH STATUTORY INSTRUMENTS
- THE OCCUPATIONAL SAFETY AND HEALTH ACT, 2006 WITH STATUTORY INSTRUMENTS
- THE PUBLIC SERVICE (NEGOTIATING, CONSULTATIVE AND DISPUTES SETTLEMENT MACHINERY) ACT, 2008
- THE MINIMUM WAGES ADVISORY BOARDS AND WAGES COUNCILS ACT, CAP. 221 WITH STATUTORY INSTRUMENTS
- THE WORKERS COMPENSATION ACT, CAP. 225 WITH STATUTORY INSTRUMENTS
- THE PENSIONS ACT, CAP. 286
- THE EQUAL OPPORTUNITIES COMMISSION ACT, 2007
- THE NATIONAL TRIPARTITE CHARTER ON LABOUR RELATIONS

As at January, 2019

UGANDA'S LABOUR LAWS

Poverty, Unemployment and COVID-19

The world economy came to a standstill due to the COVID-19 pandemic, with many countries having implemented stay-at-home or social distancing policies to curtail the spread of the virus. On 18 March, His Excellence the President of the Republic of Uganda suspended all public gatherings including places of worship, pubs, weddings, music shows, rallies and cultural meetings for 32 days with immediate effect. The pandemic has many implications, including economic and contractual issues. However, this article considers the impact of COVID-19 on Ugandan labour laws. The economy of the country has been growing at a rate of 6.5 percent on average for the last two decades. However, the capacity of the economy to generate sufficient employment for the labour force has been constrained by, among others, the high population growth rate of 3.2 % per annum and an inadequate level of investment. Whereas the economy has experienced changes in sectoral composition of GDP, there has not been a commensurate change in the distribution pattern of the labour force.

GDP share by sector was 23.9 percent for Agriculture, 24.6 percent for Industry and 45.4 percent for services in 2009/10 compared to 2000/01 when it was 34 percent, 18 percent and 48 percent for Agriculture, Industry and Services respectively. On the contrary the share of the labour force employed in manufacturing and services has declined from 6.8% and 26.8% to 4.2% and 20.7% respectively despite the rise in the GDP shares. Agriculture has increased from 66.4% in 2002/03 to 69% in 2009/10 while its share of GDP declined over the same period

(UBOS Abstract 2010).

This situation is attributed to several factors including the mismatch between skills acquired and the requirement of employers, the development of low skilled services and industries, the high growth rate in the labour force and the inability to absorb it in the growing sectors. A low-skill and low productivity economy is unsustainable and incompatible with poverty reduction, transformation as well as prosperity for all.

The Issues being addressed;

Unemployment presents one of the principal challenges in Uganda. Though the overall unemployment rate in Uganda is changing, (It was 3.2 percent in 2003 and 1.9 percent in 2006, and 3.6 in 2009/10 (, UNHS 2009/10), the reality of the problem on the ground reveals a more severe situation than what is reflected in the figures. The scarcity of job opportunities has led to rural urban migration, high competition in the labour market and the emergence of a rising number of unutilized and unproductive work force particularly among young people.

The findings of the Urban Labour Force survey 2010 (UBOS,2010) illustrate the dimension of the problem of unemployment. In Kampala and urban areas of Wakiso and Mukono about 13.3 percent (122,600 persons) of the working age population, totally lack work. Generally, in Kampala and urban areas of Wakiso and Mukono over 202,000 persons are underutilized.

Uganda is one of the countries with the highest growth rate of the population. The high population growth rate as a result of high fertility rate has led to a high increase in the labour force which is reflected in the large number of young people who are untrained and unskilled entering the labour market every year with limited job opportunities to absorb them. Excluded from reasonably paid formal employment, young people are left with vulnerable and unsustainable forms of employment with low pay or the informal sector, where labour standards are not observed and legal protection is limited.

The Uganda labour market is faced with notable mismatch between what the education system offers and the labour market requirements. Information on the labour market both in public and private sectors, including, the large informal sector is severely constrained by lack of resources. The Employment and labour services are not spread throughout the districts. The country lacks effective reliable labour market information to inform policy development including education and training policies.

The number of Ugandans living under poverty is still high. This is an indicator that the country's success at the macro-economic front has not yet translated into similar success at the micro and household level. Poverty is also significantly high among the working population - 21 percent of whom are below the poverty line. Access to decent and more sustainable employment opportunities is the only escape of the poor from the cycle of poverty.

In addition to unemployment, the country is faced with other challenges, which include: low productivity especially in subsistence agriculture, the impact of the HIV/AIDS on the labour force, enterprises, employment and productivity, casualisation of labour, job insecurity and poor working conditions.

The most direct impact of unemployment, low skill, low productivity and poor working conditions on the economy is the loss in terms of output of goods and services. The consequences of unemployment and underemployment could be seriously damaging

as a potential source of industrial unrest, instability and increased crime rate.

Employment creation is central to the national socio-economic development process. It is at the core of the transformation of Uganda from a poor agrarian economy to a modern, prosperous and skilled society. The centrality of employment is anchored in the Constitution of the Republic of Uganda¹. The Constitutional provisions on employment are espoused in the National Vision of transforming Uganda from a peasant society to a modern and prosperous country in thirty years. It is also reflected in the objectives of National Development Plan one of which is enhancing the availability and quality of gainful employment. Government shall, through this policy, translate these aspirations into action.

Labour Rights in Uganda

A central tenet, though not fully operational in Uganda, is the right to unionize and collectively bargain. This includes the option of industrial action to increase members' wages and improve working conditions. Labor rights are in context universal and apply to immigrant workers as well.

Among the key labor laws in Uganda are, the Workers Compensation Act 2000, the Minimum Wages Act 2000, the Employment Act 2006, the Labor Union Arbitration and Settlement Act 2006 and the Occupational Safety Act 2006. Some, like the Minimum Wages Act 2000, though entrenched in law are however hardly enforced.

The Employment Act 2006, outlines the conditions of employment including, contract of service, termination of contract, termination notices, and protection of wages, hours of work, rest and holidays, employment of women, employment of children and care of employees.

Likewise, the Workers Compensation Act 2000 entitles employees to automatic compensation for any personal injury from an accident arising out and in the course of his employment even if the injury results from the employee's negligence. The Act further details that, for an



injury that leads to death, the compensation should be equivalent to an employer's monthly pay multiplied by 60 months.

From a global scope, labor rights are viewed as a core component of the modern corpus of human rights as captured in Article 23 of the Universal Declaration of Human Rights to which Uganda is bound. The article, stipulates that, "everyone has the right to work, to free choice of employment, to just and favorable conditions of work and to protection against unemployment; everyone, without any discrimination, has the right to equal pay for equal work;

The article further states that, "Everyone who works has the right to just and favorable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection; and that, everyone has the right to form and to join trade unions for the protection of his interests".

In addition, Article 24 of the Universal Declaration likewise advocates that, "everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay".

From a practical trajectory, the existing regulatory policy in Uganda- an eight-hour work day and a 40-hour work week- with extra hour's payable as overtime, remains one of the prime products of labor movement campaigns.

Apart from general work related foci, labor rights also involve advocacy against child labor. In Uganda as elsewhere, child labor is viewed as exploitative and cruel, and often and deprives children the right to education. A report by the International Labor Organization (ILO) estimated that in 1998, 44.4 percent of children between the ages of 10 and 14 in Uganda were already working.

One such group is the Elimination of Child Labor Trust Uganda (ECLATU), a private sector sponsored initiative to stamp out child labor in tobacco growing areas. The ILO leads the International Program on the Elimination of Child Labor (ILO-IPEC).

More recently, advocacy groups on workers' rights have comprehensively engaged on the conditions of women workers and helped formulate gender based policies and affirmative action programs. Their efforts have not only created greater visibility for women's issues but also the attainment of a minimum representation of 1/3 of women in Parliament.

Sustained efforts by groups such as the Uganda Women's Network (UWONET) have also generated common advocacy positions and impacted positively on the Domestic Relations Bill; the Land Policy; the Labor Rights of Women; and the Constitutional Amendment Bill and resulted in the enactment of Gender sensitive labor laws and labor rights of women, including sixty days maternity leave, four days of paternity leave and the recognition of sexual harassment,

among other benefits in the Employment Act 2006.

The Labour Disputes (Arbitration and Settlement) (Amendment) Bill, 2018

The new Labour Disputes Act is yet to be gazetted and published and the Instrument for its commencement is being finalized for it to take effect. The new Act will greatly enhance efficiency and effectiveness of the Court since the number of Judges will be 5 and each Judge will be able to determine a case alone. The number of Registrars is also increased and their terms and appointment linked with the one under the Judicature Act.

The object of this Bill is to amend the Labour Disputes (Arbitration and Settlement) Act, to provide for the official seal of the Industrial

Court; to amend the composition of the Industrial Court; to provide for the powers of the Industrial Court; to provide for the terms and conditions of appointment of the Head Judge, Deputy Head Judge and other Judges of the Industrial Court to be similar to those of the Judges of the High Court; to provide for the appointment of the Registrar, Deputy Registrar and Assistant Registrar and other related matters.

Efforts to implement sustainable development will involve adjustments and opportunities at the national and enterprise levels, with workers foremost among those concerned. As their representatives, trade unions are vital actors in facilitating the achievement of sustainable development in view of their experience in addressing industrial change, the extremely high priority they give to protection of the working environment and the related natural environment, and their promotion of socially responsible and economic development. The existing network of collaboration among trade unions and their extensive membership provide important channels through which the concepts and practices of sustainable development can be supported.

The established principles of Tripartism provide a basis for strengthened collaboration between workers and their representatives, Governments

and employers in the implementation of sustainable development.

Objectives

The overall objective is poverty alleviation and full and sustainable employment, which contribute to innovation for increased employment creativity and labour Productivity through ensuring safe, clean and healthy environments - the working environment, the community and the physical environment. Workers are now full participants in the implementation and evaluation of activities in the Law.

Activities;

(a) Promoting freedom of association

For workers and their trade unions to play a full and informed role in support of sustainable development, Governments and employers has promoted the rights of individual workers to freedom of association and the protection of the right to organize as laid down in ILO conventions.

(b) Strengthening participation and consultation

Governments, business and industry has promoted the active participation of workers and their trade unions in decisions on the design, implementation and evaluation of national and international policies and programmes on environment and development, including employment policies, industrial strategies, labour adjustment programmes and technology transfers.

Efforts to implement sustainable development will involve adjustments and opportunities at the national and enterprise levels, with workers foremost among those concerned

Governments, employers and Workers should cooperate to ensure that the concept of sustainable development is equitably implemented.

Joint (employer/worker) or Tripartite (employer/worker/Government) collaborative mechanisms at the workplace, community and national levels should be established to deal with safety, health and environment, including special reference to the rights and status of women in the workplace.

Governments and employers should ensure that workers and their representatives are provided with all relevant information to enable effective participation in these decision-making processes.

Trade unions and employers should establish the framework for a joint environmental policy, and set priorities to improve the working environment and the overall environmental performance of enterprise.

(c) Provide adequate training

Workers and their representatives have access to adequate training to ensure their safety and health, and improve their economic and social welfare.

Such training has ensured that the necessary skills are available to promote sustainable livelihoods and improve the working environment.

Workers, employers, Governments and international agencies cooperate in assessing training needs within their respective spheres of activity. Workers and their representatives should be involved in the design and implementation of worker training programmes conducted by employers and Governments.

Means of implementation

Capacity-building

Particular attention has been given to strengthening the capacity of each of the Tripartite social partners (Governments and employers' and workers' organizations) to facilitate greater collaboration towards sustainable development.

**“Promoting freedom of association
For workers and their trade unions to play a full and informed role in support of sustainable development, Governments and employers has promoted the rights of individual workers to freedom of association and the protection of the right to organize as laid down in ILO conventions.”**

Conclusions

The National Employment policy recognizes the twin challenge of poverty and unemployment in spite of impressive economic growth. Accordingly, it has laid a strategic framework to direct efforts towards employment intensive interventions within a stable macro-economic environment. The policy is anchored on key Government policies and legislation such as the National Vision 2025, the National Development Plan, the National Constitution and other relevant legislation.

It draws inspiration from various commitments to regional and international obligations, such as, the Millennium Development Goals, the Ougadougou Declaration and Plan of Action on Employment and Poverty Alleviation in Africa (2004), the ILO Convention on Employment Policy (1964), the ILO Declaration on Fundamental Principles and Rights at Work, the Common Market for Eastern and Southern Africa (COMESA), the East African Cooperation Treaty, and the East African Common Market Protocol and Free Movement of Workers Regulations, among others.

The policy acknowledges the potential of individuals, groups and the community to contribute to employment creation. Therefore, the policy puts the private sector at the centre of generating employment opportunities.



REPUBLIC OF UGANDA

DIRECTORATE OF INDUSTRIAL TRAINING (DIT)

MINISTRY OF EDUCATION AND SPORTS

"Promote Employable Skills"

The Directorate of Industrial Training is a quality assurance body in the Business, Technical, Vocational, Education (BTVET) and Training sub-Sector under the Ministry of Education and Sports.



H.E Yoweri Kaguta Museveni



First Lady Janet K Museveni



Hon J.C Musingo



Dr. Joseph Muvawala



Ag. Director DIT Mr.
Patrick Byakatonda

DIT Mandate

The Directorate of Industrial Training is mandated to develop occupational standards, regulate work based training schemes, apply and expand the Uganda Vocational Qualifications

Framework, accredit assessment centers, assess and award Uganda Vocational Qualifications as provided in the BTVET Act of 2008.

PROPOSED NEW MANDATE

The proposed mandate under the new TVET reforms, the Directorate will be mandated to promote the highest standards in the quality and efficiency of industrial training in the country and ensuring adequate supply of properly trained manpower at all levels in the industry.

VISION

“To be a technical and vocational skills quality assurance body of International repute.”

MISSION

To promote quality assurance interventions in Business, Technical, Vocational, Education and Training for the public and private sector

In line with NDP 3 page 173-174 The Directorate of Industrial Training will

1) Roll out the modularized TVET curricula for all formal TVET programs as to attain flexible demand driven TVET system in Uganda.

2) Assess and certify the competencies acquired by the trainee beneficiaries during apprenticeship, traineeship, Indenture training and further training and upgrading in order to foster and promote the relevancy of skills training and life long learning.



CONGRATULATION MESSAGE

The Industrial Training Council (ITC), management and staff of the Directorate of Industrial Training (DIT) warmly congratulate H.E President Y.K Museveni and all Ugandans on the 35th anniversary of NRM's Government.



The President of the Republic of the Republic of Uganda, H. E. General Yoweri Kaguta Museveni and the Director DIT, Mr. Patrick Byakatonda during the ceremony of passing out skilled trainee under Seninde Foundation in Wakiso District.



The Minister of Education and Sports and First lady, Hon. Janet Kataaha Museveni inspecting a DIT stall during the Education and Sports Sector review Hotel Africana in Kampala.



Assessment of Industrial Electrical Technicians Level IV and Diagnostic Technician Level IV by DIT at Nakawa Vocational Training Institute.



The Permanent Secretary Ministry of Education and Sports, Mr. Alex Kakooza, the Director DIT, Mr. Patrick Byakatonda and the Director HTVET, Dr. Jane Egau, the Director NCDC Ms. Grace Baguma with DIT heads of Departments and Ministry of Education technical officers during the closure of Occupational Standards workshops for the lower secondary school curriculum.



Candidates undergoing assessment in the occupation of Metal Fabricator at Musa Body machinery Centre.



DIT verifiers during performance test and written test assessment in the occupations of Baker and Cook, under the invigilation of DIT assessors at Ulrika guest house in wakiso.



The permanent secretary for Ministry of Education and Sports, Mr. Alex Kakooza and the Head Skills Development Fund Mrs. Ruth Musoke Biyinzika handing out DIT Certificates of competence to skilled youth in Masaka District.



The Minister of State for Higher Education, Hon. J.C. Muyingo, The Chairman ITC Dr. Joseph Muvawala, the Director DIT, Mr. Patrick Byakatonda, the Director HTVET, Dr. Jane Egau and the Commissioner BTVET Hajjati Dr. Safinah Kisu Musene during the release of the UVQF 2019 assessment results at DIT premises in Lugogo.



The retired Headmaster Mbarara Municipal Primary School, Mr. Kananura Martin together with the learners undergo competence based assessment in the occupation of Baker and Knitter by DIT in Mbarara.



Uganda National Roads Authority (UNRA) roads work plant operator undergoing occupational competence based assessment along Kalule – Bamunanika road in Luwero District.



Candidates with disabilities undergoing assessment in the occupation of Cook and Knitter at Mbale school of the deaf in Mbale district.



Practitioners, Job experts and teachers for the occupations which fall under the performing Arts, physical education and DIT facilitators after occupational standard development workshop for the lower secondary school curriculum and UMA.



Candidates undergoing competence based assessment at Natural Chemotherapeutics Research Institute in the occupation of Herbalist.



Domestic Electrician practitioners (Kamwufu) undergoing occupational competence based assessment by DIT under the worker's PAS program for recognition of prior learning at Daniel Comboni in Gulu District.



Domestic Electrician practitioners (Kamwufu) undergoing occupational competence based assessment by DIT under the worker's PAS program for recognition of prior learning at Nyamitanga Technical Institute.



Skilled workers of national Water and Sewerage Corporation who were assessed and certified by DIT under the workers' PAS program.



Candidates under the Presidential Initiative for Skilling the Girl Child undergo assessment in the occupations of Tailor and Hairdresser under the invigilation of DIT assessors.



Candidates under the presidential initiative on skilling the boy child undergo assessment in the occupation of Motor Vehicle Mechanic and Welder under the invigilation of DIT assessor.

11

New proposal for Breastfeeding Mothers

The article presents some highlights of the gazetted Employment (Amendment) Bill, 2019 (the “Bill”). The Bill seeks to amend the 2006 Employment Act (the “Act”) and captures some of the current issues of concern in employment matters.

Protection of working breastfeeding mothers

The Bill seeks to introduce an entitlement for breastfeeding employees to one or more daily breaks or a reduction in hours of work to allow them to breastfeed their babies. This entitlement will last for at least three months from the end of maternity leave. An employer is also required to provide a breastfeeding room under adequate hygienic conditions within or near the workplace for purposes of breastfeeding or bottle feeding or expressing milk. This seems to imply that a breastfeeding mother may also have her baby at work with her.

Protection of domestic and casual workers

The Bill seeks to regulate the employment of domestic workers and casual employees in Uganda. The Act did not apply to employers and their dependent relatives where the dependent relatives were the only employees in a family undertaking and did not exceed five. This would ordinarily include domestic workers and casual employees who do not fall under the dependent relatives category.

The Bill seeks to remove the dependent relatives exception so that the Act applies to all domestic workers and casual employees regardless of their number and relationship to the employer.

“An employer is also required to provide a breastfeeding room under adequate hygienic conditions within or near the workplace for purposes of breastfeeding or bottle feeding or expressing milk”





While the Act defines a casual employee it does not provide any detail on what terms would apply to them, as separate from the terms that apply to a full time/regular employee.

The Employment Regulations, 2011 attempted to correct this by providing that a casual employee who is engaged continuously for four months is entitled to a written contract and will be entitled to all rights and benefits enjoyed by other employees. This, however, did not address the rights of a casual employee.

The Bill, if passed, will reduce the period within which a person can be a casual employee from four months to one month and will provide for the protection of the health and safety of the casual worker, among other rights.

The Bill seeks to ensure that domestic workers (defined as workers in households) are fully entitled to all usual employee rights including overtime pay, leave days and so on. It is not clear how overtime will work for domestic workers and a lot of education will be required given the noted vulnerability and susceptibility to exploitation of domestic workers.

Severance pay

The Act allows an employer and employee to negotiate and agree on the severance pay calculation. It also provides criteria for when severance pay applies. The Bill seeks to fix severance as one month's pay for each year of

“The Bill, if passed, will reduce the period within which a person can be a casual employee from four months to one month and will provide for the protection of the health and safety of the casual worker, among other rights.”

service where the employment has been for more than one year, and the employee has not been dismissed for gross misconduct. Sexual harassment, abuse and other forms of harassment

The Bill seeks to provide for the scope of sexual harassment in employment, and seeks to ensure that all employers have in place a policy to prevent sexual harassment, regardless of the number of employees. Currently, the Act only requires a sexual harassment policy for employers with more than 25 employees.

The Bill prescribes the places where sexual harassment may be considered to have taken place to include during work trips, training or social activities.

The Bill also introduces an aspect of prohibition of abuse, harassment (other than sexual harassment) or violence against an employee.

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The Bill also introduces an aspect of prohibition of abuse, harassment (other than sexual harassment) or violence against an employee.

Volunteers

The Bill additionally provides for the employment of volunteers as the Act does not cater for this. Volunteers are stated in the Bill to be entitled to have all costs and expenses arising out of an injury or occupational disease acquired in the course of employment as a volunteer to be met by the employer. Volunteers may also only work up to six hours a day, unlike the eight hours a day average for a regular paid employee.

Repatriation

Under the Bill, the requirement for an employer to repatriate an employee following termination of a contract has been lowered so that an employee who was recruited more than 50km away from the work place (as opposed to the 100km in the Act), must be repatriated to their home. The calculation of the repatriation amount is also provided.

Migrant workers

The Bill provides for recruitment and employment of migrant workers in Uganda and Ugandan migrant workers abroad and for compulsory registration and licensing of recruitment agencies for domestic workers and non-manual labourers. The recruitment of labour for employment outside Uganda is a rapidly growing industry and has been subject to controversy.

Conclusion

The Act, was due for amendment both to address some drafting issues as well as to keep abreast with developments and for this reason, the Bill is welcome.

While the Bill addresses some loopholes in the Act, such as the severance allowance question, and introduces some beneficial provisions such as protection of domestic workers, breastfeeding mothers, migrant workers, it falls short in addressing some big challenges faced in the courts, starting with whether the prescribed limits on the award of damages for unfair termination apply to the Industrial Court. Several provisions of the Act also need to be redrafted in order to help with their interpretation, the clauses on the rate at which annual leave accrues and entitlement of sick pay being examples of such clauses

As a word of caution, the Bill was been presented by a private member and is substantially different in approach and content from a draft bill prepared by Uganda Law Reform Commission as part of its recent study on employment laws. The priority task will be reconciliation of this Bill with the far more comprehensive amendments being considered by Government.



12

COVID-19: Key takeaways from President Museveni's 2020 Labour Day address

President Yoweri Museveni assured Ugandans that the economy will not only grow much bigger but will also be much more expansive because it has a strong base.

In a May Day address to the nation via video and audio link from State House in Entebbe, President Museveni said Ugandans should be cheerful because the economy will not collapse because real economic sectors like agriculture, food, manufacturing, pharmaceuticals, clothing, leather, shelter (real estate), and trade, amongst others are robust.

President Museveni emphasized that while sectors like tourism and entertainment have been vulnerable to the pandemic, "the real economy of survival and livelihood is no so vulnerable".

The President said sectors that have been shocked by the Covid-19 pandemic like tourism, hotels, travel, entertainment, sports, music, etc. will rebound even stronger on account of Uganda's strong performance against Covid-19, strong reputation of the medical sector, peace, security and economic stability.

He reiterated that economic growth enablers like stability, infrastructure like electricity, roads and railway, raw materials, and skilled labour force are in place to reorient the economy.

President Museveni noted that Uganda is losing lots of money and jobs through imports, emphasizing that the focus will now be on increased domestic production, import substitution and export promotion.

"He congratulated all workers on the occasion to mark May Day 2020, celebrated under the theme "Improved Access to Financial Services for Employment Creation"



Key points

- Boost capital base of Uganda Development Bank to increase lending to manufacturers, SMEs, traders involved in production supply chains
- Stop importation of animal feeds; promote local production of animal feeds.
- Promote production of industrial grade sugar for pharmaceuticals, beverages, etc.
- Boost processing of various food products for domestic consumption and exports.
- Stop importation of clothes (new and unused) and promote domestic apparels industry,
- Promote manufacturing of pharmaceutical products like hydroxy-chloroquine, syrup and other medicines.
- Promote manufacturing of products like face masks, sanitizers
- Promote manufacturing of defence products.
- Boost trade in local products and exports.
- Start adding value to hides and skins and feed local leather industry.
- Promote production of starch in northern Uganda.
- Promote production of fresh steel and other building products like cement, tiles and marble.
- Employers should not lay off workers; best option is to send them on leave till the situation normalizes.

President Museveni said the mission is to transform the economy from dependence to an economy of independence, adding that the people should be sensitized to take advantage of the economic opportunities that Covid-19 presents.

The President said once implemented these strategies and others not mentioned will translate into more money and jobs from Ugandans.

He congratulated all workers on the occasion to mark May Day 2020, celebrated under the theme “Improved Access to Financial Services for Employment Creation”.

“He reiterated that economic growth enablers like stability, infrastructure like electricity, roads and railway, raw materials, and skilled labour force are in place to reorient the economy.”





Trustin Company Ltd
Professionalism & Integrity

Qatar, Saudi Arabia, Abu- Dhabi, Dubai, Bahrain

Mirage Plaza, Portbell Road, Kitintale, Kampala

Address: P.O Box 28922, Bugolobi

Phone: +256 (394)802044/ +256776027292

Emailinfo@trustincompanylimited.com

Trustin Company limited is an external recruitment organization accredited and licensed by the ministry of Gender, labour and social development and also a member of Uganda Association of External Recruitment agencies to recruit, select and offer jobs abroad. We are professionally committed to creating an overseas partnership with our external partner recruitment agencies in coordinating for the safe and healthy job opportunities abroad. Licensed we stand with our core value of professionalism and integrity while managing the recruitment processes and this is the reason were are rated among the top recruitment companies in Uganda



Oversees External Recruitment

As the global celebrates the International Labour day, Trustin company ltd joins the rest of the stakeholder in this matter to collectively cherish and congratulates all the workers that have made it to this day towards social, political, ecological and economic development of our nation Uganda. As an external labor recruitment company fully committed to ensuring that all our workers are safe and secure in their areas of deployment and we stand with our core value of professionalism and integrity while managing the recruitment processes and this is the reason were are rated among the top recruitment companies in Uganda

Monitoring system

We have a centralized monitoring system that helps us to track the destination of all workers who are deployed abroad in ensuring their safety. Also, in this information age, Trustin Company limited has an independent Facebook Page and a WhatsApp Group where all our candidates are included and free to communicate their challenges and progress of their work as we continue to evaluate their level of job satisfaction. This has helped us to take necessary

course of action in case of emergencies

Handling Emergency cases

In circumstances where our candidates have problems say accidents, serious sickness, our partnership system with Uganda embassy abroad together with our agencies are all in position to handle such matters and in most jobs their insurance benefits attached to in the contracts making up a strong job security to our oversees workers

Job Positions

Security Guards, House maids, Cleaners, engineers, construction workers, helpers, drivers, electricians, plumbers, mansions, Teachers, among others

Testimonials

Am Benard Ocole : As of jobs abroad, -having been born in a poor family so called poor, where meeting the daily basic needs was a nightmare it seemed life was over with a hopeless world of survival. But after four years of stay abroad, I managed to build a permanent house, bought ten acres of Land in Serere, established a sustainable business and I have no regrets to-date



The New Jobs and Livelihoods Plan to focus on increasing resilience of refugees and host communities in Uganda.



The Government of Uganda has developed the Jobs and Livelihoods Integrated Response Plan (JLIRP) to implement sustainable livelihoods programmes for the refugees and host communities in Uganda. The ever-reducing land and other natural resources between refugees and host communities affects peaceful co-existence while the carried forward conflicts from refugee's country of origin often result into tribal tensions in the refugee settlements.

The JLIRP therefore envisions secure, self-reliant and resilient refugee and host community households. The goal is to ensure that refugees and host communities are socially, economically and financially included in a sustainable manner in local development by 2025.

The plan is designed to run for five years, from June 2020 – June 2025 in the refugee hosting districts of Madi, Okollo, Terego, Adjumani, Kikuube, Yumbe, Arua, Obongi, Kiryandongo, Kyegegwa, Isingiro, Lamwo, Kampala, Kamwenge and Koboko. The plan will facilitate an integrated implementation model of contributions by all Jobs and Livelihood Sector players, government MDAs, humanitarian partners, development partners, private sector and implementing agencies.

“Food, nutrition and income security of 486,861 refugees and 1,152,087 host community households improved by 2025”

The Plan envisages an investment of up to **UGX 608,515,468,751 (about USD 169,032,075)** for the five years of implementation by five sector leads, namely: Ministry of East African Community Affairs; Uganda Business and Technical Examinations Board; Ministry of Education and Sports; Ministry of Agriculture, Animal Industry and Fisheries; and Ministry of Trade, Industry and Cooperatives.

The JLIRP seeks to pursue the following strategic objectives:

- Peaceful coexistence and economic interaction extended and strengthened between refugees and host communities by June 2025;
- Sustainable economic opportunities created in 13 refugee hosting districts for improved competitiveness and inclusive growth of refugees and host communities by 2025.
- Food, nutrition and income security of **486,861 refugees** and **1,152,087 host community households** improved by 2025;
- Skilled refugees and host communities that harnesses employment potentials in the country in existence by 2025; and
- At least five (5) per cent of refugee and host communities' vulnerable populations are fully included and actively participating in local development initiatives of the country by 2025.

The JLIRP Development Pillars include;

- Strengthening refugees and host community social cohesion;

- Enabling entrepreneurial-led development and market growth system;
- Increasing agricultural productivity, production, and marketable volumes;
- Increasing access to market relevant skills training to enhance employability and job creation; and
- Promoting an effective shock responsive refugee and host community social protection and social inclusion systems.

Given the socio-economic impacts of COVID-19, the JLIRP is more important than ever. To realize JLIRP vision, Community Driven Development Approach will be used through cross-agency collaboration strategies.

Refugees and Host Communities Situation Uganda is one of the largest refugee-hosting countries in the world, with over **1,425,040 refugees** and asylum-seekers as of January 1, 2020. The main countries of origin among refugees are South Sudan, the Democratic Republic of Congo, Somalia, and Burundi. Congolese, Burundian and South Sudanese



refugees receive prima facie refugee status while people of other nationalities go through the process of individual refugee status determination. The number of refugees has doubled in the last three years due to the recent influx of refugees presenting a challenge for the institutions, programs and mechanisms in place as it has put pressure on public service delivery systems and existing infrastructure. With this increase, the need for sustainable solutions has gained new urgency.

The country is considered an epicenter for refugees owing to its progressive refugee policy that makes refugees feel home away from home and its strategic geographic position in a region characterized by social and political unrest. The impact of COVID 19 and related restrictions are still becoming clear but poverty, food insecurity and access to livelihoods have all significantly worsened.

The launch of the plan

The Jobs and Livelihoods Integrated Response Plan (JLIRP) was launched on 23rd April 2021 at Sheraton hotel, Kampala. Speaking during the launch, the First Deputy Prime Minister Gen. Moses Ali called for a strengthened response to the refugee situation from both state and non-state actors through comprehensive planning to ensure the dignity of refugees and hosting communities. He also challenged participants to look at the formulation and launch of the plan as the beginning and not the end of the efforts to address the livelihood and economic wellbeing of refugees and host communities.

The Minister of State for Disability and Elderly Affairs at the Ministry of Gender, Labour and Social Development, Hon. Sarah Kanyike, noted that as the Lead Sector that coordinated the design, development and eventual implementation of the plan, the Ministry would leverage the institutional and other delivery frameworks that have already been put in place through existing Refugee and Host Community Response Plans (such as those under the Education, Health, water and Environment Sectors).

Also present at the launch was the United Nations Resident Coordinator, Ms. Rosa Malango who called on development actors to pay particular



“Given the socio-economic impacts of COVID-19, the JLIRP is more important than ever. To realize JLIRP vision, Community Driven Development Approach will be used through cross-agency collaboration strategies.”

attention to human capital development as an entry point to development and viewing refugees as agents who positively contribute to socio-economic transformation of the communities in which they live if their potential is fully harnessed through education, skills development and opportunities.

On her part, Ms. Sheila Ngatia, the United Nations Development Programme (UNDP) Deputy Resident Representative reiterated the need for strengthened collaboration and partnership between Government Ministries Department and Agencies, development



partners, UN agencies, civil society, the private sector and the refugees host communities in addressing refugee issues,

“Together, we have a joint responsibility to build on the progress of humanitarian interventions, to ensure the ongoing capacity strengthening of refugee hosting districts to respond to the needs of both refugees and host communities is responsive and sustainable,” Ms. Ngatia said.

The plan exudes the spirit of linking the humanitarian and development nexus and in so doing lays a solid foundation for strengthening the resilience of refugees and refugee hosting communities, while investing in national and local capacity to ensure that both refugees and host communities are adequately served for the immediate and long term development aspirations of Uganda while responding to the refugee challenge.

The Representative of the United Nations High Commissioner for Refugees in Uganda (UNHCR), Mr. Joel Boutroue, added that the plan is timely especially during this era of COVID-19.

“This plan is timely because more than ever we need more vocational training, the most important part is to follow-up and ensure that we all contribute to the plan and ensuring that it has tangible results not only for refugees but also

for Ugandans in the refugee response districts.” Boutroue noted.

The Minister of State for Relief and Disaster Preparedness, Hon. Musa Ecweru, urged all partners to work towards realizing the commitments made in the plan.

The Permanent Secretary Ministry of Gender, Labour and Social Development, Mr. Aggrey David Kibenge conveyed the Government of Uganda’s appreciation for the support it receives from International Agencies like UNHCR, WFP, FAO EU, BMZ, DFID, CRRF, USAID, UNDP and GIZ among others, which is contributing to ensuring that self-reliance issues of refugees and host communities are adequately addressed.

“The country is considered an epicenter for refugees owing to its progressive refugee policy that makes refugees feel home away from home and its strategic geographic position in a region characterized by social and political unrest”



UGANDA CIVIL AVIATION AUTHORITY



CONGRATULATIONS!!

The Board, Management and staff of Uganda Civil Aviation Authority salute His Excellency the President of the Republic of Uganda, Yoweri Kaguta Museveni, the Government and the entire working fraternity on the International Labour day.

The Authority is pleased to contribute to national development through maintenance of the highest standards of safety, security and service in civil aviation.

We commit our labour to the transformation of Uganda's air transport industry through continued attraction of air operators to Uganda's airspace and upgrade of Entebbe International Airport to enhance the user experience and competitiveness for national development.

#StaySafe

Our continued commitment to attraction of a dedicated, skilled and professional workforce at the diverse stages of the sugar value-chain; which is premised on our value of mutual growth, has enabled us create an ambient environment that continues to foster holistic socio-economic enhancement of our farmers, community and the entire national economy.

“Pleasure in the job puts perfection in the work”- Aristotle.

**HAPPY
LABOUR
DAY**



Plot 31, Block 9 & 10, Bujenje, P.O. Box 179, Masindi Uganda.
Tel: +256 362 600200 | +256 772 221520 | www.kinyara.co.ug