



International
Labour
Office

Decent Work Country Programme

Uganda

DECENT
WORK
COUNTRY
PROGRAMME



Uganda Decent Work Programme

Final Text

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Abbreviations

COFTU	Central Organisation of Free Trade Unions
DWCP	Decent Work Country Programme
EAC	East African Community
FUE	Federation of Uganda Employers
GBS	Government Budget Support
GER	Gross Enrolment Rate
GFATM	Global Fund to Fight AIDS, Tuberculosis and Malaria
ILFS	Integrated Labour Force Survey
ILO	International Labour Organization
ILS	International Labour Standards
IPEC	International Programme on the Elimination of Child Labour
LFS	Labour Force Surveys
LMI	Labour Market Information
MDGs	Millennium Development Goals
MGLSD	Ministry of Gender, Labour and Social Development
MSMEs	Medium, small-scale and micro-enterprises
NAP	National Action Plan on youth employment
NOTU	National Organization of Trade Unions
NYP	National Youth Policy
PEAP	Poverty Eradication Action Plan
PMS	Poverty Monitoring System
PRSP	Poverty Reduction Strategy Paper
SMEs	Small and Medium Enterprises
UBOS	Uganda Bureau of Statistics
UDWP	Uganda Decent Work Programme
UJAS	Uganda Joint Assistant Strategy
UNDAF	United Nations Development Assistance Framework
WFCL	Worst Form of Child Labour
YEN	Youth Employment Network

Preface

The overall goal of the International Labour Organization is to promote opportunities for decent work for women and men in all countries. The International Labour Office provides technical and institutional assistance to constituents in member States to meet that goal. In accordance with the approved Programme and Budget of the ILO for 2006-07, the primary means for the ILO to provide such assistance at the country level, are the Decent Work Country Programmes (DWCPs).

The *Decent Work Country Programmes in the ILO – A Guidebook* define DWCP as “a programming tool to deliver on a limited number of priorities over a defined period” in order to “increase the impact of the ILO’s work” and to be “more visible and transparent”. Being developed with the active participation of the social partners, it is a programme “in support of constituents, national policy and institutions”.

A DWCP is the ILO’s contribution to the shared concerns and emerging demands for “better alignment between national goals and international cooperation”, more effective aid and aid coordination reflected in the Paris Declaration on Aid Effectiveness, the Rome Declaration on Harmonization and the Millennium Declaration’s call for a global partnership for development. As stated in the guidebook, the DWCP should be “the best possible intersection between country characteristics and policies, constituents’ priorities and ILO objectives”. And as it is stated in the ILO Director-General’s Introduction to the International Labour Conference (ILC) 2005, “Consolidating progress and moving ahead”:

- a. “[..] through decent work country programmes, the ILO should equip itself to contribute more effectively within its mandate to national sustainable development, as well as to the international policies giving it support.”

The ILO approach to poverty reduction, **decent work for all**, goes hand in hand with the pledges in the **Millennium Declaration**. The **ILO Decent Work Agenda**, which strives economic growth with equity, contributes to all the eight Millennium Development Goals (MDGs)¹. It has four elements:

- **Employment** — the principal route out of poverty is productive work and income;
- **Rights** — without them, men and women will not be empowered to escape from poverty;
- **Protection** — social protection safeguards income and underpins health;
- **Dialogue** — the participation of employers’ and workers’ organizations in shaping government policy for poverty reduction ensures that it is appropriate and sustainable

The Decent Work Agenda has received wide support and is firmly embedded in internationally agreed development objectives. The UN Secretary-General has stated: “ the best anti-poverty programme is employment and the best road to economic empowerment and social well-being lies in decent work”. At the 2005 United Nations World Summit, more than 150 Heads of State and Government endorsed decent work as a global goal. The World Summit Outcome Document makes “the goals of full and productive employment and decent work for all...a central objective of our relevant national and international policies as

¹ For more information, see the ILO information folder on Decent Work and the MDGs: <http://www.ilo.org/public/english/bureau/exrel/mdg/briefs/index.htm>

well as national development strategies, including poverty reduction strategies, as part of our efforts to achieve the Millennium Development Goals” (Para. 47). A number of key ILO donors have shown a firm commitment by placing Decent Work at the forefront of development cooperation.

In July 2006, the United Nations Economic and Social Council adopted a Ministerial Declaration that set out in some detail how to coordinate action across the multilateral system on decent work.

The ILO² has been active in Uganda for many years and several poverty reducing programmes and projects have been implemented covering many sectors, including child labour, HIV/AIDS, business development and skills training. In 1999 ILO signed a Memorandum of Understanding (MOU) with the Government of Uganda through which parties have been working to eliminate child labour in Uganda, in addition to supporting programmes in agriculture, HIV/AIDS and capacity building. The Memorandum was renewed in 2002 for another five years. Through the Uganda DWCP the ILO will focus its interventions in a few areas, which have been carefully identified in line with the current development frameworks. Hence, the DWCP will translate the demands for harmonization, aid effectiveness and alignment into a coherent country level response that is aligned to the national Poverty Reduction Strategy Paper (PRSP); the Poverty Eradication Action Plan (PEAP) II for 2004/5-2007/8³, the United Nations Development Assistance Framework (UNDAF) from 2005⁴, other important national development processes.

² ILO Uganda is administratively managed under the ILO office in Dar-es-Salaam.

³ [http://siteresources.worldbank.org/INTPRS1/Resources/UgandaPEAP\(2005-Apr\).pdf](http://siteresources.worldbank.org/INTPRS1/Resources/UgandaPEAP(2005-Apr).pdf)

⁴ http://www.undg.org/documents/5913-Uganda_UNDAF_2006-2010_.pdf

Country Context

1. Uganda has experienced strong economic growth averaging 6.5 per cent per annum for the period 1992 -2006 and a high rise in the real private investment since the early 1990s. Economic growth is forecast to improve from 6,2 per cent in 2006 to 6,6 per cent in 2007⁵. Uganda's economy is characterised by a large agricultural sector(73.3 percent), large informal activities(26.5 of the working population are in the informal sector, many small establishments and a low share of wages in total national income (Permanent employees 4.6 percent and Temporary employees 11.6 percent(UBOS, UNHS, 2006). The number of self employed in agriculture is increasing at 11.2 per cent per year. Seventy-six percent of the employed persons have primary and below educational attainment. . Youth constitute 29 percent of the overall population. 28% of the migrants migrated for searching for work.
2. Poverty headcount fell from 56 percent in 1992/93 to 34 in 1999/000 rose to 38 and fell to 31 in 2005/06. Poverty continues to be regionally concentrated with northern (61 percent) Eastern region (36 percent) are poor. According to UBOS (2006) 38 percent of the working population are poor.
3. The Uganda Vision 2025 and the Poverty Eradication Action Plan (PEAP), have defined a long-term perspective framework and developed initiatives aimed at sustaining rapid economic growth and tackling poverty in the broader sense. Positive economic growth has now been recorded over a number of years. However, poverty levels have not been significantly reduced and a significant proportion of the people still live below the poverty line. The poor can only meaningfully benefit from such growth if the growth is achieved through their participation in the country's value adding process. And if the poor are to participate in this process, they must have access to gainful employment opportunities.
4. Uganda is ranked as number 144 on the Human Development Index in 2005, from 146 in 2004. Average life expectancy is 46.8 years. The literacy average was 68.9 per cent in 2003 (male 78.8 per cent and female 59.2 per cent). Uganda has made considerable progress in achieving the MDGs particularly in the areas of HIV/AIDS and Universal Primary Education. Yet there is need for HIV/AIDS prevention and care and improved quality of primary education, where drop out rates for girls exceed boys' rates. 1.1 million Ugandans are currently estimated to be living with HIV/AIDS, which is the leading cause of death for those on the economically active age group of 15 to 49 years.
5. From the 2005/06 Uganda national household survey, the labour force of Uganda stood at 10.9 million with the annual growth rate of 3.6 percent. . This means that the Ugandan economy has to create new entrants about 390,000 new jobs a year. It furthers shows that only 16 percent are

⁵ Uganda Country Report, Economist Intelligence Unit, October 2005

employees. The development of productive employment has not kept pace with this labour supply . The magnitude of the employment challenge is further complicated by the need to increase productivity of 1.3 million under-employed nationals particularly in rural areas.

6. .Open unemployment is found mainly in urban areas (6.4 percent), while visible underemployment is highest among those with no formal education (12 percent) and Primary education(13percent). The youth unemployment rates exceed the adult unemployment rates. National frameworks for poverty reduction.
7. In northern Uganda, there are approximately 1.3 million internally Displaced Persons of which more than 50% are under the age 15 while 25% of the children have lost either one or both parents. About 40% of the adult population in Northern Uganda cultivates land and about 50% have no education at all. As work towards peace intensified, it is expected that about 400 000IDPs will spontaneously move out of camps. Of these, the young, who have not been exposed to the necessity of earning their own livelihoods to sustain themselves will have a major challenge in reintegrating them into their communities..

National frameworks for poverty reduction

8. The national Poverty Eradication Action Plan (PEAP) II was launched in May 2005. PEAP II provides an over-arching framework to guide public action to eradicate poverty and achieve equitable economic growth from 2005-08. It was prepared through a consultative process involving central and local Government, Parliament, Donors and Civil Society. The PEAP II is grouped around the following pillars (i) economic management, (ii) production, competitiveness and incomes (iii) security, conflict-resolution and disaster-management, (iv) good governance and (v) human development. Employment, social protection and gender are crosscutting issues in the strategy.
9. Through PEAP II, the Government aims to boost growth from 6.5 to 7 per cent over the medium term through, among others, removal of bureaucratic barriers to investment, modernisation of agriculture, improvement of rural access to finance and strengthened SME development. It also gives attention to improving infrastructure and utility services, security in Northern Uganda and continued focus on HIV prevalence, reduction and impact mitigation. Furthermore, the Government will strengthen social protection for vulnerable groups using community-based approaches, as well as the mainstreaming of gender in sectoral ministries. In collaboration with relevant stakeholders the Government has formulated the Social Development Sector Strategic Investment Plan (SDIP) within the framework of the PEAP and the MDGs that focuses on social protection and social welfare, including equity issues and pension reforms.

10. The draft National Employment Policy is in the process of government approval. The main thrust of the draft National Employment Policy is to create more and better employment for more people through a concerted action from all key players. This includes measures for improving occupational safety and health standards. It aims at poverty reduction through job creation, the mobilization of a growing labour force to contribute to national development and an improved macro-economic climate for investment in order to create more jobs. The Government will develop a cost effective way of delivering services to medium, small-scale and micro-enterprises (MSMEs) with a focus on business development skills and a review of the method of MSME taxation. Studies have shown that MSMEs are constrained by lack of entrepreneurial skills, lack of access to and cost of business development services, poor access to market information, and a poor regulatory environment.
11. Uganda has ratified all the eight Core conventions of the ILO. With ILO support, Uganda has enacted the following labour laws in 2006: -
1. Employment Act No. 6 of 2006
 2. Labour Unions Act No.7 of 2006
 3. Labour Disputes (Arbitration & Settlement) Act No.8 of 2006
 4. Occupational Safety and Health Act No.9 of 2006
12. Uganda's recent Joint Assistance Strategy (UJAS)⁶, developed jointly between seven development partners⁷ and the Government, provides the basis for the partners' support for the implementation of the revised PEAP. It is covering 2005/06–2008/09 and translates the Paris Declarations' call for harmonization of development aid, national ownership and alignment to PRSP and the MDGs into practice.

UN Response

13. The United Nations Development Framework 2006-2010, (UNDAF) in Uganda is aligned to the PEAP, proposes a number of interventions, including protection, equal opportunities, empowerment, sustainability and security which are fundamental in the promotion of good governance, democracy and human rights. The key areas are:
- i. Reducing poverty and improving human development;
 - ii. Good governance and protection and promotion of human rights, including the fundamental principles and rights at work;
 - iii. Supporting the national AIDS response, and
 - iv. Accelerating the transition from relief to recovery in conflict-affected areas.

⁶ <http://www.oecd.org/dataoecd/37/43/36187310.pdf>

⁷ African Development Bank, Germany, the Netherlands, Norway, Sweden, the United Kingdom's Department for International Development (DFID) and the World Bank Group.

ILO Response

14. The ILO represented by project staff participated in the revision of PEAP in Uganda in cooperation with other UN agencies particularly in the areas of labour law reform, employment and addressing the challenges of child labour. As a result, child labour challenges are included in the PEAP II in terms of indicators such as education, social protection etc. ILO project staff also participated actively in working groups throughout the UNDAF preparations.
15. While the development challenges for Uganda are many and clearly outlined in the PEAP, the ILO offers a decent work approach to development built around policies aimed at stimulating remunerative and productive employment, which cuts across all the MDGs and puts decent work into the country context. All ILO assistance in Uganda will be set within the DWCP. For the period 2006-2010, the ILO's work will focus on four priority areas in its support to the national development process. All four areas have been identified as strategic for ILO interventions at the country level based on the PEAP, the UNDAF, consultations with the constituents and the ILO 2006-07 strategic objectives and mainstreamed strategies. These four selected priority areas are:
 - i. Poverty reduction through increased opportunities for youth employment and productivity;
 - ii. Improved industrial relations through the promotion of rights at work;
 - iii. Incidence of child labour and its worst forms reduced; and
 - iv. Socio-economic impact of HIV/AIDS at the workplace mitigated.
16. Over and above these four priority areas for the ILO in Uganda, the ILO will continue its efforts in strengthening the capacities of the Ministry of Gender, Labour and Social Development, the Federation of Uganda Employers (FUE), the National Organization of Trade Unions (NOTU), and the Central Organisation of Free Trade Unions (COFTU) and their affiliates in implementing activities to realize the overall development objective of Uganda's DWCP, i.e. Poverty reduction through decent work for women and men. The ILO will continue to actively work towards ensuring that Decent Work is on the national development and poverty reduction agenda by promoting more active use of decent work instruments in the PEAP processes.
17. Moreover, within this framework and in line with MDG 8's call for a global partnership for development and fair trade, the ILO will continue to promote the mainstreaming of "a fair globalization" at the national and sub regional level in the global fight against poverty as a follow-up to the conclusions of the report of the World Commission on the Social Dimensions of Globalization (WCSDG) and the Director General's Report to the International Labour Conference 2004.

ILO in East Africa

18. In 2001, the ILO signed a Memorandum of Understanding with the EAC to collaborate with it in planning and execution of programmes of common interest, particularly those within the EAC Labour and Employment Sector. Since then the ILO and the EAC have collaborated on harmonization of labour legislations, employment policies, social security systems, as well as a number of joint activities, e.g. on occupational safety and health, joint preparation of the 2004 AU Extraordinary Summit on Employment and Poverty Alleviation, as well as the development of post summit strategies. At the sub regional level ILO is cooperating with the EAC in other areas such as migration and free movement of persons. Within this framework, ILO is supporting the Member states, including Uganda, to their efforts to strengthen their economic integration and cooperation at the EAC level.
19. In August 2006, the ILO assisted the EAC in organising the First Ministers meeting of Ministers Responsible for Labour and Employment in East Africa. ILO recently worked with the workers' representatives in Kenya, Uganda and the United Republic of Tanzania to resuscitate the EATUC. The ILO also works with the EABC. The EAC has agreed to the development of a Regional Decent Work Programme.

ILO mandate

20. The Millennium Declaration and MDG 8 with its related Target 16 call upon the development and implementation of "strategies for decent and productive work for youth" done "in cooperation with developing countries. In cooperation with the World Bank and the UN the ILO is leading the secretariat of the Youth Employment Network (YEN), which was set down by the UN Secretary General in response to this call.
21. The 2005 International Labour Conference discussed the challenges of youth employment and called for "an integrated and coherent approach that combines macro- and microeconomic interventions and addresses both labour demand and supply and the quantity and quality of employment". The global ILO Plan of Action, which builds on the ILC conclusions, aims at (i) knowledge building on the nature and dimensions of youth employment, unemployment and underemployment so as to better assist countries in developing coherent and coordinated interventions to meet this challenge; (ii) advocacy by building consensus and mobilizing partnerships at national and international levels; and (iii) technical assistance to governments, employer's and workers' organizations in developing integrated youth employment policies and programmes based on the principles enshrined in the international labour standards.
22. Uganda's recent decision to join the Youth Employment Network (YEN) provides an opportunity for tackling the challenge of unemployment faced

by young men and women in the country. This forms entry points for interventions on youth employment. ILO action in this area will not only contribute to MDG1 on halving poverty and hunger, but also to MDG 8 and its related Target 16's call for the development and implementation of "strategies for decent and productive work for youth" ... in cooperation with developing countries"⁸.

23. This position is also in line with the decisions taken at the 2004 Extraordinary AU Summit on Employment and Poverty Reduction that established youth employment as priority. The Summit called for the "targeting and empowering of vulnerable groups, such as [...] youth [...]"⁹. The Issues Paper prepared for the Summit affirms that youth employment must be an integral part of national employment policy since young people bear the social cost of unemployment and poverty. Likewise, the 10th African Regional Meeting¹⁰ concluded that employment creation, entrepreneurship, employability and equal opportunities for young women and men are key components to providing decent work for Africa's youth and called upon governments and the social partners to support the YEN initiative.

24. The ILO in Uganda is supporting youth in some of its current programmes, including employment creation and skills development through SME targeting youth in the informal economy, the strengthening labour statistics on youth employment, and training and credit support to young women entrepreneurs and young women with disabilities. The ILO will focus its upstream interventions on ensuring sustained centrality of employment and particularly youth employment in development frameworks, while promoting downstream interventions in the areas of SME development.

25. The ILO-IPEC signed a MOU with the Ministry of Gender, Labour and Social Development in 1999, and renewed in 2002, to combat child labour in Uganda. The ILO has in the past supported a number of programmes in Uganda addressing the child labour problem in different sectors. Support has been provided for a series of studies on the situation of working children in Uganda. Assistance has been provided through the National programme on child labour, programmes on child domestic labour, commercial agriculture, capacity building and commercial sexual exploitation of children, which have successfully been piloted in Uganda. The ILO-IPEC is currently carrying out a programme on combating and preventing HIV/AIDS induced child labour in Sub-Saharan Africa: pilot action in Uganda and Zambia, (2005 to 2007). In addition the ILO-IPEC is carrying out preparatory activities and the development of a project document for a Time Bound Programme (TBP) in Uganda for the future.

26. In response to its devastating socio-economic impact, the ILO established a global programme on HIV/AIDS and the World of Work (ILO/AIDS) in

⁸ <http://www.ilo.org/public/english/bureau/exrel/mdg/briefs/index.htm>

⁹ <http://www.africa-union.org/home/Welcome.htm>

¹⁰ <http://www.ilo.org/public/english/standards/relm/gb/docs/gb289/pdf/gb-5.pdf>

November 2000. Through the Decent work Agenda, the ILO is currently promoting integrated action in respect of rights, employment and income generation, and social protection underpinned by social dialogue. The ILO is contributing to MDG 6¹¹ by promoting understanding of AIDS as a workplace issue, mobilizing action in the world of work, and strengthening the capacity of workers' and employers' organizations to sustain effective programmes. As the workplace is a community of adults and often a social base, it is the ideal setting for a range of prevention efforts, including information on HIV transmission, education for behaviour change, and practical measures such as condom contribution.

27. The ILO has collaborated with its Ugandan constituents and other development partners in addressing HIV/AIDS at the workplace through a number of measures, which have included building community, enterprise and national networks into effective alliance to develop methods, channel knowledge and build skills to respond to the needs of informal sector workers, particularly through peer education training. ILO's efforts have also focused on knowledge gathering, dialogue and network-building in the transport sector which has been acknowledged as being vulnerable to the spread of HIV/AIDS. With the constituents, ILO is also promoting workplace action and capacity building through the mainstreaming a world of work component in national HIV/AIDS policies and laws and assistance to FUE, NOTU and COFTU in developing and sustaining workplace programmes.

Country Programme Priorities

28. To address some of the above mentioned challenges, the expected outcomes and related strategies under the four selected UDWP priority areas are based on the following criteria: Alignment to the PEAP, the UNDAF, the Declaration of the 2004 Extraordinary AU Summit on Employment and Poverty Reduction and ILO Programme and Budget 2006-07. The table below shows the UDWP in a nutshell, while the table in Annex 1 indicates the UDWP's alignment to the national development frameworks and includes the outputs of the expected outcomes.

The Uganda Decent Work Programme (UDWP) in a nutshell

UDWP priorities	Poverty reduction through increased opportunities for youth employment and productivity	Improved industrial relations through the promotion of Rights at Work	Incidence of child labour and its worst forms reduced	Socio-economic impact of HIV/AIDS at the workplace mitigated
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¹¹ See more on decent work and HIV/AIDS at www.ilo.org/public/english/bureau/integration/poverty/tools.htm

Expected outcomes	Employment and particularly youth employment issues are at the centre of national development policies	Rights at work issues are mainstreamed in national plans	National and district development plans, policies and programmes addressing and sustaining gender focused child labour concerns implemented	Plans and programmes on HIV/AIDS at the workplace improved and implemented for behavioural change
	Labour market information systems on youth employment established	Increased enforcement of plans, policies and programmes on rights at work	Household income of families of boy and girl child labourers increased	Sector policies and legislations that address HIV/AIDS at the workplace in accordance with the ILO Code of Practice and International Labour Standards adopted
	Young men's and women's entrepreneurship skills for self employment and productivity increased	Better application of occupational safety and health standards through improved labour inspection.	Access to formal and non-formal education systems for boy and girl child labourers, other out-of-school children and those affected by HIV/AIDS and others at risk increased	Enterprise level policies at the workplace developed

Poverty reduction through creation of decent work opportunities with a focus on young women and men

29. Uganda needs to address the youth unemployment problem and the information gaps on trends, labour market and relevant socio-economic variables necessary for efficient employment and manpower planning and monitoring of development programmes and employment situation. The exact magnitude in terms of figures is lacking, and there are no direct estimates of unemployment for the whole country let alone the population segment of concern. According to UNHS 2005/05, overall the youth

constitute 41 of the total labour force. Also youth constitutes 58 of the total unemployed persons. Female youth constitute 62 percent of the female unemployed persons.. About 65 percent of the employed youth are in agriculture.

30. Under-employment, which has become a common phenomenon in the country and concentrated in the rural areas lacks precise quantification. The exact magnitude in terms of figures is lacking, and there are no direct estimates of unemployment for the whole country let alone the segment of concern. There is, therefore, a clearly perceived need to establish baseline data and to regularly monitor the situation and trends concerning employment in general, youth employment in particular, unemployment and manpower shortages as well as the conditions of work in the market place. The availability and effective use of statistical data on the country's workforce and employment market are crucial for the formulation and successful implementation of national development programmes and projects. Such data, produced and used on a current basis, would facilitate the planning, training development and utilisation of human resources which are the key factors of social and economic progress of any country.
31. It is estimated that every year around 390 000 youth, most of them illiterate and unskilled, enter the labour market in Uganda. Because of the limited absorption capacity of the formal labour market, a majority of them end up in the informal economy where they fail to find sustainable and productive employment and get temporary or casual contract. The consequences in terms of poverty and social exclusion are serious and might lead to social unrest, crime and drug abuse. Young women are facing even greater constraints in joining the labour force compared to young men due to factors such as low education and skills, cultural attitudes and practices, discrimination, and limited opportunities to access productive resources, hence leading to vicious cycle of poverty from one generation to the next.
32. For Northern Uganda, the programme's strategy for socio-economic reintegration consist of providing immediate peace dividends to the crisis affected population and at the same time, starting preparing local stakeholder for direct involvement in basic economic analysis and planning mechanisms. The programme will identify communities' infrastructure such as feeder roads, small bridges, market areas, to be rehabilitated using labour based approaches. The rehabilitation work will facilitate communities and stakeholders' involvement in LED and recovery process as beneficiaries see concrete and tangible results of their work.
33. The 2001 National Youth Policy (NYP) recommends the implementation of specific youth employment interventions. Other initiatives include the 2002 National Action Plan for Children and Youth¹², the Education Sector Investment Plan (ESIP), the Universal Education (UPE) programme and the 2004 National Employment Plan, which is the first comprehensive

¹² Which will be revised in line with recommendations of the 2005 national Conference on Youth Employment.

document specifically on the employment situation in Uganda. Finally, the Social Development Sector Strategic Investment Plan (2004-08), lead by the MGLSD, targets youth employment in three out of four areas¹³.

34. UNDAF states targeted interventions for young people in several areas, all aligned to PEAP, including access to innovative and all encompassing HIV/AIDS prevention and care services, life saving skills for young people in and out of school, and reproductive rights of young women. Still, strategies for poor, young workers and job seekers are left out. ILO is mentioned as partner under UNDAF Outcome 1.1; "Poor people, including women and vulnerable groups exercise their rights to participate in the economic policy decisions affecting them and have increased access to and use of productive assets, technologies and energy".
35. Of the many international labour conventions that are applicable to young workers and jobseekers, Uganda has ratified several, including Conventions on Minimum Age (1973, No. 138), the Worst Forms of Child Labour (1999, No. 182), Employment Policy (1964, No. 122), Vocational Rehabilitation and Employment (Disabled Persons), (1983, No. 159), Freedom of Association and Protection of the Right to Organise (1948, No. 87) and Discrimination (Employment and Occupation), (1958, No. 111). However, there is a need to domesticate and harmonize the labour laws with existing ones within the ongoing labour law reform.

Strategies for promoting youth employment

36. Placing productive and decent employment at the centre of national development policies and programmes, notable the PEAP, requires the finalisation and adoption of the National Employment Policy as well as more reliable data on the youth employment challenge. Since youth unemployment has not been adequately reflected into Uganda's PRS [PEAP II] despite the many other national youth initiatives and PEAP II's strong focus on employment related issues, there is a need for improved, integrated and policies on youth employment to be developed, implemented and reaching poor young women and men in Uganda. The ILO will assist the social partners – the workers [NOTU, COFTU and affiliates] and employers' organizations [FUE and affiliates] and the Government [Ministry of Gender, Labour and Social Development (MGLSD)], National Planning Authority, the Ministry of Finance, Planning and Economic Development and other key ministries in sustaining the central role of employment in national development policies, notably the PEAP II, while aiming at more integrated national approaches to youth employment as part of this focus. The National Action Plan on Youth Employment, once finalized and adopted, will provide the conceptual basis for the activities to be carried out under this first priority of the UDWP.

¹³ ESIP refers to prevocational training in primary education and vocational training. UPE should address the problems of illiteracy and weak skills. SDIP targets (i) promotion of employment and productivity, (ii) community mobilization and empowerment and (iii) intervention for people in difficult circumstances.

37. To guide policy on labour market information, the programme will include supporting the expansion of the knowledge base on national employment and youth employment issues to ensure good quantitative and qualitative data disaggregated by age and sex. This will be done through continued support and technical advice to the undertaking of regular, national LFS and other relevant national surveys, as well as capacity building of the constituents for their active engagement in such surveys. This calls for increased labour market research, focusing on the link between globalization, child labour and youth employment/employment and poverty reduction, and support the dissemination and awareness of research results.
38. Support for downstream pilots that strengthen SMEs particularly those benefiting young men and women will increased focussing on improving the business environment at a national and local levels through the review and improvement of the policies, regulations and bye laws that affect SMES; facilitating increased access to finance through, among other means, the support for the development of sound bankable business plans. Additionally support will be provided for increased access to local national, regional and international markets. Vocational training programmes that improve the entrepreneurial skills of young people, such as the WEDGE programme, will be developed. Business Development Services (BDS) will also be provided in the form of access to information and management training. Technical assistance will also be provided to support institutions for the provision of a minimum of social protection in terms of micro-insurance, reducing their vulnerability and thereby promoting decent work for youth. The purpose is not only to facilitate self-employment and start up of small businesses for young women and men through access to finance, but also to reduce their vulnerability through the provision of a minimum of social protection in terms of micro-insurance, thereby promoting decent work for youth. Experience has shown that youth benefit the most from such a multiple services approach.
39. The target groups are the most vulnerable, poor young women and men; especially rural youth; young women and men in the urban, informal economy; youth at risk for HIV/AIDS transmittance and disabled youth. Linkages to income generating schemes for families with children withdrawn from the worst forms of child labour will be sought. The interventions will be gender sensitive and undertaken in close cooperation with the workers' and employers' organizations, with a view to upscale successful pilot interventions and build the capacity of social partners to implement such strategies.
40. Special attention will be given to the informal economy, where a majority of young, urban workers end up due to lack of opportunities and face barriers in setting up businesses, especially in access to financial services. As part of the strategy, the ILO will continue its work to support the creation of enabling environments for small and informal businesses through tripartite social dialogue, now with a focus on young women and men and the constraints that they are facing in business start-ups. Particular attention

will be given to the simplification of business registration procedures and the reduction in the compliance cost of formalising the businesses. The support will build on and combine the best experiences from current ILO programmes in East Africa and best practices.

Improved industrial relations through the promotion of Rights at Work

41. The fight against poverty and for social justice is at the heart of the ILO's mandate. As the ILO's Declaration of Philadelphia of 1944 notes, "poverty anywhere constitutes a danger to prosperity everywhere". It notes further that "... all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity."
42. However, poverty is not only about income, but also about lack of dignity, disempowerment and inability to organize. In addition to raising the productivity and earnings of the poor, the ILO promotes their *voice and rights at work* and *social protection*. All this is done through *social dialogue*. Workers, particularly the poor workers need **rights** since hazardous, exploitative and unhealthy work environments are more likely to be experienced by poor women and men, children and youth.
43. During the consultation process of the DWCP, it was observed that the productivity of workers at the workplaces was low partly because some employers violated their rights. Further more productivity was also low because of the policy of pursuing cheap labour. It was felt that respect for workers rights and employers' obligations, as well as improved occupational safety and health standards, would promote productivity. Workers rights should be respected by all employers, including the public service, as provided in the legal framework. Uganda should adopt the best practices methods of work. The main concerns of the workers, which need to be addressed included protection of wages; hours of work, rest and night work; welfare facilities; paid leave; health and safety; discrimination; freedom to associate; employment opportunities. At the same time, employers expected from workers creativity and innovation; quality and customer focus; flexibility and functionally adaptable; productivity culture; dedication, commitment and loyalty; sharing knowledge and experience; accountability and awareness of both rights and obligations.
44. Principles and rights at work establish the basis for the promotion of decent work and equitable development in Uganda. There is ongoing debate and calls by employers and workers for a balance between regulation and deregulation of the labour market while promoting dialogue at all workplaces.
45. The challenge is the implementation of the new labour laws enacted by Government. Through these laws, the expected main output is improved industrial peace and harmony, which should directly contribute to smooth and continuous productivity of the enterprise and in addition, enables national cohesion and stability. The process will take into account external

factors that impact on the operating socio-economic environment and these include, economic reforms process, globalization and regionalization, technological change, HIV/AIDS, population growth, etc.

46. Priority action areas in promoting rights at work include reaching out to more employers through enhanced labour inspection, and labour studies; give more job search assistance and advisory information – labour market information; greater effort to maintain harmonious industrial relations, safer working conditions and improved occupational safety and health standards.

Strategies

47. With the new labour laws now in place in Uganda, efforts will be put in strengthening institutional machinery through which labour disputes can be resolved. This calls for the promotion of meaningful dialogue between government, employers' and workers. A core strategy will be to further the dissemination and knowledge of the new labour laws, raise awareness and promote their implementation and enforcement. Freedom of association at the workplace and collective bargaining need to be strengthened.
48. An improved functioning of the Minimum Wages Advisory Board, as well as the timely implementation of its recommendations, could help in addressing one of the major concerns of the workers. The issue of equal remuneration for equal work between men and women will be addressed by all parties.
49. The programme will enhance labour inspection to enable effective monitoring and observance of the minimum working conditions and occupational safety and health standards. In particular, the working conditions in the informal economy need improvement. Most of the informal economy operators are precarious conditions that are unhealthy and unsafe. Improving the working conditions in both formal and informal employment will enhance productivity and thus increase incomes.

Incidence of child labour and its worst forms reduced

50. Uganda is one of the very first countries in Sub Sahara Africa to have experienced the social and economic impact of HIV/AIDS, which left millions of children orphaned and as a result working for survival (orphans constitute 14 per cent of all children in Uganda). Child labour is also a result of ongoing armed conflict, poverty situation particularly in rural areas and cultural practices that push particularly girls to move to urban areas to look for domestic work or commercial sex and pushes boys to work in plantations, stone quarries and fishing.
51. According to 2005/06 UNHS 3.8(32 percent of all the the children) million Ugandan girls and boys are working of these, 1.7 million(16 percent) are child labourers majority of whom are between 10 and 14 years of age. The

government enacted legislation and policies to protect girls and boys from child labour. The 1995 Constitution of Uganda and the Children Act, Cap 59, 2000, of 1996 protect girls and boys from economic exploitation and the work that is hazardous or interfere with the child's education or harmful to the child's health, physical, mental spiritual, moral and social development. The worst forms of child labour have been investigated in collaboration the ILO/SIMPOC and the Ministry of Gender Labour and Social Development among others, child labour and the urban informal sector, child labour and the HIV/AIDS, child labour and cross-border trade, and child labour and armed conflict. The studies generated new insights on the link between child labour and other socio economic phenomena. Other research efforts by the ILO/IPEC and Platform for Labour Action documented about 697 child domestic workers (5-17)

52. Uganda has ratified the UN Convention on the Rights of the Child (ratified in 1990), the African Charter on the Rights and Welfare of the child (ratified in 1994) and the ILO conventions 138 on minimum age and 182 on the worst forms of child labour. To date, Uganda's Constitution provides fundamental rights with regards to children. Uganda also has the Children's Statute which oversees the welfare of children (1996), the Local Government Act (1997) which empowers local level leaders to address issues affecting children, the Orphan's and other Vulnerable Children's Policy. In November 2006, the Government adopted the National Child Labour Policy.
53. Most of the child labourers and labour abuse take place in the informal labour sector. In Uganda child labour has been observed in the form of engagement of children to do domestic chores, farming tasks, serving in commercial outlets, handling manual jobs, CSEC, drug peddling, pornographic roles, smuggling and informal business roles. Children resort to street life and child labour because of a number of reasons including death of parents due to HIV/AIDS, irresponsible parenting and family practices, poverty/hunger/drought and civil wars like the one which has lasted 20 years in Northern Uganda.
54. PEAP II has strong child labour element, in which the Government of Uganda also committed a review of labour legislation in line with the international labour standards. This has provided an opportunity for ILO to engage in dialogue with the Government and other ILO constituencies on the need to mainstream child labour issues in development plans, legislations and policies as well as improve the implementation of fundamental principles and rights at work through ongoing consultations and provision of inputs in poverty reduction frameworks, national law and practice and in policies affecting children.

Strategies to combat child labour

55. In order to reach out to many children in vulnerable conditions, the programme aims at continuously providing support to key Ministries dealing with children's welfare, particularly the Ministries of education and

labour. Support will be provided for a marketable and competitive learning environment for the withdrawn working children so that they can access decent employment after vocational training. The strategy of strengthening the vocational education sector by working with teachers' organizations, employers' organizations and workers' organizations will contribute to the Government's objectives of improving access to employment, as well as addressing the capacity of the government of Uganda to make social policies for a fair and inclusive globalization focusing on children above the working age employed in legal and safe sectors.

56. In the education sector, ILO and its social partners will continue to work closely with key partners to mainstream child labour in order to improve school attendance by all school age children and ensuring that the education provided is both relevant and of high quality. Efforts will be made to support the development of a district-based, district-owned nationally integrated child labour monitoring system as a tool for promoting the application of child labour laws and standards and promoting the realization of sustainable results.
57. The strategy for reaching children in worst forms of child labour, particularly those affected by HIV AIDS and providing them with educational opportunities will involve prevention, withdrawal and protection strategies. The programme will target specific numbers of children for pilot cases in direct action activities but will address all other children in similar situations through consultations with government and other development partners concerning replication and scaling up to other parts of the country, mainstreaming of child labour in ongoing government and other programmes.
58. The ILO promotes the extension of social protection to reach the poor through its global campaign on Social Security and Coverage for All in cooperation with community-based organizations, trade unions and civil society. The goal of eliminating child labour is embodied in this campaign and primarily in ILO Conventions (138 and 182), national legislation and policies. Promoting the social protection of children affected by HIV AIDS by developing tools to address child labour issues in education, health, community services, policies and programmes will be emphasized.
59. Efforts will be strengthened to improve the economic welfare of the families of withdrawn children, by providing support for alternative income generation aimed at improving household income and social protection. Programmes will continue to contribute fair globalization and gender equality by focusing on education, decent work, pilot direct action, broad dialogue and coherence between government and donor-supported programmes.
60. The programme strategy is to facilitate the mainstreaming of child labour and HIV/AIDS in national and district policies and programmes through ongoing activity to increase the capacity of key stakeholders, including ILO constituencies. In this light, the ILO will provide both technical advice

through regular consultative and sector specific meetings and other forums. In linking child labour to employment, the ILO will continuously provide technical expertise and develop tools that fit within the local context that address protection as an inclusive concept, linking HIV/AIDS induced child labour, decent employment, occupational safety and health and an active response to HIV/AIDS both in the formal and informal sectors. Partners will particularly use forums aimed at discussing the progress of poverty reduction strategies and other development initiatives to bring up the issue of child labour and mainstreaming.

61. Support aimed at strengthening the child labour components of the national and sub national development programmes and development of the necessary institutional and technical capacities for effective and sustained implementation will be provided. Targeted sectors will include armed conflict, commercial sexual exploitation of children, child domestic labour, stone crushing, fishing and any other sector identified as hazardous in Uganda. Work in this area will also focus on designing national guidelines, training programmes, practical tools and information material based on the links between child labour and HIV/AIDS and principles contained in Convention 138, 182 and the ILO Code of Practice.
62. The capacity of tripartite partners will be strengthened in order to enable them to engage in key national discussions regarding the improvement of the training environment and linking vocational skills training to productivity, competitiveness and job quality. By doing so, the ILO will continue to provide technical expertise in the design and testing of new approaches and tools to reduce poverty and reduce child labour, based on comprehensive responses, the ILO will link and integrating social protection with employment promotion, elimination of child labour, and local economic development. Training activities aimed at increasing the capacity of ILO constituencies and other partners in effectively addressing social protection and access to decent employment for withdrawn children and children at risk will emphasise the role of policy makers, planners, managers and other key actors involved in developing national social security systems.

Socio-economic impact of HIV/AIDS at the workplace mitigated

63. Although the HIV prevalence rate in Uganda has fallen from an average of 18 per cent to 6.3 per cent in 2004/05 sero-behaviour survey¹⁴, AIDS still remains a challenge. Uganda is estimated to have a population of about 28. million (mid year population of 2007). 1.1 million People are currently estimated to be living with HIV and AIDS in Uganda. AIDS is one of the major causes of death in the economically active age group of 15 – 49 years(no statistics to back it up). As another consequence of AIDS, healthy life expectancy in Uganda is only around 48.8 years(2002 Census)...

¹⁴ Substantial regional variations remain.

64. HIV has not only a social but also an economic cost and has strong impact on the country's labour-force. HIV/AIDS related expenses in Uganda cost the public services over sh3billion in 1999, and the country's GDP has fallen. Of this sh3billion, sh192m was for burial expenses. AIDS is known to hamper efforts to reduce poverty, and indeed, often increases the number of people living in extreme poverty. The impact this has on economic revenues negatively affects the educational and health services and leaves behind orphaned children and grandparents, an additional burden on the community or the state.
65. The fact that the epidemic's primary impact is on the working-age population is key to addressing the most important effects of HIV/AIDS on sustainable economic and social development. Child labour is one of the greatest costs of the HIV epidemic, linked to the growing number of orphans and children taken out of school to cope with the impact of HIV/AIDS and associated diseases such as tuberculosis. These developments have clear implications in terms of policies for social protection and poverty reduction, and require specific attention in policies and programmes.

Strategies to combat HIV/AIDS at the workplace

66. The ILO will continue to work with the Ministry of Labour, the Federation of Uganda Employers (FUE), the National Organization of Trade Unions (NOTU), the Central Organisation of Free Trade Unions (COFTU) and development partners and stakeholders in facilitating the implementation of a national the inclusion of workplace policies and programmes in national action plans and Global Fund to Fight AIDS, Tuberculosis and Malaria (GFATM) country coordinating mechanisms and support the scaling up of their implementation.
67. Assistance will be provided for Gender-sensitive strategies, programmes and legal/ regulatory framework, at macro, mezzo and micro level to combat HIV/AIDS at the workplace based upon ILO Code of Practice to be effectively implemented in public, private and informal sector.
68. The government will be assisted on the development and the effective implementation and enforcement of national policies and legislation on HIV/AIDS. Training will be availed to the tripartite partners in carrying out legal reforms aimed at incorporating norms related to addressing HIV/AIDS at the workplace. Work will continue aimed at fostering national and international partnerships, especially FUE – NOTU - COFTU collaboration, and support the development of national policy-making through research and policy analysis on the socio-economic and labour market impact of HIV/AIDS. Technical support will be availed to strengthen the capacity of the labour inspectorate, FUE, NOTU and COFTU and informal sector operators to deal with HIV/AIDS in the workplace.

69. In cooperation with UNAIDS and donors such as the Global fund, SIDA, Italy, and others, the ILO will work with the relevant authorities in promoting access to anti-retroviral treatment through OSH services, where possible. Assistance will be provided in drafting Policies/ regulations/ legislation that reasonably accommodate workers with family responsibilities of caring for infected family members. This will also include the promotion of integrating of HIV/AIDS workplace policy/programme indicators into the Poverty Monitoring System (PMS).
70. The ILO will support the upscale advocacy for respect of fundamental rights and principles at workplaces for those infected and affected by HIV/AIDS. Capacity building to public and private sector institutions/ bodies in developing workplace programmes to combat HIV/AIDS at the workplace based on the ILO Code of Practice will be provided. The Code will be domesticated through the development of training tools to address HIV/AIDS at the workplace for public, private and informal sector settings.
71. The office will continue to promote the implementation of ILO Standards on equal treatment and non discrimination of all kinds including HIV/AIDS victims through amongst other, sensitizing magistrates/ industrial court judges on HIV/AIDS at the workplace related issues that will encourage jurisprudence development by handling cases expeditiously.

Cross cutting priorities

Strengthening the social dimensions of regional integration in East Africa for a fair globalization

72. In 2001, the ILO signed a Memorandum of Understanding with the EAC with an agreement to consult each other on planning and execution of programmes, particularly those within the EAC Labour and Employment Sector. Since then the ILO and the EAC have had a number of joint activities, e.g. the joint preparation of the AU Extraordinary Summit on Employment and Poverty Alleviation, as well as post summit strategies. ILO is providing support in related areas, such as migration and free movement of persons, social protection and employment issues in general.
73. The Workers' organizations of the three countries, namely TUCTA/ZATUC the Central Organization of Trade Unions (Kenya) (COTU (K) and the National Organization of Trade Unions (Uganda) (NOTU (U) reactivated, with ILO assistance, the East African Trade Union Confederation, EATUC, in September 2005. This provides a forum for the workers to contribute to the decision making process of the EAC, ensuring that the social dimensions of globalization are taken into consideration.
74. Similarly, the employers' organizations in East Africa agreed to form a regional body that would be the conduit through which they would integrate employer issues within the East African integration process. The East African Business Council (EABC) was inaugurated in August 2004 in Arusha, during which a work plan was discussed and agreed upon.

Amongst the agreed priorities was the need to speed up harmonization of the labour/ employment regimes and regulatory frameworks

75. At the AU Summit the Heads of State committed themselves to enhancing the capacities of the Economic Communities, including the EAC, to promote the productive employment dimension within the framework of regional and inter regional cooperation. In this regard, the EAC establish within its own structure a Regional Follow-up Institution to the Summit, consisting of Ministers Responsible for labour and employment in East Africa

Strategies

76. The development strategy of the EAC already acknowledges economic co-operation and development with a strong focus on the social dimension. As part of the AU Summit follow-up strategy, EAC also intends to make Employment and poverty eradication central in its projects/programmes and agenda. Further research and advocacy will be undertaken on placing employment at the centre of economic and social policies in East Africa. Building on the work ILO has undertaken with the Community, assistance will be provided in strengthening the mechanisms for dialogue and networking among social partners. Further, the ILO will provide support to institutionalize employment and labour issues into the EAC work. This calls for expanding the influence of social partners at the Sub regional level, strengthening social dialogue and tripartism. Gender mainstreaming and representation of women in the decision making bodies of the social partners at the EAC level will be highlighted.

77. With the free movement of persons in the East African sub-region, ILO will provide capacity building to social partners on the role of international labour standards as means of developing the legal and policy frameworks guiding free labour movement. The ILO will support the implementation of the new labour laws, which all three countries have recently adapted or are in an advanced stage of adopting, and particularly advise on enforcement and effectiveness of implementation. Focus will be on the harmonization of the labour legislations, investment codes, fiscal and monetary policies, as well as negotiations on the Free Movement of Persons, Labour, Services, Right of Establishment and Resident protocol. In the discussions and implementation, the capacity of social partners will be strengthened to ensure that the social dimensions of globalization and regional integration are taken into account.

78. The ILO's mainstreamed strategy in support of "A fair globalization", will take a three pronged approach, focusing on support to research on globalization issues, dissemination of the research and developing capacity of local institutions to manage the process. There is a general problem on data adequacy and reliability. Most of the impacts of globalization are not measured by conventional data/tools e.g. how globalization affects peoples' lives. Lessons from the Tanzania research and institutional set-up in the globalization follow-up is taken into account

at the sub-regional level and mainstreamed in EAC processes. Capacity building initiatives will be mainstreamed into actual intervention and research agenda. This will be achieved by enhancing policy coordination as part of institutional framework. ILO will assist in developing indicators on globalization related issues.

79. In order to reach all the communities in Uganda with the message on globalization, ILO will support government and social partners disseminate simple messages related to Globalization and key findings at the national level from some of the research areas mentioned above. Clear and easy to understand messages are needed to enable communities at local level to take appropriate and informed actions and benefit from the process.

Expanding the influence of Ministries of Labour, social partners, social dialogue and tripartism

80. While the centrality of employment and labour issues have long been recognized by African countries as one of the major means to alleviate poverty and empower people to be part of the social, economic and political processes, global development partners are now gradually taking a similar position. Until recently, Ministers of Labour, employers' and workers' organizations had not been successful in influencing national, sub-regional and regional agendas such as PRSPs and the NEPAD, as well as other global agendas and debates to mainstream employment as a key objective.

81. Social partners call for employment focused macroeconomic policies to be integrated in the PRS as adopted by the AU Summit. While participating in the PRS process, there is need to strengthen the capacities of social partners to effectively communicate the decent work message. With the new labour laws that are more in line with ILS, there are inadequate governmental, institutional and human capacities in the prevention and settlement of disputes in the three countries, as well as the enforcement of the new labour laws. The Ministries of Labour in East Africa are relatively marginalized when it comes to adequate budgetary allocations, or the provision of external aid. Accordingly, the Ministries have inadequate staff strength, inadequately trained staff and insufficient equipment and material to perform their duties.

82. As a result of ongoing economic reforms and restructuring in East Africa, trade unions are fast losing membership with retrenchments and reduction in the size of formal sector employment. A weakened membership base is therefore partly eroding the power of trade unions to bargain effectively. The need to strengthen their capacity to organize and increase their membership is widely felt. The need for increased gender equity implying an increase in women trade union membership especially at leadership levels is also widely acknowledged.

83. While large modern sector employers, especially multinationals, are in step with modern human resources development techniques, as well as conflict

resolution and collective bargaining procedures, this is not the case for all employers in East Africa. In the small and medium scale enterprises, these practices are less well accepted, especially in the large informal economy. Employers' organizations therefore face a challenge of spreading the best practices observed among some of their members to others. Uganda and Tanzania, have recently introduced the employer of the year award, as a way of promoting standards.

84. Coverage of formal social security schemes has been declining as a result of the retrenchments and reduction in size of the formal sector. This concern is part of the ongoing social security reforms in the country.

Strategies

85. The main actors in the prevention of labour disputes, their resolution and their enforcement are the Government as represented principally by the Ministry of Labour, the Employers and Workers, and their respective organizations. For an effective and equitable negotiation and bargaining process, balanced strength and powers of the negotiating parties is needed.

86. The institutional and human capacity limitations of the Ministries will be addressed by supporting training programmes for labour officials at all levels, in the prevention and settlement of labour disputes. Training will also be extended to industrial court judges and their supporting panelists or assessors. Training programmes will also be mounted in negotiation skills, in collective bargaining, and in the gathering of appropriate information; and in socio-economic and labour market data to support collective bargaining for employers and workers' representatives.

87. Capacity building programmes in organization skills will be developed for leaders of workers' and employers' organizations and the Government. On the workers' side, the training will be given extension of trade union membership, especially among women and in difficult sectors, such as agriculture and the informal economy and in small and medium scale enterprises, as well as in export processing zones. Central trade unions will be assisted to establish web sites, and relevant staff trained in their development and management. Key trade union officials will be trained in computer skills and the use of the Internet, to facilitate networking with trade union officials in the country, within East Africa and around the world.

88. Priority will be given to the contributing to the appropriate training programmes of employers' organizations in human resources development and management especially for small-scale entrepreneurs and women entrepreneurs. This will also include partnering with employers' organizations in their campaign to extend the respect for Conventions No. 87 and 98 among their membership. Efforts will be made to develop services, which meet the needs of SMEs, women and young entrepreneurs.

89. Efforts will be made to provide services for workers and employers to ensure that areas such as competitiveness, productivity, social protection, equal opportunities for men and women are key in the PRS. ILO experience in the implementation of Sub regional projects on labour based technologies, infrastructure and service delivery, labour reform process and HIV/AIDS will contribute towards this outcome.
90. Capacity will also be strengthened to other line ministries involved in employment promotion and creation including those in sectors such as agriculture, infrastructure and service delivery, health, education and training, mining, and tourism.

How to get there - Implementation plan

91. The resources for the four DWCP priority areas will be raised from the Ugandan constituents, ILO's Regular Budget Technical Cooperation (RBTC) as well as through global and local resource mobilization, from the following sources:

- i. Regular budget of the tripartite constituents (MGLSD, FUE, NOTU, COFTU)
- ii. RBTC (ILO Dar es Salaam, Addis Ababa and Geneva)
- iii. ILO Programme and Budget resources (Dar es Salaam, Addis Ababa and Geneva)
- iv. Global resource mobilization: ILO lead HQrs sectors and units
- v. Local resource mobilization:
- vi. Donor community
- vii. Government through bidding

92. The key institutions with which the ILO will strengthen its partnership under each of the UDWP priority areas are as follows:

- i. Ministries, Departments and Agencies (MDA), including the Ministry of Finance and the Ministry of Agriculture, Animal Industry and Fisheries
- ii. National Planning Authority
- iii. Uganda Bureau of Statistics
- iv. Local Government Authority
- v. Employers' organisations
- vi. Workers' organisations
- vii. UN agencies
- viii. Other stakeholders, including informal sector associations and relevant civil society organizations.

93. Various sources of funding will be solicited to contribute to achieving one output or expected outcome. In addition to regular technical cooperation funds from the ILO budget, which do not suffice in light of the increasing demand for support, the ILO is working to ensure a resource base for all planned UDWP activities through extra-budgetary funding from donors globally and locally, through the UN system at the country level as part of the UNDAF implementation, from multi-lateral firms in Public Private Partnership approaches, other global funds, as well as through the government system through bids and, where feasible, the private sector. The scale of a proposed ILO response to the identified problems will be in proportion to the resources available.

94. During the final UDWP consultations on 8 May 2007, constituents agreed to set up a quadripartite (government, employers, workers, ILO) committee to oversee the implementation of the Uganda Decent Work Programme. The committee will be chaired by the Permanent Secretary of the Ministry of Gender, Labour and Social Development. This committee will meet at least twice a year, and will have the following tasks:

- i. To develop concrete, time-bound work plans and logical frameworks for each of the four priority areas;

- ii. To mobilize resources for the implementation of these work plans;
- iii. To monitor and evaluate the progress made in implementing the UDWP;
- iv. To adapt the UDWP priorities, outcomes and strategies to evolving frameworks at the macro level, such as a revision of the PEAP.

A living document - Monitoring, reporting and evaluation

95. The ILO Area Office in Dar es Salaam will regularly report on the progress in the implementation of Uganda's DWCP through the Strategic Management Module, as required by PROGRAM. This will cover the use of RBTC funds.
96. As to the activities with external donor funding, reports will be delivered to the different donors as required in each sub-programme. The challenge with different reporting requests from the different donors is to find a way to report coherently and in the same manner on DWCP progress. Solutions to this will be discussed and sought in close cooperation with PROGRAM. This challenge is the same for the evaluation of the DWCP implementation and progress.

97. Sources

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- *Uganda National Household Survey 2005-06, Report on the socio-economic module*, Uganda Bureau of Statistics, Kampala, December 2006
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Annex: Current ILO programmes in Uganda

- ILO IPEC Capacity Building Programme
- ILO IPEC Child Domestic Labour Programme
- ILO IPEC HIV-Child Labour Programme
- ILO FIT-SEMA
- HIV/AIDS and the world of work
- Awareness raising project
- ILO Gender Project
- Employment Creation in Municipal Service Delivery In Eastern Africa (terminated)

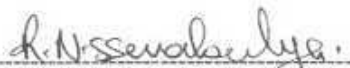
Name of Project	National Counterpart	Donor Allocated Project Code	Budget USD	Comments
Small Enterprise Media in Africa (SIDA)	Ministry of Labour (MoL) ¹⁵ , FUE, Local Government, National Association of Broadcasters	UGA/03/M01/SID	1,491,312	First phase between 1 January 2004 and 31 December 2005. Extended for three years from 1 January 2006
Combating and Preventing HIV/AIDS – Induced Child Labour in Sub-Saharan Africa (USDOL)	MoL, NOTU, FUE	04-k110-RWBR-4143-FR605-000 ILO: RAF/04/P57/USA	3,000,000	Pilot in Uganda and Zambia. From September 2004 and due to end on 31 March 2008
Awareness Raising Project (USDOL)	MoL, FUE, NOTU	INT01/50M/USA	60,000	January - June 2006 (Centralized)
HIV/AIDS in the World of Work, phase II (Italy)	MoL, NOTU, FUE, UN	INT/03/M27/ITA	623,515	Extended from phase 1 to phase 2 (Centralized)
Gender, Poverty and Employment	MoL, NOTU, FUE	H.250.08.159.671	No additional funds	New end date: 30 April 2006 Countries:

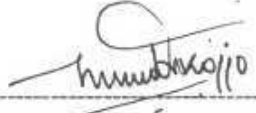
¹⁵ New name expected after the election from the new Government.

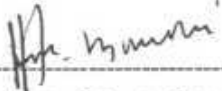
(Cash surplus)				Kenya, Uganda, Tanzania
Regular Budget for Technical Cooperation (RBTC), ILO Dar es Salaam			60,000	Allocated for the biennium 2006/07


The Uganda Decent Work Programme was officially endorsed and signed by the tripartite constituents and the ILO Office Dar es Salaam on 10 May 2007.


Name: SBA N M BBUNDA MP.
Title: MINISTER
Ministry of Gender, Labour and Social Development


Name: ROSEMARY N. SENABULYA
Title: EXECUTIVE DIRECTOR
Federation of Ugandan Employers


Name: DAVID NKOJJO
Title: CHAIRMAN GENERAL
National Organization of Trade Unions


Name: DR SAM ZYOMOKI, MP
Title: SECRETARY GENERAL
Confederation of Free Trade Unions


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