



THE REPUBLIC OF UGANDA

DECENT WORK COUNTRY PROGRAMME

2013- 2017

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TABLE OF CONTENTS

Preface.....	ii
List of Acronyms.....	iii
1. INTRODUCTION	8
2. COUNTRY CONTEXT	8
2.1 Poverty Indicators.....	9
2.2 Employment Situation	9
2.3 Social Protection Situation.....	11
2.4 Status of Social Dialogue.....	13
2.5 Fundamental rights (and standards) at work.....	14
3. NATIONAL RESPONSE TO DEVELOPMENT CHALLENGES.....	15
4. DEVELOPMENT COOPERATION.....	17
5. ILO PAST EXPERIENCE IN IMPLEMENTING DWCPs IN UGANDA	18
6. COUNTRY PROGRAMME PRIORITIES	19
<i>Priority 1: Improved labour administration and adherence to fundamental rights and labour standards</i>	<i>20</i>
<i>Priority 2: Promotion of youth employment.....</i>	<i>20</i>
<i>Priority 3: Improved social protection for formal and informal sector workers</i>	<i>20</i>
7. COUNTRY PROGRAMME OUTCOMES, INDICATORS, OUTPUTS AND STRATEGIES	21
<i>Priority 1: Improved labour administration and adherence to fundamental rights and labour standards</i>	<i>21</i>
<i>Priority 2: Promotion of youth employment.....</i>	<i>23</i>
<i>Priority 3: Improved social protection for formal and informal sector workers</i>	<i>25</i>
8. IMPLEMENTATION AND MANAGEMENT FRAMEWORK	27
9. RESOURCE MOBILIZATION.....	28

10. MONITORING AND EVALUATION.....	29
ANNEX 1: LIST OF ILO ONGOING TECHNICAL COOPERATION PROGRAMMES.....	30
ANNEX 2: LIST OF RATIFIED ILO LABOUR CONVENTIONS	31

PREFACE

The overall goal of the International Labour Organization is to promote opportunities for decent work for women and men in all countries. At country level, accomplishing this goal entails, among other things, the development of Decent Work Country Programmes (DWCPs), which are 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”. Taking into account the Paris Declaration on Aid Effectiveness, the Rome Declaration on Harmonization and the Millennium Declaration’s call for a global partnership for development, DWCPs are developed to ensure better alignment between national goals and international cooperation and hence require the active participation of the social partners in determining the nature of ILO’S support to its constituents and to national and policy institutions.

Although the first DWCP in Uganda was developed in 2006 and was implemented until 2012, the ILO has been active in Uganda for many years and several poverty reduction programmes and projects have been implemented covering many sectors, including child labour, HIV/AIDS, business entrepreneurship development and skills training for women and the youth. For example, in 1999, the 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 2007 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.

The DWCP 2013 – 2017 is therefore a second programme in which lessons learned from the implementation of the first DWCP have been used, not only to improve implementation of DWCPs in Uganda but also to better translate the demands for harmonization, aid effectiveness and alignment into a coherent country level response that is aligned to the National Development Plan (2010-15), the United Nations Development Assistance Framework (UNDAF) from 2010-14, and other important national development processes.

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LIST OF ACRONYMS

AIDS	Acquired Immune Deficiency syndrome
COFTU	Central Organization of free trade Unions
DaO	Delivering as One
DWCP	Decent Work Country programme
GDP	Gross Domestic Product
HIV	Human Immunodeficiency Virus
ICT	Information Communication and Technology
IEC	Information Education and Communication
ILO	International Labour Organization
ILS	International Labour Standards
IPEC	International Programme on the Elimination of Child Labour
IRC	International Rescue Committee
JBSF	Joint Budget Support Framework
LDPG	Local development Partners Group
LEAP	Livelihood, Education and Protection to End Child Labour
LIR	Labour and Industrial Relations
LMIS	Labour Market Information Systems
MGLSD	Ministry of Gender Labour and Social Development
MoES	Ministry of Education and Sports
NAP	National Action Plan
NAP	National Action Plan
NCLP	National Child Labour Policy
NDP	National Development Plan
NEP	National Employment Policy
NGO	Non Governmental Organizations

NOTU	National Organization of Trade Unions
ODA	Official Development Assistance
ORACLE	Reducing Adolescent and Child Labour through Education
OSH	Occupational Safety and Health
OVC	Orphans and Vulnerable Children
PCY	Programme for Children and Youth
PEAP	Poverty Eradication Action plan
PLWHA	Persons living with HIV
SLAREA (ILO)	Strengthening Labour Administration Relations in East Africa Project
SNAP	Project of Support for the Preparatory Phase of the Uganda National Action Plan for the Elimination of Child Labour
UBOS	National Bureau of Statistics
UN	United Nations
UNCMT	United Nations Country Management Team
UNDAF	United Nations Development Assistance Framework
UNHS	Uganda National Household Survey
UNJPP	United Nation Joint Programme on Population
USD	United States Dollars
WFCL	Worst Forms of Child Labour
YEF	Youth Entrepreneurship Facility
YEN	Youth Employment Network

1. INTRODUCTION

The International Labour Organization (ILO) continues to pursue its founding mission to promote social justice, as a basis for universal and lasting peace, as set out in the ILO Constitution and the Declaration of Philadelphia. Decent Work, as formulated by governments and employers and workers, is based on the understanding that work is a source of personal dignity, family stability, peace in the community, democracies that deliver for people, and economic growth that expands opportunities for productive jobs and enterprise development. To achieve their goals, people need a voice in their community and their working environment, and respect for themselves and for their rights at work. These different concerns cut across and bring together the multiple dimensions of people's lives. People see their lives in an integrated way.

Although the ILO believes that decent work is a goal in its own right, it also emphasizes its positive effect on productivity and economic growth. The fact that decent work is often quite consistent with economic goals does not mean that there are no trade-offs. Sometimes hard choices have to be made. But in such cases, the Decent Work Country Programmes (DWCPs) offer an integrated programming framework through which interests of various key actors in the labour market can be balanced and consensus achieved through social dialogue. Towards that end, the Ministry of Gender, Labour and Social Development, the National Organisation of Trade Unions, the Central Organization of Free Trade Unions, and the Federation of Uganda Employers and the ILO have developed the Uganda's DWCP 2013-17, which identifies three key priorities –

1. Improved labour administration and adherence to fundamental rights and labour standards
2. Promotion of youth employment
3. Improved social protection for formal and informal sector workers

The DWCP 2013-17 builds on activities, such as HIV/AIDS, employment creation, women's entrepreneurship development, labour relations, youth entrepreneurship and the elimination of worst forms of child labour that were implemented under the DWCP, 2006-11. The priorities are in line with the National Development Plan and the UNDAF.

2. COUNTRY CONTEXT

Uganda has experienced an extended period of macroeconomic stability. In the last two decades the economy has been growing at an average of 6.5 per annum which has contributed in reducing the poverty rate from 52 percent in 1992 to 31 percent in 2006. However, subdued export performance, high inflation and subsequent tightening of monetary policy to restore macroeconomic stability, reduced GDP growth to 3.4 percent

in 2011/12¹. This is said to be largely driven by the services sector that now accounts for half of the GDP. The industrial and the primary sectors contributed 26 percent and 25 percent respectively to the GDP. There has also been visible improvement across several social indicators including expansion in provision of primary and secondary education, health services, and access to other basic services, such as water and sanitation. As a result, progress has been made towards the achievement of several Millennium Development Goals (MDGs), in particular halving poverty by 2015, reducing the share of the population suffering from hunger, gender parity between boys and girls in primary education, which has been achieved, and the country is on track to meet the target on access to safe water.

However, the 2010 MDGs Report on Uganda also highlights a number of areas in which progress has been limited and these include the reduction of the spread of HIV and AIDS, in which there have been some reversals. Other areas include the reduction of the under-five, mortality rate and the maternal mortality ratio and universal access to reproductive health. The report also underlines disparities across regions which often get concealed in national averages. Perhaps the most plausible explanation can be found in the fact that the recorded growth has been led by an increase in private consumption and private investment, especially in construction, while public investments for infrastructure have remained low.

2.1 Poverty Indicators

The growth pattern has become a fundamental problem in Uganda because it has resulted in disparities in poverty reduction, with clear socio-economic implications. In essence, while poverty rates are falling, the country has also witnessed greater inequity in the distribution of national income. Income inequality is rising sharply with more wealth being concentrated in fewer hands. This is exemplified in the poverty levels. The national poverty levels stand at 24.5 percent translating into 7.5 million people living in poverty (UNHS 2009/10). This is a reduction from 56 percent in 1992 and 31.5 percent in 2006/07. Like in many countries, employment is the key source of income and hence a primary and sustainable way out of poverty. Yet many Ugandans (the working poor represented 21 percent of the total population in 2009/10 according to UBOS report of the same year) are still employed in low-productivity economic activities, such as subsistence agriculture and the depth of their poverty remains a major challenge.

2.2 Employment Situation

Recent estimates indicate that the labour force rose to 11.5 million persons in 2009/10 from 9.5 million persons in 2005/06. This represents a labour force growth rate of 4.7 percent per annum, which is higher than the population growth rate of 3.2 per cent. Uganda's unemployment rate stands at 4.2 per cent and youth unemployment rate stands at 4.7 per cent, much higher than the national one (UNHS, 2009/10). Unemployment is

¹ World Bank, 2013

higher amongst females than amongst men, at 5.1 per cent against 3.1 per cent respectively (2009)². However, the official record on the unemployment rate in Uganda was 3.6 per cent in 2009/10³ having changed from 3.2 per cent in 2003 and 1.9 per cent in 2006. In its discussions with social partners, the ILO found out that even the latest rate of unemployment in Uganda does not reflect the reality of the problem on the ground. Instead, the scarcity of job opportunities has led to rural urban migration, high competition in the labour market and the emergence of a bulging underemployed and unproductive work force of young men and women. Moreover, livelihoods in Uganda are characterized by underemployment, informality, high rates of working poverty which disproportionately affect the youth. A large number of people are simply forced to take up employment in the informal economy that provides low skilled poorly remunerated, hazardous and precarious jobs with almost no access to social protection.

These general trends must be examined against important key labour market features. The population of youth (18-30 years) in Uganda's labour force has grown from 4.2 million 2005/06 to 5.5 million in 2009/2010 and it is estimated that it will increase by 9.5 million by 2015. The agriculture sector employs a high and apparently rising proportion (about 69.4 per cent) of the economically active population and absorbs about 40 percent of the annual growth in the labour force (UNHS 2009/10). Women are the backbone of agriculture production in the country, accounting for the majority of the agricultural labour force (58 per cent of an estimated 7.3 workers according to the Gender Productivity Survey.) In an environment where very few productive jobs are being created amidst a rapidly growing population, low absorption of newcomers in the labour market further exacerbates this decent work deficit.

Moreover, approximately 3.5 million people were engaged in informal businesses including non-crop agriculture.⁴ Agricultural and fishing sectors cater to almost 70 per cent of the Ugandan workforce. The non-farm informal sector, which comprises mainly of micro-enterprises, own account workers and unpaid family workers, who mainly comprise of women, has declined in recent years, but it still accounts for 18 percent of total employment, and 58 percent of the non-agricultural employment. Overall, almost 79 per cent of people in the labour force are self-employed while 86 percent of the wage employees are hired as temporary workers.

Employment opportunities, particularly in value added sectors have been hampered by mismatch and/or limited skilled human capital and lower rates of labour productivity. It is estimated that approximately 30 per cent of the work force are functionally illiterate⁵ while only 1.9 per cent of workers have a tertiary level education. Among new entrants in the labour market only 7 per cent which equals 30,000 out of a total of 390,000 persons have a formal degree or certificate. These shortcomings become

² ILO, Key Indicators of the Labour Market Database

³ As based on the International definition measure of unemployment

⁴ Uganda National Household Survey Report 2009/2010

⁵ UNHS 2009/2010 Underemployment is related to a situation when a person's employment is inadequate in terms of hours of work, income earnings, productivity and use of skills, and the person is looking for better or additional work in conformity with his/her education and skills.

much more pronounced if examined from the gender perspective. Almost 68 per cent of the females in the labour force have not completed their primary level education⁶. Lack of technical skills also makes it harder for people to find jobs. Approximately 28 per cent of the work force had acquired a trade or skill while a small number of them (6 per cent) were categorized as professionals.

2.3 Social Protection Situation

Social protection is widely acknowledged to contribute to economic growth by raising labour productivity and enhancing social stability. Addressing issues of socio-economic vulnerabilities require protection of fundamental principles and rights at work that exclude child labour, forced labour, stigma and discrimination and allow for organization, voice and space which can enable people to become active agents in shaping their future. Equity and fair justice are a basis for inclusiveness and pre-requisites for development through promoting pro-poor growth, equitable access and utilization of resources. In Uganda, the current anti-poverty interventions and interventions to reduce risk and vulnerability have commonly targeted and benefited the “active rural farmers” or the “formal workers” thus leaving out a large segment of the population. The impact of such approach is that poor and vulnerable groups will forever be trapped into deeper poverty, which also jeopardizes government efforts in realizing the national development goals.

Perhaps it is in social security coverage and in protection against HIV/AIDS that this deficit can best be understood. Uganda has two social security schemes namely Public Pension Scheme managed by the Pensions Department of the Ministry of Public Service and the Private Social Security System managed by the National Social Security Fund (NSSF). These are governed under the Constitution of the Republic of Uganda, 2005, as amended, The Pensions Act, Cap 286, The Public Service Act Cap 303, The Municipalities and Public Authorities Provident Fund (Cap. 285), The Provident Fund (Local Governments) Act, Cap 287, Uganda Retirement Benefit Regulatory Authority Act, 2011 and the Armed Forces Act Cap 298. In addition, there are other private in-house worker’s schemes run by private companies, such as Bank of Uganda, Stanbic Bank, Makerere University alongside their NSSF contribution. The problem manifests itself in the disjointed nature of different provisions on pensions and social security laws that continue to make it difficult to implement and enforce such provisions. Moreover, the social security framework only covers workers in the formal sector employment and is silent about the private, self employed, and people working in the informal sector, who account for the bulk of the labour force. According to the UBOS 2010, only about 4.8 per cent are employed in the formal sector, with about 95% employed in the private/self-employed and informal sector.

The foregoing cannot be divorced from the governance structures of social security/protection schemes that have more often than not been a contentious issue, especially between the government and the social partners. The workers have been

⁶ The National Employment Policy, April 2010

adamant in their claim to have a greater say in the administration of these schemes as it is their contributions that are the subject of contention as to the government ministry responsible for the schemes; currently the NSSF is under the Ministry of Finance and not under Ministry responsible for Labour, where it would have been expected to be. The same is argued with respect to other social security and pension schemes in which representation of the contributors in the governance structures leaves much to be desired. It is in this context that ratification of Convention 102 on Social Security is seen as a catalyst that would lead towards improved social security services, as well as governance.

Moreover, Uganda continues to experience a severe HIV pandemic with approximately 124,000 new HIV infections in 2009⁷. The 2005 Uganda HIV/AIDS Sero-Behavioural Survey (UHSBS, MOH/ORC Macro, 2006) established that HIV prevalence was higher in women compared to men and that it increased with age until it reaches a peak, which for women is attained at ages 30-34 (12 per cent) and for men at ages 35-44 (9 per cent). The face of the HIV epidemic in the country has evolved over the years. At its peak during the 1980s and 90s, HIV prevalence and incidence disproportionately affected young individuals with peak HIV prevalence among young men (25-30 years) and women (20-24 yrs). However, at the moment it is seen that the peaks are among individuals at least 10 years older. In addition, the majority of new HIV infections during the 1980s and 1990s predominantly occurred among young unmarried individuals, driven mainly by unprotected casual sex. This has since evolved with HIV transmission occurring mainly among older individuals in long standing relationships. The 2004-05 AIDS Indicator Survey revealed that 57 per cent of HIV-infected individuals had uninfected partners and previous studies have also indicated that non-infected individuals in HIV-discordant relationships have a 10 to 12 times increased risk of HIV than other individuals in the general population.

Despite taking various measures to deal with medical aspects of HIV/AIDS, human rights abuses and limited legal services/assistance are fuelling the epidemic: several forms of stigma and discrimination, including barriers to employment, amongst other areas of concern, violations of the right to medical privacy and compulsory HIV testing continue unabated and require a comprehensive and integrated response⁸.

One of the contingencies to be addressed by social protection is maternity protection. In 2000, the International Labour Organization adopted the new Maternity Protection Convention (C183), prompting the formation of a National Steering Committee in Uganda to advocate for increasing the duration of maternity leave and extending maternity leave benefits to all working women. Legislative amendments culminated with the enactment of the Employment Act that provides job protection and maternity leave for all employed women. In contrast with the principles of the

⁷Kirungi.W, Bukuluki P, Report of the Review of the Magnitude and Dynamics of the HIV Epidemic and existing HIV Prevention Policies and Programmes in Uganda

⁸ OSIEA report at www.irinnews.org/report/80471

convention, the legislation does not apply to women who work in the informal agricultural sector, yet these women represent the largest proportion of working women.

2.4 Status of Social Dialogue

The Ministry of Gender, Labour and Social Development (MGLSD), is the lead Ministry responsible for labour administration in the country. The political head of the current MGLSD is a Cabinet Minister assisted by four Ministers of State responsible for Gender and Culture, Disability and Elderly Affairs, Youth and Children Affairs, and Labour, Employment and Occupational Safety, respectively. At the administrative level, there is a Permanent Secretary who is the Chief Executive and Accounting Officer of the Ministry. She is supported by three Directors and ten Heads of Department. In addition, the Ministry has administrative and policy units that support the technical Directorates and other related agencies and bodies which fall under its political mandate.

The Federation of Uganda Employers (FUE) was established in 1958 as a national representative body for protecting employers' interests in the public and private sector. The membership of the FUE is drawn from all sectors of industry and includes public and private companies, multi-national companies, training institutions, medical service providers, sectoral associations and NGOs. This enables FUE to draw lessons and experiences from a wide network. Current membership stands at over 300 member institutions with a reach of over 4,000 indirect members that fall under the auspices of member Sectoral Associations. The Federation has established three Regional Offices and is active in some 21 districts. FUE activities have been guided by a series of Strategic Plans, with the current fourth Plan covering the period 2009-2013.

Two trade union federations exist, the National Organisation of Trade Unions (NOTU) and the Central Organization of Free Trade Unions (COFTU), who used to be rivals. In 2012, relations between the two have improved considerably and NOTU and COFTU are working close together in developing joint actions and positions. These non-profit labour organizations represent millions of Ugandan workers, working with labour unions and community groups in all districts of Uganda. These Federations receive support for their activities through subscriptions by labour union affiliates, donations from international and national organizations. NOTU's and COFTU's vision is to build a strong service oriented self-sustaining labour organization through management of viable affiliated unions and to achieve a dynamic employment environment; facilitating the enactment and surveillance of acceptable labour laws/standards and employment policies for sustainable human and trade union rights. They also seek to build strong, service-oriented self-sustaining labour organizations through the management of viable affiliated labour unions and to achieve a dynamic employment environment facilitating the enactment and surveillance of acceptable labour laws/standards and employment policies for sustainable human and trade union rights of all working people in Uganda.

Statutory bodies have been established to harness social dialogue and tripartism as conduits through which sound industrial relations and productivity are being pursued. These bodies include the Labour Advisory Board, the Medical Arbitration Board,

Occupational Safety and Health Board and the Industrial Court; unfortunately it is only the Medical Arbitration Board that is fully functional. Members of these bodies comprise of the Ministry of Gender, Labour and Social Development (MoGLSD), National Organization of Trade Unions (NOTU), Central Organization of Free Trade Unions (COFTU) and the Federation of Uganda Employers (FUE). The Labour Advisory Board (LAB) was appointed in 2011 after almost a decade of no such tripartite advisory body being in existence has had no budgetary allocations committed to it to operate effectively and efficiently. As such, matters that ought to have been discussed in the LAB where from sound advice could be given to the Minister to act upon has been left to be discussed outside the established structures amongst the tripartite partners, whose capacity has been equally been put into perspective in this regard.

The capacity of the constituents to effectively and efficiently contribute to positive social dialogue and stronger tripartite relations has been wanting in recent years: the recent audit on labour administration⁹ illustrated deficiencies of a structural nature to operational amongst the constituents that impedes on the quality of articulation of the issues deliberated upon and hence impeding constructive social dialogue. In line with Convention 144 on Tripartite Consultation (International Labour Standards), it has become apparent that issues pertaining to standards and related thereto are not necessarily discussed within the ambits established by the convention and national law, hence the need for an integrated approach in resuscitating those statutory consultative bodies, as well as adding value to the discussions taking place around the subject matter.

2.5 Fundamental rights (and standards) at work

Uganda has ratified all the Fundamental Conventions and has domesticated them into the legal and regulatory framework governing labour relations. As may be extracted from comments of the ILO's supervisory body on the application of standards regarding Uganda's track record of applying the standards embodied in the fundamental conventions, application of the law vis the standards has not always been satisfactory. Violations of principles of freedom of association, collective bargaining, discrimination in employment, child labour, to name a few, have been reported as prevalent by, in some instances, the social partners themselves and have called upon the government through the labour inspectorate for corrective measure. Whatever corrective measures have been difficult to monitor due to the fact that with the decentralization of Labour Department's functions, local administrative officers have assumed the role of labour officers; with hardly any expertise or experience in labour administration, it has made the settling of disputes the more difficult if not impossible to improve compliance with labour law. There is a need to strengthen this component of labour administration.

There is also a backlog of conventions that are yet to be submitted to the competent authority for consideration of ratification or otherwise, which is an ILO constitutional obligation. The successful application of the fundamental conventions

⁹ Undertaken by ILO in 2011 and report submitted in October 2012

hinges upon an effective labour administration and inspection system, hence the two are inseparable. Poor labour administration structures to monitor application of the law, enforce the law in which the fundamental conventions are integrated make it essential for the same to function effectively and efficiently.

3. NATIONAL RESPONSE TO DEVELOPMENT CHALLENGES

Uganda has made good progress towards achieving some of the targets set out in its Poverty Eradication Action Plan (PEAP) and the MDGs. PEAP implementation reduced poverty from 44 percent in 1997/1998 to 31 percent in 2005/2006 although regional inequalities remain. Net primary enrolment is above 84 percent, so achievement of MDG 2 (universal primary education) is possible, though drop-out rates are high and the average quality of education is poor.

The Ugandan government together with civil society organizations has applied several national and local strategies to reduce youth unemployment. Some of the strategies by government include the “*Entadikwa*” Scheme, the Youth Entrepreneurship Scheme and the government sponsored youth training programs through Enterprise Uganda. Whereas Government has of late concentrated on establishing youth funds and entrepreneurship skills training, CSOs and particularly NGOs have focused on self-reliance. The National Employment Policy for Uganda provides emphasis on the issue of youth unemployment. In particular, it is stated that the youth should be instilled with among others, a positive work culture, commitment and dedication to work including discipline, career guidance and counseling and imparting of skills to enable them become relevant to the current needs of the labour market and employment creation. The most recent intervention by the Ugandan government to address youth unemployment is a partnership with Kreditanstalt Für Wiederaufbau (KfW) a German development agency/bank together with some local Ugandan banks that set up a joint youth venture capital fund of approximately US\$9.6 million and passed it in the 2011/12 national budget.

With regard to the social protection, the Expanding Social Protection (ESP) Programme was established to accelerate direct Income Support programmes; aimed at ensuring regular and small transfers of money to individuals or households that provide a minimum level of income security. The Senior Citizens Grants and Vulnerable Family Grants, being piloted by the ESP are examples of Direct Income Support programmes. Migrant workers, being a vulnerable group, have been accorded some means of protection with the enactment of the Employment (Recruitment of Ugandan Migrant Workers Abroad) Regulations, 2005, that is still yet to be fully rolled out to private employment agencies recruiting and sending nationals abroad to work. Although its objectives remain sound, it lacks proper monitoring in implementation as to the kind of protection that Ugandan migrant workers are afforded once they leave the confines of national borders. With regard to HIV/AIDS, the national response has reversed the trend of the epidemic by almost 50 percent in some areas.¹⁰ HIV infection prevalence rates

¹⁰ <http://www.ncbi.nlm.nih.gov/pmc/articles/PMC2141582/#R5>

from the major sentinel surveillance sites in different parts of the country have continued to show declining trends. As part of the national response a national workplace HIV/AIDS policy was adopted that emphasizes the importance of promoting and protecting human rights, participation of people living with HIV/AIDS, gender equality as well as prevention, care, support and treatment as the major tools to be used in addressing the impact of HIV/AIDS in the world of work. It will guide the overall response to HIV/AIDS in the world of work in Uganda.

A new overarching national development framework, the National Development Plan (NDP) 2011-2015, was adopted. It lays out the medium term national development objectives and provides a frame of reference for all the national and international development partners. The NDP has articulated “*Growth, Employment and Prosperity*” as a national priority. The interdependence between the three critical elements of development has been very well captured in this theme. The plan calls for a paradigm shift that places productive employment as central in achieving the vision of transforming Uganda into a modern economy.

The NDP builds on the Poverty Eradication Action Plans (PEAP) which articulated a pro-poor approach to improve social outcomes and address the multi-dimensional nature of poverty. Over the period of its existence, the PEAP made a strong contribution to poverty reduction in the country, helped manage macroeconomic stability and hence laid the foundations for further strengthening economic growth. It has been argued that there was less focus on a sustainable growth model in the PEAPs which is necessary to produce high growth rates, spur employment creation, and generate more revenues for the government in order to be less reliant on development aid. The NDP focuses on all of the three key decent work deficits in Uganda. As its core strategy, the NDP, calls for creating employment, raising average per capita income levels, aligns the labour force to sector priorities and plans, improving human resources, and in all of this ensuring gender equality. The NDP prioritizes investments in physical infrastructure, human resource development through better education and skills development, quality health services, and improved water and sanitation facilities for people.

To complement the NDP the United Nations Country team in Uganda adopted its Development Assistance Framework (UNDAF) aimed at supporting capacity to deliver on the National Development Plan, with a focus on Equity and Inclusion, Peace and Recovery, Population and Sustainable Growth. UN is supporting national efforts and capacities for ensuring that the growth, prosperity and social transformation envisaged in the National Development Plan will be equitable, inclusive and sustainable and will contribute to further integrating population dynamics and climate change concerns into the development process, thus accelerating progress towards reaching the MDGs nationwide and deepening peace, recovery and development

Within the ambits of the National Development Plan, in October 2010, Uganda adopted the National Employment Policy (NEP) which provides a guiding framework for all agencies and institutions to create conditions for decent employment. Youth employment features prominently in the NEP. The NEP builds on the national

development plan by underlining key policy actions needed for increasing productivity, competitiveness and employability of the labour force, especially among the youth. A programme of action is being developed to implement the NEP. Moreover, Uganda is a member of the Youth Employment Network (YEN) and is in the process of finalizing a National Action Plan on Youth Employment (NAP). The NAP specifically outlines strategies and actions needed for engaging young people in gainful employment, equipping them with entrepreneurship skills and attitudes, and to increase their participation in local governance and decision making processes.

4. DEVELOPMENT COOPERATION

Development cooperation, with a stronger sense of common purpose among participants, has a potential to meet many, if not all, of the global challenges, including decent work deficits. In the last two decades, the Official Development Assistance (ODA) for Uganda has increased significantly from USD 192 million in 1992 to USD 1.7 billion in 2009. A significant part of the Government budget (29 percent) is funded through ODA. In 2006, Uganda also had USD 3.7 billion of its external debt written off, thus potentially creating more fiscal space for the Government. There are more than 40 bilateral and multilateral agencies supporting Uganda, but out of these three development partners provide more than half of the ODA. Almost 60 percent of the ODA is allocated for social sectors such as health, population and education.

International assistance for Uganda has been delivered under the framework of Partnership Principles for Development Partners, which is currently being updated in the form of a Partnership Policy. The National Development Plan (NDP) sets the country priorities, strategic development framework, and financing options. It is expected that the Partnership Policy will define the terms of engagement for the development partners with an aim to improve aid effectiveness, align external assistance to national priorities and enhance national ownership and mutual accountability. In 2009, the Government and several development partners also agreed to work under the Joint Budget Support Framework (JBSF) to improve direct budget support mechanisms, predictability, and reduce transaction costs. In terms of coordination, the Local Development Partners Group (LDPG) serves as the main interface between the Government and development partners in Uganda. There are also various forums and technical working groups where development agencies share information, identify synergies across programmes, and address common areas of concern.

The UN Agencies in Uganda form a core of the development cooperation. They operate under the United Nations Development Assistance Framework (UNDAF), which is a standard country programming framework for UN to channel its assistance. The United Nations Country Management Team (UNCMT) is responsible for delivery of various programmes and projects that fall within the UNDAF. The current UNDAF cycle was approved in 2010 and will remain in effect until 2014. The UNDAF for Uganda is closely aligned with the NDP development objectives, priorities, and aims to further

promote national ownership and delivery of results. The three UNDAF priorities, taken together address each of the three decent work deficits. For example, the governance and human rights outcome is directly linked to the social dialogue deficit. Moreover, the sustainable livelihood includes the element of enhancing the availability and quality of gainful employment, while the third UNDAF outcome on quality of basic services focuses on, among other things, enhancing human capital development, including skills development.

UN programmes that have addressed decent work in the past include the UN Joint Programme on Population (UNJPP), designed in 2010 to better respond to population dynamics in the country. The ILO is the lead agency in UN responsible for the outcome on “access of the youth to competitive skills building opportunities increased for sustainable livelihoods”. Under the UN Joint Programme of Support on AIDS framework, the ILO is the lead agency for the HIV/AIDS workplace response. ILO has supported the development of a national policy framework on HIV/AIDS and the world of work, including a national plan of action on HIV/AIDS and the world of work.

5. ILO PAST EXPERIENCE IN IMPLEMENTING DWCPs IN UGANDA

The ILO Office in Uganda has been an active partner in the development of key national policy instruments supportive of the Decent Work Agenda and poverty reduction in the country. The first Decent Work Country Programme (DWCP: 2006-2010) is already incorporated in the UNDAF outcomes. The next generation DWCP for Uganda is thus an opportunity to further build on the UNDAF and to develop more joint UN initiatives in the spirit of Delivering as One (DaO). As part of this DWCP, the ILO is implementing several technical assistance programmes in close cooperation with the government and its social partners. These include ILO’s International Programme on the Elimination of Child Labour (IPEC) created with the overall goal of the progressive elimination of child labour. Under it, a Project of Support for the Preparatory Phase of the Uganda National Action Plan for the Elimination of Child Labour, (SNAP) 2009-2012) is implemented in collaboration with the Ministry of Labour. IPEC has also started closer collaboration with the Ministry of Education and Sports (MoES) through the implementation of the Dutch funded Education and Child Labour project (2010-2013).

Moreover, through Challenge Fund mechanism of Cooperative Facility for Africa programme (Coop^{AFRICA}), the ILO has supported 28 cooperative organizations (incl. workers’ and employers’ organizations) to carry out income-generating activities for a total funding of approximately US\$1,700,000. The Youth Entrepreneurship Facility (YEF) is a collaborative partnership involving the Danish led Africa Commission, ILO and YEN. The programme has set out an ambitious agenda to spread the culture of entrepreneurship in East Africa ensuring the largest number of youth ever to come onto the labour market will have opportunities to lift themselves out of poverty and contribute to development. The programme was started in 2010 and is already working with several youth organizations.

Ultimately, the impact of the DWCP depends on the effectiveness of ILO's partnership with its constituents. A larger impact is expected as more and more constituents display ownership of DWCP's by actively promoting its priorities and developing their own initiatives, in support of these priorities. In the first DWCP, the Ministry of Gender, Labour and Social Development was supported to do, among other things, a policy dialogue on Decent Work for Parliamentarians, a tripartite training on Decent Work for Domestic Workers, a rapid Impact assessment of the Global Economic Crisis on Uganda, the development of the Draft National Action plan for Youth Employment, a desk review and development of a programme of action on employment and the development of guidelines for the Youth Capital Venture Fund. In addition, the Ministry of Gender, Labour and Social Development was supported in conducting a tripartite training on collective bargaining, in conducting a labour administration and Labour Audit; conducting an orientation of members on the Labour Advisory Board, and in finalizing the Industrial Relations Charter.

As for the Employers associations' effort to address decent work under the first DWCP, the ILO supported several interventions, including an awareness raising campaign to reduce child labour among employers in the Districts of Wakiso, Mbale and Rakai. The Federation of Uganda Employers (FUE) has also implemented a number of interventions towards elimination of child labour in the formal agricultural sector, construction sector and among coffee growers. FUE is a member of the National Steering Committee on child labour. The ILO has also supported the National Organization of Trade Unions (NOTU) for awareness campaigns in HIV/AIDs, child labor, child domestic workers and NOTU's participation in the Constitutional Amendment of 2012.

In working with its constituents in implementing the first DWCP, the ILO learned a number of lessons, three of which clearly stand out and warrant the ILO, and the constituents' serious attention, namely: (1) the need for involvement of high-level political leadership in the formulation, as well as implementation of the DWCP. Not only does political buy-in into the DWA and the DWCP gives the programme a push but also augurs well with the principles enshrined in the Paris, Doha and Accra Declarations on Aid Effectiveness of ownership and leadership remaining in the hands of national development partners. (2) Ensuring that interventions and actions emanating from the programme are hinged upon structures already in place, from enterprise level, sectoral to national levels. This will almost guarantee sustainability and continuity, and will strengthen those structures in the process. (3) The essence and need to document success stories, as well as lessons learned in the implementation of DWCP as future guidelines for accomplishing the same.

6. COUNTRY PROGRAMME PRIORITIES

The development of the next generation DWCP has entailed extensive consultations between ILO and its constituents, various government agencies, UN Agencies and other development partners in the country. Through these consultations, numerous challenges and problems have been identified that are contributing towards

decent work deficits in Uganda. Tripartite Task teams were set up to design the DWCP, which identifies the key priorities as greater adherence to labour standards, promoting youth employment, and assistance for putting in place social protection schemes for the poor and the most vulnerable in the society.

Priority 1: Improved labour administration and adherence to fundamental rights and labour standards

Having also been identified in the NDP, strengthening labour administration and its institutions is expected to entail establishing a minimum wage for decent income, strengthening the industrial court to adjudicate labour disputes, strengthening labour administration and compliance with labour standards; development, review and implementation of labour laws; and strengthening of social dialogue and tripartism through the implementation of the Tripartite Charter. The successful application of the fundamental rights hinges upon an effective labour administration and inspection system, and tripartite consultative mechanisms within which to dialogue amongst the constituents, hence the two are inseparable. Poor labour administration structures to monitor application of the law, enforce the law in which the fundamental rights are integrated make it essential for the same to function effectively and efficiently.

Priority 2: Promotion of youth employment

The DWCP aims to support this by enhancing the employment-creation content in public sectors programmes and budgets. Alongside this, the focus will also be on building on the ongoing work and take a broader approach in capacity development and skills development by helping national partners to design strategies, build systems, implementation planning and training of personnel for productivity enhancement. This endeavor will be complemented by assistance to national institutions in providing better services to young people to enhance their chances of finding wage employment and engage in enterprise development. Besides lack of skills and key attributes, young people face job search constraints such lack of regular access to information about job openings or inadequate ability to communicate skills to potential employers. Whenever youth want to engage in starting their own businesses, they face challenges accessing productive resources and business networks. Moreover, the prevalent social norms also seem to discourage young people from learning vocational skills or starting their own enterprises.

Priority 3: Improved social protection for formal and informal sector workers

With a view to address poverty in all its manifestations in Uganda that is the lack of access to equal opportunities, inequitable distribution of resources, and the

marginalization and disempowerment of certain groups¹¹, including protection of their human rights, this DWCP priority on social protection will strengthen ongoing public and private initiatives that provide income or consumption transfers to the poor, protect the vulnerable against livelihood risks, and enhance the social status and rights of the non-targeted and marginalized. This will entail enhancing governance structures of existing social security schemes based on Convention 102; to expand social security coverage, albeit on an incremental basis, to vulnerable workers usually excluded from social security and social protection schemes e.g. informal economy workers. Maternity protection will be particularly promoted owing to the statistical figures of women working in the informal economy who are not covered by the regulatory framework.

Although great strides have been achieved in the national response to curtailing the prevalence of HIV/AIDS and mitigating its impact at the workplace, some of the epidemic's manifestations, such as discrimination have been evasive and therefore difficult to combat especially in the informal economy where the majority of workers earn a living. Due to its nature, the informal economy has borne the brunt of the negative impact on the workplace and workforce. Interventions to mitigate HIV/AIDS in the informal economy will be aimed at building upon earlier pilot projects executed in the same area and will be upscaled, hinged upon ILO Recommendation 200.

7. COUNTRY PROGRAMME OUTCOMES, INDICATORS, OUTPUTS AND STRATEGIES

Priority 1: Improved labour administration and adherence to fundamental rights and labour standards

Outcome 1.1: Compliance with labour law has improved

Indicators: (a) Number of labour compliance orders issued by labour inspectorate
(b) Number of labour disputes settled through mediation

Outputs (1) Workplace inspections conducted
(2) Labour inspectors and social partners trained in labour and industrial relations, occupational safety and health
(3) Awareness on national and international labour standards increased

Strategy:

A core strategy of the DWCP is to increase dissemination of the labour laws, raise awareness and promote implementation and enforcement of laws and standards. The ministry responsible for labour in collaboration with the social partners and other

¹¹ Laura Nyirinkindi. (2007) Economic and Social Rights, Service Delivery and Local Governments in Uganda, Human Rights and Peace Centre

government line ministries will advocate and lobby for recruitment of more labour officers. The appointed labour officers will be provided with training to help them in carrying out labour inspections and enforcement responsibilities. This will also entail training on compiling inspection reports for purposes of monitoring and assessing progress.

The training will not be limited to government officials but will involve employers and workers, in order for them to better know their roles and responsibilities in supporting inspection of workplaces for effective compliance with labour laws. In addition to this, partnerships will be built with the media and civil society organizations to disseminate information to the general public on worker and employer rights. It is expected that having information in the public will better equip current and future workers and employers to demand and honor these rights.

Outcome 1.2: Strengthened social dialogue and tripartism

Indicators:

- (a) Frequency of setting minimum wages
- (b) Number of tripartite and/or bi-partite dialogue fora convened at national and sectorial/ enterprise levels
- (c) Number of collective bargaining agreements concluded annually
- (d) Fully functional Industrial court in place

Outputs:

- (1) Selected social dialogue structures operationalized
- (2) Minimum Wages Advisory Board appointed and functional
- (3) Tripartite dispute settlement mechanisms operational

Strategy:

In order to improve social dialogue among employers, workers and government, structures need to be made fully operational including the Tripartite Charter, in line with international labour standards. Particular attention will be given to the Labour Advisory Board and the Minimum Wages Advisory Board owing to the important role they play in labour administration. A core strategy will be to strengthen the institutional machinery through which labour disputes can be resolved. For effective social dialogue among employers, workers and government, specific tailor made training will be conducted to enhance their capacities in engaging in dialogue, be it in mediation, negotiation and/ or arbitration.

Outcome 1.3: Enhanced labour productivity

Indicators:

- (a) Incremental productivity increase over specific periods/timelines
- (b) Number of production targets made by manufacturers over set periods of time
- (c) Productivity reports compiled, processed findings shared publicly

Outputs:

- (1) National labour productivity framework in place
- (2) Labour Productivity division strengthened and functional
- (3) Knowledge sharing on productivity enhanced

(4) Labour productivity package developed and piloted

Strategy:

To address low productivity in employment, the main interventions will include research, advocacy, raising awareness and promoting new management practices that will improve employee productivity. In line with the government's initiative to increase IT utility, the DWCP will take advantage of promoting IT to improve operational efficiency and increases productivity, paving the way to growth.

Comparative studies will be undertaken in various sectors as well as building partnerships with other countries where labour productivity is high and which have gone through similar phases of development in the past. Awareness rising is expected to change the attitudes of the population towards work and productivity. Moreover, advocacy efforts will be geared towards the development of a national productivity policy and national indicators will be developed to measure productivity.

Priority 2: Promotion of youth employment**Outcome 2.1: Youth employment placed at the centre of policies and programmes**

Indicators: (a) Number of development policies, plans and programmes incorporating goals for addressing youth employment
(b) Number of youth accessing employment opportunities created through selected sectoral policies (agriculture, infrastructure, trade, etc)

Outputs: (1) Improved capacity for mainstreaming youth employment
(2) Enabling business environment for enterprise development strengthened
(3) Improved working standards of youth employment intensive programmes

Strategy:

The DWCP aims to place employment, particularly youth employment, at the centre of future development plans and programmes, and to attract adequate resources for implementation. This will be achieved through use of analytical tools to identify ways of incorporating employment enhancing strategies in sector programmes and budgets. In particular, the CEB toolkit for mainstreaming decent work will be the conduit through which employment will be mainstreamed into national development policies and programmes.

Owing to the fact that unemployment is highest amongst youth more than any other group, particular focus will be on developing programmes that will create more opportunities for youth to engage in income generating activities through wage employment or through self-employment. The DWCP also focuses on supporting the development of small enterprises, which can provide an avenue for job creation for young

people. Starting their own businesses, not only helps youth to create jobs for themselves but their enterprises can also absorb other young people as well, who are looking for work. The DWCP will provide strategic support to improve the service provision for youth owned enterprises, which will include guidance in formalizing their businesses, technical support in management of businesses, advice and linkages to financial institutions.

The DWCP aims to undertake analytical work and provide concrete tools and inputs in programme designs that can include employment intensive work for youth. Greater attention will be given to those programmes and sectors that can stimulate rural livelihoods.

Outcome 2.2: Youth employability increased

Indicators:

- (a) Number of youth (national definition) in formal wage employment
- (b) Number of young men and women graduating from vocational schools employed
- (c) Number of young women and men trained in new skills annually.
- (d) Number of courses revised/introduced to increase vocational skills that meet market demands

Outputs:

- (1) Gender disaggregated labour market information system established
- (2) Strengthened school to work transition and entrepreneurship initiatives
- (3) Selected BTVET and other relevant institutions capacitated to deliver demand-driven skills and technical training programmes

Strategy:

The DWCP will support implementation of the National Employment Policy in ensuring the establishment of a labour market information system that will avail reliable and timely data for proper planning purposes. Without this information, it difficult to monitor employment trends and to design appropriate policies, programmes and interventions targeting youth.

Furthermore, the DWCP will aim to assist in tailoring the education and training curriculum to focus on providing requisite skills and competences, which can enhance the employability of youth in the labor market. The Vocational Education and Skills Training system in the country has limited coverage and in general, the courses offered focus on a narrow range of occupations. The approach is supply driven without taking into account market demand and changes in the economy.

The DWCP will seek to build upon MSE policy for micro and small enterprise capacity development, such as strengthening the regulatory framework for Micro Finance Institutions (MFIs) to regularize their operations and expand their reach on a countrywide basis. This will help to complement the Government policy that aims to increase productivity in agriculture, shift excess labour from agriculture to non-farm activities,

reduce the costs of doing business for entrepreneurs, expand the formal private sector particularly in manufacturing and services, and improve incomes of MSE operators.

The DWCP will provide targeted technical assistance to strengthen gender-sensitive vocational education and training. There has been a significant growth in the financial, hospitality, communication, mining, and oil sectors and these sectors will be targeted to identify skills that may be needed. Promoting demand driven training programmes will require greater involvement of the private sector, civil society, and other stakeholders

Priority 3: Improved social protection for formal and informal sector workers

Outcome 3.1: Improved governance of social security schemes

Indicators: (a) Number of workers and employers representatives as members of social security governing boards
(b) Number of internationally recognized contingencies covered by current social security schemes
(c) Social protection policy in place

Outputs: (1) Draft Social security policy framework prepared
(2) Enhanced institutional capacity to manage and deliver social security services

Strategy:

The increased level of involvement of workers and employers in the design and governance of social security schemes is one of the aims of DWCP II. Towards that end, technical support will be provided for putting in place an institutional framework, and an operational plan to help regulate the social security schemes in the country. Such a plan is envisioned to include policy dialogue, strategic planning, institutional capacity building, as well as knowledge sharing.

In line with expanding the social protection floor and social security coverage, through the DWCP, activities will be undertaken to promote ratification C102 on Social Security (Minimum Standards) Convention, 1952 and expanding/increasing the number of contingencies covered by law.

Outcome 3.2: Improved coverage of social protection services targeting vulnerable people

Indicators: (a) Number of workers and employers contributing towards social security funds
(b) Number of informal sector workers covered by at least one social security scheme

- (c) Number of households vulnerable to child labour covered by the Social Assistance Grant for Economic Empowerment (SAGE)
- (d) Number of informal sector work places with HIV/AIDS workplace policies and programmes

Outputs:

- (1) Institutional and community capacity to implement policy and programme for preventing and eradicating (the worst forms) of child labour strengthened
- (2) HIV/AIDS work place programmes developed and implemented in selected work places
- (3) Capacity of tripartite constituents strengthened to promote policy and programmes for people with disability
- (4) Institutional capacity of government to develop and implement gender-sensitive policy for labour migration strengthened

Strategy:

Overall, the DWCP takes cognisance of the UN Social Protection Floor, a framework commitment for minimum social protection services for vulnerable people. Guiding principles and practices will be developed for addressing socio-economic risks among vulnerable groups in Uganda. The development of policy framework will also take note of relevant international UN conventions and provisions of those conventions which have already been ratified by the Government.

Technical support will be provided to set up systems and procedures that allow vulnerable groups, in particular children, older people, people living with HIV/AIDS, and people living with disabilities, have easy access to social protection services. Such support will also include exploring ways of extending social security schemes to workers in the informal economy. With regards to migrant workers, under the auspices of the DWCP, the ILO and the constituents will collaborate with other stakeholders in strengthening the regulatory framework for both public and private employment agencies to operate with cognizance of the Multilateral Framework with a more amplified human rights approach to protect migrant workers.

Outcome 3.3: Maternity protection for working women improved

Indicators:

- (a) Convention 183 on Maternity Protection ratified
- (b) Number of Collective Bargaining Agreements (CBAs) with maternity protection provisions
- (b) Increased inclusion of maternity protection and such related matters in labour inspections

Outputs:

- (1) The ratification of ILO Convention No. (183) on Maternity Protection promoted
- (2) The domestication of Maternity Protection Convention into municipal law and practice supported

Strategy:

In view of making maternity protection a reality in Uganda, the DWCP will support a study on the scope of national laws pertaining to maternity protection, including provisions for maternal and nursing working women. The study will focus on, among other things, inconsistencies among various pieces of national legislation vis international labour standards (C183) regarding the provision of leave, cash benefits and medical benefits, and on the extent of coverage. With regards to the informal economy, analytical work and pilots will be carried out which can then feed into a national strategy to extend the maternal protection coverage to the informal economy.

The strategy will also involve raising awareness among workers, employers and the government on major health considerations, with regard to the regulation of working time and the prohibition of dangerous or unhealthy types of work during pregnancy and nursing are important to protect working pregnant mothers. A set of guidelines will be developed for advocacy, communication and programming for maternity protection in both the formal and the informal sector. The DWCP will also seek to integrate and harmonize policy provisions for maternity protection in a manner that would enhance flexibility in adoption.

8. IMPLEMENTATION AND MANAGEMENT FRAMEWORK

The DWCP will continue to have a Coordination Management Committee to oversee and guide the progress of the DWCP. The Coordination Management Committee will comprise of the Permanent Secretary (MoGLSD), Director (Labour Industrial Relations), Commissioner, Executive Director of FUE, Secretary General of COFTU and Secretary General of NOTU. The Coordination Committee will convene at least twice a year to monitor and review implementation of the DWCP.

The DWCP Implementation Committee will act as Secretariat to the Coordination Committee. It comprises of the following: Ministry of Gender Labour and Social Development; FUE; COFTU; NOTU; Ministry of Animal Industry and Fisheries; Ministry of Trade and Industry; Ministry of Education and Sports; Uganda Bureau of Statistics; Uganda Planning Authority; UNDP; UNICEF; and ILO. Observers may be invited as and when necessary. The Implementation Committee will oversee the formulation and planning of projects and activities developed within the framework of the DWCP. This will be done to ensure that activities formulated reflect constituents' priorities and are in sync with strategic plans. For each of the priorities, a Chairperson will be responsible for coordinating the implementation of the outcomes. The Implementation Committee will meet three times a year. A Secretariat comprised of two officers from the Ministry of Labour and the ILO will be established to support the functions of the various committees to undertake their work.

The Role of the ILO

The Director of the ILO Country Office (Dar es Salaam) will assume overall responsibility for managing the implementation of the Decent Work Country Programme in close consultation with the Coordination Committee of the DWCP. The Director will be supported by the Programming Unit and Technical cooperation staff to ensure that close collaboration and coordination between the Implementation Committee and the ILO leading to smooth realization of the goals set therein.

ILO Specialists, Technical Cooperation projects, Regional Office for Africa and Technical Departments in Geneva

Each priority of the DWCPs is already supported by a range of technical cooperation projects managed by National Project Coordinators, with a support structure and is supervised by the appropriate specialists in the Decent Work Support Teams (DWSTs) and the Regional Office for Africa (ROAF). The specialists work hand in hand with the relevant technical departments in Geneva and are supported administratively by the ROAF.

These structures will work in tandem to realise the components of the DWCP, hence complementing each other. The modus operandi adopted in the first DWCP served to support the constituents in pursuing the goals set, and will continue in the current cycle of the same. Project Advisory Committees will continue to ensure engagement of the constituents in project implementation and bring them closer to the focus of technical cooperation intervention.

Role of Government and the Social Partners

Government and the Social Partners will provide overall strategic guidance to the implementation and monitoring and evaluation of the DWCP through the DWCP – Implementation Committee (referred to above). The Government and the Social Partners will be consulted and will provide technical inputs in the formulation of projects and in the development of Terms of Reference for all new projects and initiatives. The partners will also participate in Ad hoc Thematic Advisory Committees when established and Project Advisory Committee meetings to provide technical and strategic guidance and to facilitate partnerships for the implementation of DWCP. Government and the Social Partners will share responsibility with the ILO to mobilize resources to fund programmes and projects, and in some cases cost-share activities and projects.

9. RESOURCE MOBILIZATION

The ILO will share the responsibility for resource mobilization with Government and the Social Partners to expedite the timely implementation of projects and activities emerging from the DWCP. To this end, resources will be mobilized from multi-lateral

donors, internal ILO funding, UNDAF (Joint Programmes) and through local cost sharing mechanisms with Government and the Social Partners, who have already committed their funds to pursue some of the priorities in the DWCP.

10. MONITORING AND EVALUATION

The Implementation Committee for the DWCP will be charged with reviewing and evaluating its implementation. The Committee will meet (as it will be agreed by its members) to review updates and reports on outcomes, outputs and activities undertaken within the framework of the DWCP. A number (14 indicators) have no baselines and hence the Implementing Committee will need to determine as an issue of priority who will be responsible for collecting them; further, the Committee will develop indicators for each output under the respective outcomes from which they are derived will collect relevant data for monitoring purposes. An updated Projects Matrix will also be presented to the Labour Advisory Board (LAB) when it is in session and has the DWCP on the agenda. The mid-term evaluation of the DWCP will be conducted in 2015, to coincide with the end of ILO Biennium Programme and Budget cycles, where after a final evaluation will be conducted in 2017, at the end of the programme period. Five percent of the cost of activities will be allocated to monitoring and evaluation.

The DWCP programme presents a roadmap for the implementation of the Decent Work Agenda in Uganda over a four year period. During this time, the DWCP will be reviewed regularly to ensure relevance to emerging development priorities during the life cycle of the programme.

ANNEX 1: LIST OF ILO ONGOING TECHNICAL COOPERATION PROGRAMMES

DESCRIPTION	KEY PARTNERS INVOLVED	DONORS
1. Africa Commission: Youth Entrepreneurship Facility	Ministry of Gender, Labour and Social Development, Microfinance Institutions, COFTU, NOTU, FUE	DANIDA
2. Women Entrepreneurship Development for East Africa	Ministry of Gender, Labour and Social Development, Microfinance Institutions, COFTU, NOTU, FUE	IRELAND
3. United Nations Joint Programme on Gender Equality	Ministry of Gender, Labour and Social Development, COFTU, NOTU, FUE	ONE UN FUND
4. United Nations Joint Programme on Population	Ministry of Gender, Labour and Social Development, COFTU, NOTU, FUE	ONE UN FUND
5. United Nations Joint Programme: Support on AIDS for Uganda	Ministry of Gender, Labour and Social Development, COFTU, NOTU, FUE	ONE UN FUND
6. Strengthening the Effective Implementation of Non-Discriminatory HIV and AIDS Policies and Practices in the workplace	Ministry of Gender, Labour and Social Development, COFTU, NOTU, FUE	ONE UN FUND
7. Support for the Preparatory Phase of the Uganda National Action Plan for Elimination of child labour	Ministry of Gender, Labour and Social Development, COFTU, NOTU, FUE	USA
8. Combating child labour through education	Ministry of Gender, Labour and Social Development, Ministry of Education and Sports, NOTU, FUE,	Government of the Netherlands

ANNEX 2: LIST OF RATIFIED ILO LABOUR CONVENTIONS

Conventions		Ratified
Member since 1963		
C11	Right of Association (Agriculture) Convention, 1921	04.06.1963
C12	Workmen's Compensation (Agriculture) Convention, 1921	04.06.1963
C17	Workmen's Compensation (Accidents) Convention, 1925	04.06.1963
C19	Equality of Treatment (Accident Compensation) Convention, 1925	04.06.1963
C26	Minimum Wage-Fixing Machinery Convention, 1928	04.06.1963
C29	Forced Labour Convention, 1930	04.06.1963
C45	Underground Work (Women) Convention, 1935	04.06.1963
C50	Recruiting of Indigenous Workers Convention, 1936	04.06.1963
C64	Contracts of Employment (Indigenous Workers) Convention, 1939	04.06.1963
C65	Penal Sanctions (Indigenous Workers) Convention, 1939	04.06.1963
C81	Labour Inspection Convention, 1947	04.06.1963
C86	Contracts of Employment (Indigenous Workers) Convention, 1947	04.06.1963
C87	Freedom of Association and Protection of the Right to Organise Convention, 1948	02.06.2005
C94	Labour Clauses (Public Contracts) Convention, 1949	04.06.1963
C95	Protection of Wages Convention, 1949	04.06.1963
C98	Right to Organise and Collective Bargaining Convention, 1949	04.06.1963
C100	Equal Remuneration Convention, 1951	02.06.2005
C105	Abolition of Forced Labour Convention, 1957	04.06.1963
C111	Discrimination (Employment and Occupation) Convention, 1958	02.06.2005
C122	Employment Policy Convention, 1964	23.06.1967
C123	Minimum Age (Underground Work) Convention, 1965	23.06.1967
C124	Medical Examination of Young Persons (Underground Work) Convention, 1965	23.06.1967
C138	Minimum Age Convention, 1973	25.03.2003
C143	Migrant Workers (Supplementary Provisions) Convention, 1975	31.03.1978
C144	Tripartite Consultation (International Labour Standards) Convention, 1976	13.01.1994
C154	Collective Bargaining Convention, 1981	27.03.1990
C158	Termination of Employment Convention, 1982	18.07.1990
C159	Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983	23.03.1990
C162	Asbestos Convention, 1986	27.03.1990
C182	Worst Forms of Child Labour Convention, 1999	07.05.2001
Ratified: 31 Conditional ratification: 0 Declared applicable: 0 Denounced: 1		