



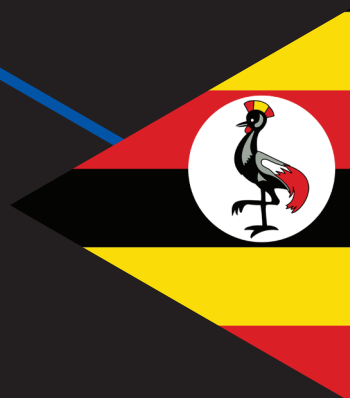
International
Labour
Organization



Better
Regional
Migration
Management



▶ REPORT ON THE ASSESSMENT OF SOURCES OF DATA ON INTERNATIONAL LABOUR MIGRATION IN UGANDA





► **REPORT ON THE ASSESSMENT OF SOURCES OF DATA ON INTERNATIONAL LABOUR MIGRATION IN UGANDA**

**BRMM Programme
ILO-Country Office for Ethiopia,
Djibouti, Somalia, Sudan and South
Sudan
Addis Ababa
ETHIOPIA**

July 2023

Copyright © International Labour Organization 2024

First published 2024

Publications of the International Labour Organization (ILO) enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to ILO Publishing (Rights and Licensing), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: rights@ilo.org. The ILO welcomes such applications.

Libraries, institutions and other users registered with a reproduction rights organization may make copies in accordance with the licences issued to them for this purpose. Visit www.ifrro.org to find the reproduction rights organization in your country.

ISBN: 9789220373163 (print), ISBN: 9789220373170 (web PDF)

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the ILO concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the ILO of the opinions expressed in them.

Reference to names of firms and commercial products and processes does not imply their endorsement by the ILO, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

Information on ILO publications and digital products can be found at: www.ilo.org/publns.

Designed in Ethiopia

► Foreword

Labour migration has gained prominence in Uganda, just as in other countries in the East and Horn of Africa. Uganda is both a country of origin as well as a country of destination for international migrants. As of 2021, Uganda was host to about 1.5 million refugees and asylum seekers, making it Africa's largest refugee hosting country. In addition to refugees and asylum seekers, Uganda is also a country of destination to other international migrants, including labour migrants. As a source country, Uganda has taken advantage of the surge in demand for labour among Middle East countries to externalise labour. Beyond the Middle East, many migrants moved to countries within the Eastern Africa region. As such, South-South migration corridors to neighbouring labour markets in search of better employment opportunities are critical to Uganda.

Comprehensive information on the volume and direction of international labour migration flows, as well as the characteristics of the international migrant workers is required to inform the development of evidence-based labour migration policy, which contributes to improving labour migration governance. Currently, many countries in the Continent do not have appropriate systems for the collection, compilation and sharing of data and information on international labour migration.

The ILO is currently implementing a UK FCDO funded project titled “Better Regional Migration Management”, which aims at strengthening the capacities of countries in East and Horn of Africa to govern labour migration by using evidence-based policies, enhancing migrant workers' qualifications and skills, and actively engaging the social partners. One of the interventions of the project aims at building the capacity of the National Statistical Offices and relevant line ministries in the production of statistics on international labour migration, and to strengthen and/or expand national programmes on labour migration statistics derived from various sources. Accordingly, the ILO produced this report on the Assessment of sources of data on International Labour Migration in Uganda. This national study maps existing data sources on labour migration and assess its quality and completeness as well as its alignment with relevant international standards. This study further identified the national data needs and priorities and collected data from several institutions including Government departments, private sector as well as international organisations.

The assessment provided information on the national data needs, the type of data currently collected by the different institutions, their data collection, management, and dissemination practices, as well as the prospects for improving data sharing in future. The study further identified challenges in the production of statistics on international labour migration and proposes remedies to the identified challenges. The study also revealed that the Uganda Bureau of Statistics and other several national institutions collect migration-related information through censuses/surveys and administrative records. However, much of the information collected from administrative records is not widely shared with other users. In many cases, the institutions lack the necessary financial resources, physical infrastructure, or statistical skills to adequately analyse the data in sufficient detail to inform national policy development or planning regarding international labour migration.

These findings provide a vital foundation for supporting the Labour Market and Migration Information System (LMMIS) in Uganda, which is under development. This will contribute to the generation of better statistics to ensure that Labour migration policies and programmes that support productive migration in East Africa are evidence based and gender sensitive, and subsequently improve the management of international labour migration to and from Uganda.

We would like to take this opportunity to extend our gratitude and appreciation to the institutions that provided the valuable information used for this report. We would also like to thank Mr. Ibrahim Kasirye (PhD), the consultant that have worked on this report. Our appreciation also goes to the Foreign, Commonwealth and Development Office (FCDO) of the United Kingdom for funding the Better Regional Migration Management, through which this data sources assessment study was conducted.

Caroline Khamati Mugalla,

Director,

ILO Country Office for the United Republic of Tanzania,
Burundi, Kenya, Rwanda and Uganda

► Executive summary

Background

International labour migration has increased greatly in the past few decades, becoming an important development issue with the potential to promote positive economic and social change in both origin and destination countries. The United Nations Department of Economic and Social Affairs (UNDESA) estimates the stock of international migrants worldwide in 2019 at 272 million, of which 245 million are of working age (aged 15 and over). In 2019, international migrants constituted 4.3 per cent of the working age population (aged 15 and over)¹.

In 2021, the International Labour Organisation (ILO) launched a Project titled “Better Regional Migration Management” in the East and Horn of Africa. The project was funded by the United Kingdom (UK) Foreign, Commonwealth & Development Office (FCDO). The focus of the project is strengthening the capacities of countries in the East and Horn of Africa to govern international labour migration by using evidence-based policies, enhancing migrant workers’ qualifications and skills, and actively engaging the social partners. The project undertook a mapping of existing national sources of data on international labour migration. The assessment revealed that Uganda has several sources of labour migration information, including the population census, the integrated labour force survey and various administrative records relating to work permits issued as well as information from declarations by travellers at international entry/exit points. The project further undertook an assessment of capacities of the institutions responsible for these main sources of international labour migration statistics, to identify existing strengths, limitations, and gaps.

Assessment of sources of labour migration statistics

Uganda has undertaken five population censuses since its independence in 1962 and plans to hold the sixth in August 2023. The most recent was the 2014 National Population and Housing Census which was undertaken under the theme ‘Counting for Planning and Improved Service Delivery’. The census collected information on migration characteristics, work characteristics and socio-demographic characteristics of the population of the country. Thus, the 2014 census is a potential source of information on international migrant workers. However, this information is not currently available in the published reports. Therefore, some extra analysis needs carried out to generate the information on international labour migration. The 2023 census will also collect information on the migration characteristics, work characteristics and socio-demographic characteristics of the total population of the country, hence it is also a potential source of information on the size and characteristics of international labour migrants.

The Uganda Bureau of Statistics (UBOS) conducts National Labour Force Surveys (NLFSs) after every five years, with the most recent having been conducted in 2021. The 2021 survey was aimed at generating high quality data on labour market indicators in Uganda. The NLFS 2021 collected information on migration characteristics, work characteristics and socio-demographic characteristics of the sampled household population. The survey also had a module on labour outflows. Therefore, it is a potential source of information on international labour migration (international migrant workers and Ugandans working outside Uganda). The main analytical report from the NLFS 2021 was published in 2022, but it did not contain information on international migrant workers. The Bureau has, therefore, started preparation of subject-specific thematic reports and it plans to publish a thematic report dedicated to international labour migration.

1. ILO 2021, ILO Global Estimates on International Migrant Workers Results and Methodology Third edition

Since its inception in 1998, the Uganda Bureau of Statistics (UBOS) has been conducting a multi-disciplinary household survey, commonly known as Uganda National Household Survey (UNHS) every three years. The UNHS series are nationally representative multi-disciplinary sample household surveys. The UNHS 2019/20 was the seventh in the series of household surveys conducted by UBOS, and it collected information on migration characteristics, work characteristics and socio-demographic characteristics of the sampled household population. Therefore, the UNHS 2019/20 is a potential source of information on international labour migration. Currently, though, information on international labour migrants is not available in the UNHS published reports.

The Manpower Survey Uganda (MAPU) 2016/17 was the first comprehensive survey on the manpower of Uganda. The survey collected information on the characteristics of Uganda's workforce in the formal and informal sectors. However, the survey collected very limited information for defining international migration. Therefore, the MAPU 2016/17 is a potential source of information on international labour migration, which can be used to compliment the other sources.

The Bank of Uganda has since 2006 partnered with The Uganda Bureau of Statistics to conduct a series of Annual Personal Transfer Surveys (APTS). The main objective of these surveys is to establish the value of cash and in-kind personal transfers received in the country in each calendar year. The APTSs also collect information on the characteristics of the transfers including channels used to remit the funds, frequency of the receipts and how the funds are used by the recipients. Thus, the APTS information is a vital supplement to available information on international labour migration.

Major challenges regarding production of labour migration statistics in Uganda

The production of migration related information has been faced with several challenges.

1. The Uganda Bureau of Statistics has never conducted a survey exclusively dedicated to migration. Therefore, migration related information is collected as a module when undertaking other surveys. Thus, the information collected varies according to the survey objectives, and classifications used are not consistent across all surveys.
2. In the case of sample household surveys, the sampling is designed to meet the primary objectives of the survey. This may not be appropriate to capture international migration which is known to be a rare event.
3. Population censuses and sample household surveys have been able collect detailed and reliable information about stock and characteristics of immigrants. However, information about the stock and characteristics of emigrants is rarely collected.

Recommendations

1. As Uganda awaits an internationally acceptable methodology for collection of data on emigrants, the Bureau should issue guidelines to be followed when collecting statistics about Ugandans living abroad and their characteristics.
2. For future migration-related statistics, there is a need to capture more detailed information about individuals who moved away from the household — especially those who were seeking employment outside the country.
3. Uganda should prioritise undertaking stand-alone Labour Force and Migration Surveys, which would take into consideration the design requirements for capturing the desired number of international labour migrants.
4. In the case of the other sample household surveys, efforts should be made to adjust the methodology to be able to capture international migrants with acceptable levels of accuracy but without losing the original objectives of the survey.
5. The Bureau should popularise the use of standard international concepts and definitions including those relating to international labour migration.
6. The Uganda Bureau of Statistics should devise a system for periodically collecting information on the 'Cost of recruitment', in line with the SDGs recommendations.
7. Government should strengthen technical capacity (numbers and skills levels) for the production and analysis of labour migration data. An in-house training and capacity building strategy should be developed for statistics units in the MDAs. Government should encourage secondment of experienced staff to units engaged in labour migration data collection.
8. Government should make deliberate efforts to inter-link the IT systems in the MDAs, without compromising the mandates of the individual institutions as well as the confidentiality of the information collected.
9. The Government should consolidate and expedite the efforts of developing the Labour Market Information Systems (LMIS), with a module on international labour migration.
10. Considering the growing importance of international migration to both the sending and receiving countries, Uganda should prioritise analysis and dissemination of information relating to Labour Migration from population censuses and surveys.
11. The data producing institutions should take advantage of the available technology to disseminate to the users the latest available information in a timely manner.
12. UBOS should operationalise its mandate to develop a data sharing protocol framework and work with government agencies to develop data sharing and access protocols.
13. Formal and regular engagement with stakeholders should be established via conferences, presentations, workshops and surveys to ensure that products meet the needs of the data users.
14. A concerted effort to create a data-use culture amongst relevant institutions is necessary to ensure that data disseminated is used for both policy and programmatic needs.
15. The Government of Uganda should mainstream the funding for statistics within the annual budgets of MDAs
16. The mapping and assessment of data sources should not be conducted concurrently. The mapping exercise should precede the assessment of the data sources.

► Table of Contents

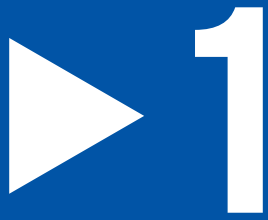
► Foreword	ii
► Executive summary	iv
► Introduction	5
► International Labour Migration in Uganda	13
► Assessment of National Population and Housing censuses	23
► Assessment of National Labour Force Surveys	33
► Assessment of the Uganda National Household Surveys	41
► Assessment of other Household/Establishment Surveys	47
► Mapping of administrative sources of data	53
► Institutional Capacity of the Uganda Bureau of Statistics	69
► Recommendations	77
► References	83

► Acronyms and abbreviations

ALFS	Annual Labour Force Survey
BoU	Bank of Uganda
BRMM	Better Regional Migration Management
CAPI	Computer Assisted Personal Interview
COBE	Census of Business Establishments
DCIC	Directorate of Citizenship and Immigration Control
EEMIS	External Employment Management Information System
FCDO	Foreign, Commonwealth & Development Office
GCM	Global Compact for Safe, Orderly and Regular Migration
ICSE	International Classification of Status in Employment
ICLS	International Convention of Labour Statisticians Change Convention to Conference
ISCED	International Standard Classification of Education
ISCO	International Standard Classification of Occupations
ISIC	International Standard Industrial Classification
ILO	International Labour Organisation
MoFPED	Ministry of Finance, Planning and Economic Development
NLFS	National Labour Force Surveys
MAPU	National Manpower Survey of Uganda
MDA	Ministry, Department or Agency
NPHC	National Population and Housing Census
NSS	National Statistics System

PRIMES	Population Registration and Identity Management Ecosystem
UBI	Uganda Business Inquiry
UBOS	Uganda Bureau of Statistics
UK	United Kingdom
ULFS	Urban Labour Force Surveys
UNHCR	United Nations High Commission for Refugees
UNHS	Uganda National Household Survey





Introduction

► Introduction

1.1. Significance of International Labour migration

The term International Labour Migration is used as a generic term to refer, in general, to concepts related to the process and outcome of international labour migration. In particular, it covers two main components for which internationally agreed definitions to generate statistics are provided by the 20th International Convention of Labour Statisticians (ICLS-20) Guidelines and one component for which there is currently no internationally agreed statistical definition. The ICLS definitions cover International migrant workers, For-work international migrants, and Return international migrant workers but does not cover emigrant workers.

Box 1.1: Main components of international labour migration

International migrant workers - all persons of working age present in the country of measurement who are in one of the following two categories:

- Usual residents: international migrants who, during a specified reference period, were in the labour force of the country of their usual residence, either in employment or in unemployment.
- Not usual residents, or non-resident foreign workers: persons who, during a specified reference period, were not usual residents of the country but were present in the country and had labour attachment to the country, i.e. were either in employment supplying labour to resident producer units of that country or were seeking employment in that country.

For-work international migrants - all international migrants covering the category as well as not usual residents, who entered the country of measurement during a specific reference period for the purpose of undertaking or seeking employment and whose intention was documented or declared at the time of entry to the country.

Return international migrant workers - all current residents of the country who were previously international migrant workers in another country or countries.

Labour migration is a source of employment and livelihoods for millions of international migrant workers worldwide. International migration in the East and Horn of Africa is a complex and multi-faceted phenomenon. The flows of people in, between and from countries in the region is best characterised as mixed migration flows that encompass refugees, asylum-seekers, and migrant workers.

International labour migration can be a vehicle for responding timely and effectively to labour supply and demand needs, for stimulating innovation and development, as well as for transferring and updating skills. Therefore, there is a need to respond equitably to the interests of countries of origin and countries of destination, as well as to the interests of migrant workers. In response to this, the United Nations member states adopted The Global Compact for Safe, Orderly and Regular Migration (GCM) in 2018.

This Global Compact expresses a collective commitment to improving cooperation on international migration. It presents a significant opportunity to improve the governance of migration, to address the challenges associated with migration, and to strengthen the contribution of migrants and migration to sustainable development. Specifically, the GCM is designed to:

- Support international cooperation on the governance of international migration;
- Provide a comprehensive menu of options for states from which they can select policy options to address some of the most pressing issues around international migration; and
- Give states the space and flexibility to pursue implementation based on their own migration realities and capacities.

The GCM has 23 objectives. Objective 1 urges member states to 'Collect and utilise accurate and disaggregated data for evidence-based policies, while objective 6 aims to 'Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work'.

The stock of international migrants worldwide was estimated at 272 million in 2019, of which 245 million were of working age (aged 15 and over). The international migrants constituted 4.3 per cent of the working age population (aged 15 and over)².

The migrant population constitutes a very small proportion of the world's population, meaning that the majority of people do not migrate across international borders. However, much larger numbers migrate within countries³. People migrate internationally for education, work, and family related reasons. Other people leave their homes and countries for a range of compelling and sometimes tragic reasons, such as conflict, persecution and disaster. Migrants who have been forcefully displaced, such as refugees and internally displaced persons (IDPs), comprise a relatively small per centage of all migrants, but they are often the most in need of assistance and support, including integration in the labour markets in destination countries.

The East and Horn of Africa sub-region hosted the largest share of the total migrant population in Africa, with approximately 7.7 million international migrants in 2020. Most of these migrants (72 per cent) were of working age (15 years and older), with men accounting for 53 per cent. This flow has put a strain on governments in the region as they struggle to cope with the large number of migrants crossing their borders and moving through their countries. The men, women and children making up these migrant flows frequently resort to unsafe modes of transportation and smuggling networks during their journey, exposing themselves to injury, violence, detention, exploitation and abuse.

1.2. Data needs and priorities for international labour migration statistics

The formulation of sound policies requires reliable data. However, the international community has been concerned for some time about the gaps in data on international labour migration for evidenced-based decision making. The governments have been urged to regularly collect, compile and disseminate the information on cross border movements of people and their situation in the host countries, including their labour market integration, in an internationally comparable manner.

The GCM emphasises the need to strengthen the global evidence base on international migration by improving and investing in the collection, analysis, and dissemination of accurate, reliable, and comparable data. The GCM further commits on behalf of the member states to review existing recruitment mechanisms to guarantee that they are fair and ethical, and to protect all migrant workers against all forms of exploitation and abuse in order to guarantee decent work and maximise the socioeconomic contributions of migrants in both their countries of origin and destination.

² ILO 2021, ILO Global Estimates on International Migrant Workers Results and Methodology Third edition

³ These estimates relate to migrant populations, rather than movement events.

The 20th International Conference of Labour Statisticians (ICLS-20) guidelines on international labour migration statistics recommends that the items of data collection with respect to international labour migration should provide comprehensive information for the various users of the statistics of international labour migration, taking into account specific national needs and circumstances. The information should cover data on the numbers of international migrant workers involved (international migrant workers, for-work international migrants and return international migrant workers), their socio-demographic characteristics and their employment patterns. The types of information recommended to be collected are listed below.

(a) Main socio-demographic characteristics:

- Sex
- Age or date of birth
- Marital status
- Level of education attained
- Type of living quarters (private household, collective or institutional household, other type of living quarters, non-residential accommodation)
- Country of birth
- Country of birth of parent(s)
- Country of citizenship
- Country of usual residence
- Country of last usual residence (or country of previous labour attachment for return international migrant workers)
- Proficiency (speaking, reading, writing) in a language of the country of labour attachment

(b) Main migration characteristics:

- Purpose of migration (declared or documented reason for first entry into the country, specifically the country of actual or intended labour attachment)
- Main reason for the last departure from the country of previous labour attachment for return international migrant workers
- Type of visa, Residence permit, Work permit
- Nature of migration - Permanent, temporary or circular
- Duration of stay: date of first entry into the country of labour attachment; and also, for return international migrant workers, date of last departure from the country
- Any restrictions in the rights to residence in the country of actual or intended labour attachment (such as concerning place of residence, duration of stay, mobility)

(c) Main work characteristics:

- Labour force status (employed, unemployed, outside the labour force)
 - Share of labour migrants in the total work force
 - Branch of economic activity
 - Occupations and skills
 - Status in employment
- Working conditions (working hours, wages, resting period, and other contractual conditions, working time, including hours usually worked, contractual hours of work, etc)
- Duration of employment in months or years
- Employment-related income

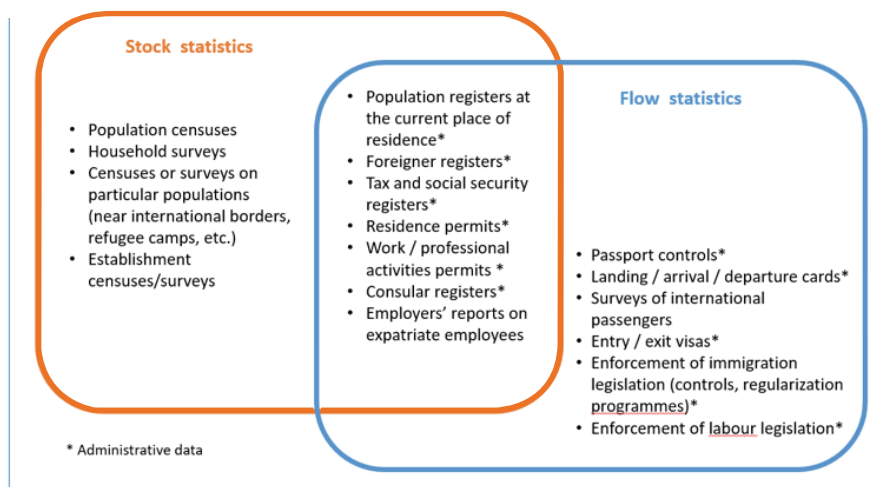
- Remittances sent outside the country of labour attachment
- Social security entitlements in the country of labour attachment
- Any restrictions of the right to employment (such as concerning undertaking or seeking work, changing employer or work performed)
- Contribution to/impact of labour migration on sending and receiving countries (labour markets, remittances, share of GDP, job creation, poverty reduction, human development etc.)
- SDG Indicator 10.7.1 Recruitment cost borne by employee as a proportion of yearly income earned in country of destination

Labour migration statistics are classified into stock or flow statistics⁴. These are required for both national development needs as well as regional and global recoding to monitor the country's progress towards attaining regional and international development targets.

The major sources of Labour migration statistics are population censuses, Labour Force Surveys, other sample household surveys, establishment censuses/surveys and administrative records. Figure 1.1 provides a listing of the sources of stock and flow statistics.

- The administrative sources record the events (international movements of persons) as and when they take place. Therefore, the administrative sources are best suited to provide information on the flows of migrants over a period of time.
- Population censuses enumerate the total population of the country. Therefore, censuses are most suited to generate information on the stocks of migrants at a particular moment in time and their characteristics at the time of enumeration.
- Sample household surveys collect information from a representative section of the population and their characteristics. Therefore, like population censuses, they are suited to produce information on the stocks of migrants at a particular moment in time and their characteristics at the time of enumeration. Since household based surveys collect information from a small proportion of the population, the sample of the survey needs to be designed such that it can generate reliable estimates of the stock of the migrant population.

Figure 1.1 provides a listing of the sources of stock and flow statistics.



⁴ Stock statistics refer to the number of migrants present in a given country at a particular point in time, while Flow statistics refer to the number of persons entering or leaving a country over a specified period.

The Uganda Bureau of Statistics Act of 1998 provides for the Uganda Bureau of Statistics (UBOS) as the '... the principal data collecting and disseminating agency responsible for coordinating, monitoring and supervising the National Statistical System'. Thus, the act gives the Bureau the mandate to play the role as a co-coordinating agency, within the National Statistical System (NSS) to ensure that quality official statistics are produced in the country. In addition to UBOS, there are other institutions in Uganda that collect and compile migration-related data from administrative records. These include Work permits (Directorate of Citizenship and Immigration Control in the Ministry of Internal Affairs), the External Employment Management Information System, the Population Registration and Identity Management Ecosystem (PRIMES) of the United Nations High Commission for Refugees (UNHCR) and the personal transfer records (Bank of Uganda).

1.3. Mapping and assessment of sources of data on international labour migration

In 2021, the International Labour Organisation (ILO) launched the 'Better Regional Migration Management (BRMM)' project funded by the United Kingdom Foreign, Commonwealth & Development Office (FCDO), whose aim is to improve the governance of labour migration in the East and Horn of Africa through a comprehensive programme of work that includes, among others, activities to strengthen the availability and quality of labour migration statistics in partner countries, National Statistical Offices (NSOs) and the relevant line ministries.

The BRMM project commissioned a national scoping study to map existing sources of data on labour migration in Uganda, and to assess their quality and completeness vis-à-vis relevant international standards and identified data needs as well as priorities. The objectives of the assessment were to:

1. carry out a national scoping study in Uganda to document the current status of labour migration (including labour migration trends and policy context),
2. map existing administrative data sources on labour migration and assess their quality and completeness vis-à-vis relevant international statistical standards and identified data priorities.
3. mapping of institutions responsible for different administrative sources of labour migration statistics and assessing existing institutional capacities,
4. Identify gaps and areas for further improvements

The institutions that were identified that collect and compile migration-related data from censuses/ surveys and administrative records are:

1. Uganda Bureau of Statistics
2. Ministry of Gender, Labour, and Social Development
3. Directorate of Citizenship and Immigration Control
4. United Nations High Commission for Refugees
5. Bank of Uganda; and
6. Uganda Investment Authority

The process was initiated with an invitation to the Uganda Bureau of Statistics, soliciting for collaboration on the labour migration project. The collaboration implied that the censuses and surveys conducted by UBOS would be among the data sources to be assessed. The request was accepted, and a Focal Person was nominated.

In preparation for the scoping study, the ILO developed standard self-administered templates which were used to map the existing data sources and assess the data gaps/needs with respect to international labour migration statistics. The tools are:

- 1) A questionnaire template for assessing population censuses (see Appendix 4.1);
- 2) A questionnaire template for assessing sample household surveys (see Appendix 4.2); and
- 3) A questionnaire template for assessment of administrative sources (see Appendix 4.3).

The information used for this assessment was gathered through a self-administered questionnaire that was sent to the UBOS in 2021⁵. The questionnaire was used to solicit information about the statistics on labour migration that can be obtained from any of the known sources, including Population censuses, Labour force surveys, other sample household surveys, Establishment census/surveys as well as administrative records.

The Focal Person used the questionnaires in identifying the possible sources of data on labour migration (migrant workers, including immigrants, emigrants, return migrants, refugees, etc) within UBOS. The Bureau was requested to complete a separate questionnaire for each data source identified i.e. a separate questionnaire was filled for the National Population and Housing Censuses (NPHCs) and a different questionnaire was filled for the Integrated labour force surveys.

With respect to the administrative sources, a national consultant was hired to map the existing administrative data sources, responsible institutions and relevant stakeholders and indicators on Labour Migration Statistics in Uganda. The consultant used a questionnaire template developed by the BRMM project (see Appendix 4.3). Because of the limited project time, the assessment of the data sources was undertaken immediately following the mapping exercise of the sources. The assessment of the data sources was limited to geographical and demographic coverage, and the extent of alignment with ICLS guidelines and other relevant international statistical standards.

This report presents the findings from the assessment of the data sources and provides recommendations based on the findings. The report is organised along the different data sources. Each chapter considers whether a given data source collects the required information on migration related characteristics, labour force related characteristics and demographic characteristics, as well as an assessment of the processes and quality of data. The last chapter provides policy recommendations based on the finding from the mapping and assessment of the data sources.

This report details the findings from institutional capacity assessments and provides recommendations based on the findings. The last chapter provides recommendations based on the findings from the mapping of data sources and their assessment.

⁵ A short training was conducted on labour migration concepts and definitions, labour migration standards and on how to complete the questionnaire.





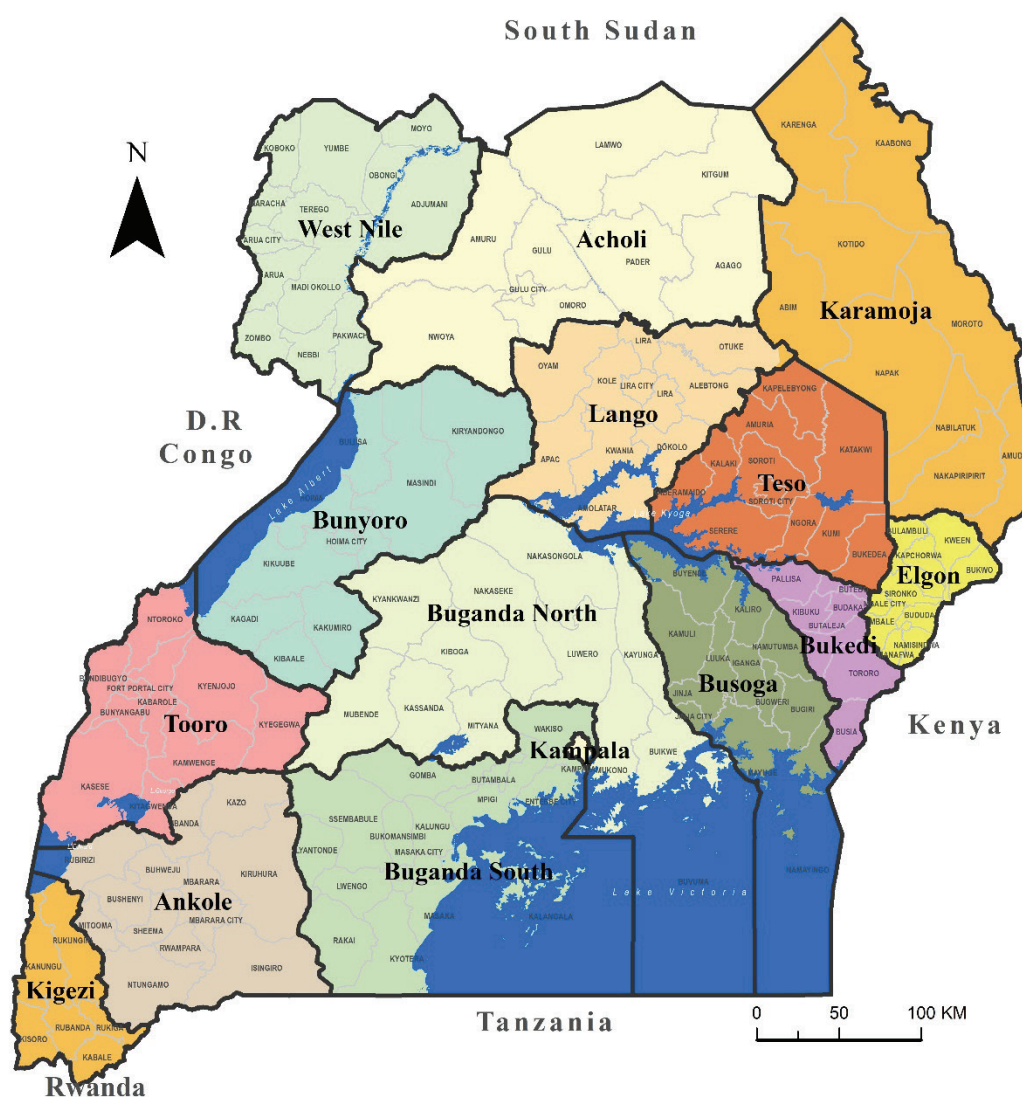
International Labour Migration in Uganda

► International Labour Migration in Uganda

2.1. Introduction

The Republic of Uganda is divided into 135 districts and 11 cities as of December 2021. However, for statistical purposes, the districts and cities have been grouped into 15 sub-regions which are non-administrative (see Figure 2.1). The sub-regions are Kampala Capital City, Acholi, Ankole, Buganda North, Buganda South, Elgon, Bukedi, Bunyoro, Busoga, Karamoja, Kigezi, Lango, Teso, Toro, and West Nile. The Districts/Cities are subdivided into lower-level administrative units, with the smallest unit being the Local Council I (LC I).

Figure 2.1: Map of Uganda as of 31st December 2021



2.2. Trends in International Labour Migration

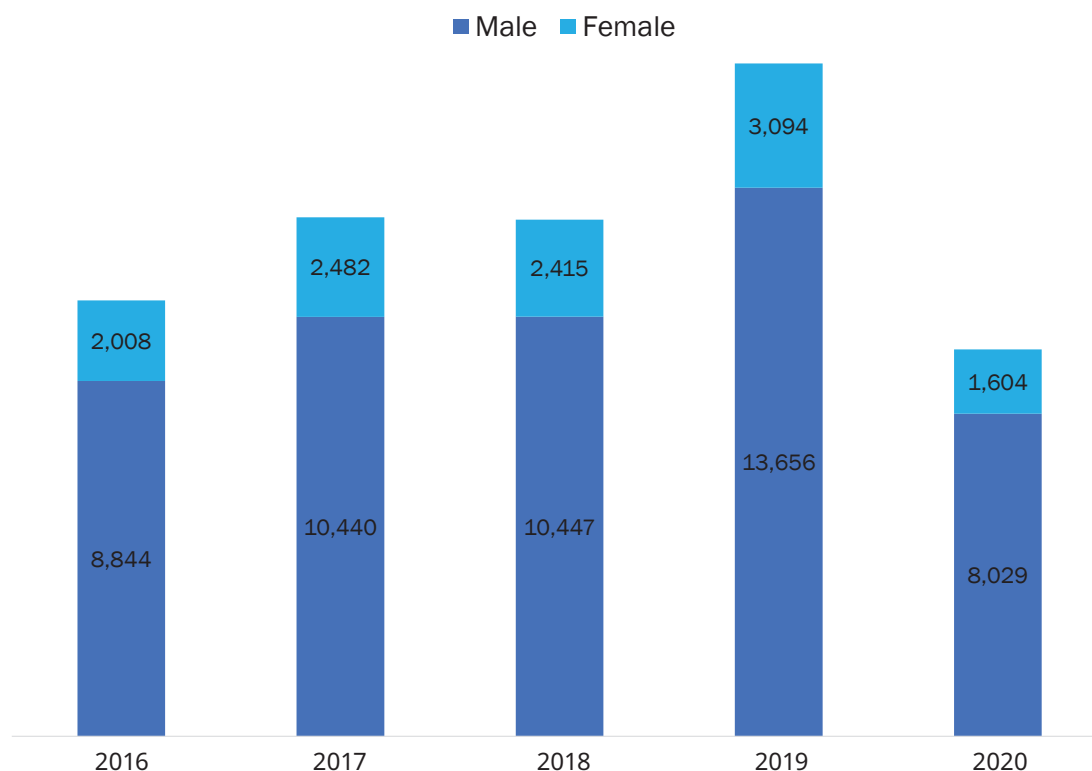
Uganda has collected migration-related data through population census since its first post-independence census in 1969. The census data show that the number of non-Ugandans enumerated in the censuses decreased from 599,000 in 1991 to 504,000 in the 2014. The non-Ugandans represented 1.5 per cent of the total population in 2014.

Uganda is regarded a country of origin as well as a country of destination for international migrants. Uganda is Africa's largest refugee hosting country, with over 1.5 million refugees and asylum seekers registered with the Biometric Identity Management System (BIMS) in the Office of the Prime Minister (OPM). South Sudan (65 per cent), the Democratic Republic of the Congo (31 per cent), Somalia (3 per cent) and Burundi (3 per cent) are the top four refugee countries of origin. In addition to refugees and asylum seekers, Uganda is also a country of destination for other international migrants.

Uganda is a major source as well as a destination for migrant labour. The 2014 census showed that there were 338,000 immigrants nationally (out of a total population of 34.6 million), giving a share of 1.5 per cent. Of these, 94 per cent were from African countries. The findings further show that 55% of the immigrants were working while 4.3% were looking for work.

Figure 2.2 shows the trends in documented labour migration into Uganda based on the number of work permits issued between 2016 and 2020. The figure shows that the overall number of permits issued increased by 19.1 per cent in 2017, stagnated in 2018 before substantially increasing by 30 per cent in 2019. In 2020, the number of permits issued declined considerably by 42.5 per cent (48.2 per cent for females and 41.2 per cent for males). This drastic decline in 2020 is mainly attributed to the Covid-19 pandemic, which was associated with significant movement restrictions, including the closure of Uganda's international borders between March and October 2020.

Figure 2.2: Number of work permits issued by sex, Uganda, 2016-2020



Source: Ministry of Internal Affairs (quoted by UBOS Statistical Abstract 2021)

Table 2.1 shows that between 2016 and 2020, most of the documented labour migrants to Uganda came from India and China, with the two countries accounting for more than half of the labour migrants. The other more prominent countries of origin were the USA (6%), Kenya (6%), Pakistan (2.9%), United Kingdom (2.8%) and Germany (2.3%). Only two African countries—Kenya and South Africa appear among the top 10 countries of origin for documented migrant workers to Uganda.

Table 2.1: Number of persons issued with Work Permits by Citizenship, Uganda, 2016-2020

Country of Citizenship	2016	2017	2018	2019	2020	% Share 2016 - 2020
India	3,473	4,053	4,056	5,484	3,682	32.9
China	2,098	2,414	2,653	3,261	1,358	18.7
USA	815	850	757	913	533	6.1
Kenya	623	763	646	884	639	5.6
Pakistan	264	347	377	479	340	2.9
United Kingdom	314	353	383	468	262	2.8
Germany	340	302	256	408	139	2.3
South Korea	212	227	191	280	88	1.6
France	135	141	128	184	95	1.1
South Africa	121	137	142	140	74	1.0
Others	2,457	3,335	3,273	4,249	2,423	25.0
Total	10,852	12,922	12,862	16,750	9,633	100.0

Source: Ministry of Gender, Labour and Social Development (quoted by UBOS Statistical Abstract 2021)

Between 2018 and 2022, Uganda externalised a total of 227,457 migrant workers to different countries, mainly to Middle East countries. Table 2.2 shows most of the immigrant workers were destined to Saudi Arabia (81.9%) and the United Arab Emirates (8.9%).

Table 2.2: Number of externalized Workers by Country of Destination, Uganda, 2018-2022

Country of Destination	2018	2019	2020	2021	2022	Total	% Share 2016 - 2020
Saudi Arabia	12,366	13,537	4,538	79,742	76,192	186,375	81.9
UAE	2,556	10,182	2,585	3,110	1,715	20,148	8.9
Qatar	923	256	1148	4,136	3,456	9,919	4.4
IRAQ	2,189	485	36	677	788	4,175	1.8
Jordan	2,582	306	205	0	0	3,093	1.4
Somalia	745	139	172	832	648	2,536	1.1
Others ⁶	251	458	342	56	104	1,211	0.5
Total	21,612	25,363	9,026	88,553	82,903	227,457	100.0

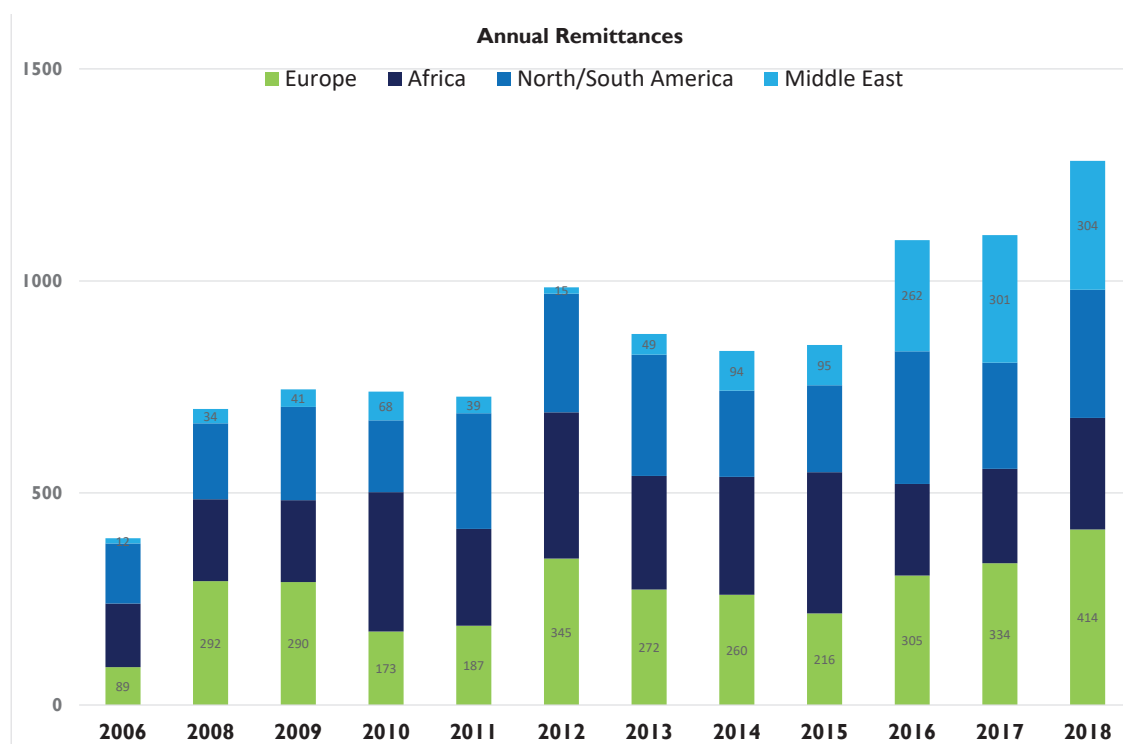
Considering the period 2016 – 2020, the total number of legally externalised workers (63,049) is almost equal to the number of work permits issued (63,019). Thus, over the period 2016 – 2020, labour migration did not have a significant effect on the size of the labour force. However, it is believed that it would have an effect on the skills composition of the labour force.

Some of the benefits of external labour migration include the potential for remittances. The Annual Personal Transfers Survey (APTS) conducted by the Bank of Uganda showed that remittances to Uganda have increased significantly over time. Remittances increased by about 35% from USD 727 million in 2011 to USD 985 million in 2012 (Figure 2.4). The Bank of Uganda attributes this surge to the increase in the use of mobile money transfers to some recipients (Bank of Uganda, 2012)⁷. Some of the increases in remittances during the latter periods coincide with a surge in labour externalisation to the Middle East. Indeed, the chart shows that receipts from the Middle East increased about three-fold between 2015 and 2016. By 2019, the Middle East had become the dominant source of remittances to Uganda. Projections by the World Bank and IFAD suggest that remittances declined by about 26 per cent in 2020 due to the COVID-19 pandemic—from USD 1.4 Billion in 2019 to USD 1.1 Billion in 2020 (IFAD, 2021)⁸. Overall, the level of remittances to Uganda averaged 4 per cent of GDP per annum during the period 2016-2019, and this is substantially higher than the Sub-Saharan Africa (SSA) average of 2.7 per cent.

⁶ Others includes Afghanistan, Bahrain, Kuwait, Poland and Romania

⁷ Bank of Uganda (2012) Inward Personal Transfers 2012.

⁸ IFAD (2021) RemitScope: Uganda Country Diagnostic 2021

Figure 2.4: Sources of Remittances to Uganda, 2006-2018 (USD Millions)

2.3. Policy environment for international labour migration in Uganda

Policies are formulated to ensure compliance with laws and regulations, give guidance for decision-making, and streamline internal processes. They, therefore, reduce the risk of unwanted occurrences. Thus, policies and procedures help to guide stakeholders to act in a pre-determined manner, which lets the country achieve its objectives more efficiently. The policies and legal frameworks generally include laws, regulations, procedures, administrative action, incentives, or voluntary practices of governments and their institutions.

a) Regional migration governance

Uganda has signed on to several regional protocols with a potential impact on labour migration.

- 1) Uganda is a member of the East African Community (EAC), and as part of the EAC Common Market Protocol (CMP), circular and temporary labour migration is encouraged. As part of the EAC, citizens from the member states enjoy visa-free entry into Uganda. For example, Article 7 of the EAC Common Market protocol regarding the EAC Rules and Regulations on the movement of persons guarantees the free movement of persons.

Nonetheless, this regulation is not fully operationalised as immigration controls remain. The 2009 Citizenship and Immigration Control Act allows Ugandans to possess dual citizenship, thus promoting return or circular migration. Several ongoing policy documents consider Uganda's regional commitments, which can be used by migration as a lever for the country's development, e.g. the draft National Diaspora Policy and the draft National Migration Policy.

- 2) Uganda is also a member of the Common Market for East and Southern Africa (COMESA)—a regional grouping of 21 member states. COMESA has several protocols on labour migration, although most are not operationalised, and Uganda is yet to ratify some. For example, the 1994 COMESA's Protocol on Gradual Relaxation and Eventual Elimination of Visa Requirements was not fully implemented. Uganda is yet to ratify the Protocol on Free Movement of Persons, Labour, Services, the Right of Establishment and Residence", adopted in 2001.
- 3) In 2018, Uganda signed and ratified the Africa Continental Free Trade Area (AfCFTA) Agreement. The Agreement promises to create by 2030 a market of 1.7 billion people with a combined consumer spending of US\$ 6.7 trillion by removing trade barriers and enabling the movement of Africans across borders. The AfCFTA adopted the African Union (AU)'s Protocol relating to "Free Movement of Persons, Rights of Residence and the Right of Establishment". Hence, as the AfCFTA is fully implemented, regional migration to and from Uganda is expected to increase. Indeed, increased trade activities and the freedom of movement under the AfCFTA agreement could increase migration and, ultimately, reduce the risks of human trafficking.

b) National Legal and regulatory environment

1. The 2011 National Employment Policy for Uganda emphasises labour migration to address the high unemployment among the youth and boost remittance to Uganda. Concerning international labour migration, the Policy covers issues related to the externalisation of labour and highlights the need for ministry to be involved in ensuring that the rights of Ugandans working abroad are protected.
2. Uganda's Employment Act, 2006 details the rights of all workers in Uganda, including immigrants, and provides for the operations of labour recruitment agencies. Section 37 of the Act bans illicit movement of workers both from and in transit through Uganda.
3. The Uganda Citizenship and Immigration Control (Amendment) Act 2009 specifies how a foreigner may get employment in Uganda. It requires that persons intending to take on employment obtain an entry permit whose validity, duration and renewal is determined by the National Citizenship and Immigration Board.
4. Through Statutory Instrument 2005 No 62, the Government of Uganda issued the Employment (Recruitment of Ugandan Migrant Workers Abroad Regulations). The regulations govern the recruitment and employment of Ugandan migrant workers abroad. These regulations were the first initiative by the Government of Uganda to offer an alternative to trafficking of Ugandans who choose to seek a livelihood through employment abroad. They regularised the process of searching for external employment through recruitment agencies.
5. The Prevention of Trafficking in Persons Act 2009 bans the recruitment, transportation and harbouring of persons overseas for employment, training or apprenticeship with the intention of trafficking.
6. The 2006 Refugee Act allows families faced with forceful displacement the freedom of movement, right to work, start their own business and integrate into the country.

Specifically, the Act confers the right to:

- (i) have access to employment opportunities and engage in gainful employment;
- (ii) practice the profession of the refugee who holds qualifications recognised by the competent authorities in Uganda and who wishes to practise that profession; and

- (iii) engage in agriculture, industry, handicrafts, and commerce and establish commercial and industrial companies in accordance with the applicable laws and regulations.

2.4. Data needs and priorities for Labour migration statistics

Labour migration statistics are classified into stock or flow statistics⁹. These are required for both national development needs as well as regional and global recoding to monitor the country's progress towards attaining regional and international development targets.

UBOS collects demographic and socio-economic data including those relating to international labour migration from censuses and surveys. Migration-related information is also compiled from various administrative records. However, despite these efforts, there remain data gaps in generation of some pertinent indicators on international labour migration.

The most common global indicators on international labour migration are:

- SDG Indicator 10.7.1: Recruitment cost borne by employee as a proportion of yearly income
- SDG Indicator 17.3.2: Volume of remittances as a proportion of total Gross Domestic Product (GDP)
- Foreign-born working-age population by sex and country of birth
- Labour force participation rate by sex, age and place of birth (%)
- Employment-to-population ratio by sex, age and place of birth (%)
- Unemployment rate by sex, age and place of birth (%)

In addition to the global indicators, there are national data requirements on international labour migration. These include:

1. Number of labour migrants in the country by socio-economic characteristics
2. Labour underutilisation among labour migrants
3. Remittances received from persons working abroad by socio-economic characteristics of the sender
4. Employment status of emigrants by Age, Sex and Education Attainment, Mode of facilitation of travel
5. Occupation of nationals living abroad and Return migrants by age and sex
6. Informality and decent work status of labour migrants
7. Financial inclusion for migrants in informal employment
8. Distribution of the working (14-64) of emigrants by Labour force status before departure
9. Dependents left at home by emigrants
10. Distribution of emigrants by the type of remittances sent home

⁹ Stock statistics refer to the number of migrants present in a given country at a particular point in time, while Flow statistics refer to the number of persons entering or leaving a country during a specific period.

2.5. Institutional framework for production of labour migration statistics in Uganda

The major sources of migration-related statistics are population censuses, sample household surveys and administrative records.

Uganda undertakes several data collection activities which generate information relating to international labour migration. These include NPHCs, National Labour Force Surveys (NLFSS), UNHSs, National Manpower Survey for Uganda (MAPU), the Census of Business Establishments (COBE) and the Uganda Business Inquiry (UBI), among others. The censuses and surveys are carried out with varying objectives and levels of periodicity

- Population censuses are carried out once every 10 years. The main objective of population census is to collect information about all the country's population to ensure availability of bench-mark demographic and socio-economic data for use in planning, evidence-based decision making, policy formulation and programme evaluation.
- The UNHSs are carried out once every three years. The objective of the UNHS is to collect high quality and timely data on demographic, social and economic characteristics of household population for monitoring the national and international development frameworks including the National Development Plan (NDP) and the Sustainable Development Goals (SDGs).
- National Labour Force Surveys (NLFSS) are carried out every five years. However, since 2017/18, Labour Market Information has been collected annually through NLFSS, UNHSs, or ALFSs (Annual Labour Force Surveys). The objective of the NLFS is to provide current information for use in the generation of Labour Market indicators to facilitate decision-making across all age groups.

The three most recent population censuses of Uganda (2014, 2002 and 1991) all included questions related to international migration. Similarly, migration-related questions have been included in the most recent UNHSs except that of 2012/13.

Table 2.3: Sample Household Surveys in Uganda, 2011/12 – 2021/22

	PHC	NLFS	UNHS	MAPU	APTS	ALFS	Any LMS
2021/22							
2020/21		X					X
2019/20			X				X
2018/19					X		
2017/18					X		
2016/17		X	X	X	X	X	X
2015/16					X		
2014/15	X				X		X
2013/14					X		
2012/13			X		X		X
2011/12		X			X	X	X

3 There was no Census of Business Establishment (COBE) between 2011 and 2022

In addition to the Uganda Bureau of Statistics, there are other institutions in Uganda that collect and compile migration-related data from administrative records. These include the Directorate of Citizenship and Immigration Control in the Ministry of Internal affairs, the External Employment Management Information System, the Population Registration and Identity Management EcoSystem of the United Nations High Commission for Refugees and the Bank of Uganda.





Assessment of National Population and Housing censuses

► Assessment of National Population and Housing censuses

3.1. Overview

A population census is the total process of planning, collecting, compiling, evaluating, disseminating, and analysing demographic, economic and social data at the smallest geographic level pertaining, at a specified time, to all persons in a country or in a well-delimited part of a country¹⁰. A population census is intended to collect information about all the people who make up the country's population. Countries may differ, though, on who they enumerate in censuses. For example, they may enumerate population present (de facto population), usual resident population (de jure population), or both. Therefore, people who belong to given population groupings may or may not be counted in a census, even if they live in that country. Despite that variability, population censuses are the most widely available source of internationally comparable information on international migration in the world. So, even though censuses cannot capture the entire picture of migration flows, they are still by far the only source of international migration statistics for many countries in the world¹¹.

Uganda has undertaken five population censuses in the post-independence period (i.e. since 1962). The most recent was the 2014 National Population and Housing Census which was undertaken under the theme 'Counting for Planning and Improved Service Delivery'. Previous population censuses were conducted in 2002, 1991, 1980, and 1969. The long-term objective of the 2014 census was to ensure availability of bench-mark demographic and socio-economic data for use in planning, evidence-based decision making, policy formulation and programme evaluation.

Several types of questionnaires were used to collect information about different sub-groups of the target population.

- One universal household questionnaire was used to collect information on the demographic and socio-economic characteristics of the population, household characteristics, housing conditions, household-based agricultural activities, and deaths in household in the 12 months preceding the census.
- A shorter version of the questionnaire was used for enumerating the non-household population (constituting 1.4 per cent of the total population). This also included persons who spent the Census Reference Night in institutions and in hotels as well as those on transit through airports and bus parks (as well as passenger railway stations and naval ports).

The Census Reference Night (reference date for the census data) was the night of 27th August 2014. The target population for the 2014 census were all persons who spent the Census Reference Night within the boundaries of Uganda. The actual enumeration, which was conducted on a de facto basis, started on the 28th of August 2014, and was completed on the 7th of September 2014. The enumeration was conducted through door-to-door, face-to-face interviews, with the head of the household or any other knowledgeable household member, using paper questionnaires. Special arrangements were made to enumerate the homeless population, persons resident in institutions, guests in accommodation facilities as well as population living in the homes of diplomats¹².

10 Uganda Bureau of Statistics 2016, National Population and Housing Census – Main Report

11 The 2014 census did not collect information on Place of Birth.

12 Uganda Bureau of Statistics 2016, National Population and Housing Census – Main Report

Uganda is planning to conduct the next population census in August 2023 under the theme ‘Counting for Planning and Evidence-based Decision Making’. The general design for the planned 2023 Census will be similar in design to the two previous censuses, which used one universal questionnaire for the household population. However, the 2023 census is planned to have two major variations from the 2014 census:

1. The 2023 census includes a module on emigration
2. The 2023 census enumeration will be conducted using Computer Assisted Personal Interviews (CAPI).

3.2. Items of data collection

a) Individual Characteristics

The ICLS classifies the personal characteristics related to international labour migration into three broad categories. Those are migration characteristics, work characteristics and socio-demographic characteristics.

Migration characteristics

The 2023 population censuses will collect information on Place (District/Country) of birth, Citizenship/nationality, Place (District/Country) of previous residence as well as duration of stay at the current residence¹³. Thus, one can identify and profile International Labour Immigrants by combining these two sets of information.

Table 3.1: Migration related variables collected in the 2014 and 2002 Population Censuses

Migration characteristics	2023 Census	2014 Census	Question in the proposed 2023 Census
Country of birth	Yes	No	In which district was (NAME) born? If in Uganda, write the district code, otherwise write the country code
Country of birth of Parents	No	No	
Country of citizenship/Nationality	Yes	Yes	What is (NAME'S) ethnicity or nationality? NB: For persons who are not Ugandans Country of Citizenship is recorded instead of Ethnicity
Second country of citizenship	Yes	No	Does (NAME) have dual citizenship?
Country of usual residence	No	No	
Date of Arrival	No	No	
Duration of Stay	Yes		How long has (NAME) stayed in this district continuously?
Country of previous residence - for foreigners	Yes	Yes	In which District was (NAME) living before moving to this District?

¹³ The 2014 census did not collect information on Place of Birth.

Migration characteristics	2023 Census	2014 Census	Question in the proposed 2023 Census
Country of Residence at a specified date in the past	No	No	
Return Migrant	Yes	No	Has (NAME) ever lived outside Uganda since 2018
Country of previous residence for citizens who lived abroad but returned	No	No	No

Work characteristics

The 2023 population census will also collect information about the labour market characteristics. The information collected includes activity status and occupation of persons aged 5 years and above.

Table 3.2: Economic activity variables collected in the 2023 and 2014 Population Censuses

Economic Activity characteristics	2023 Census	2014 Census	Question in the 2023 Census
Sub-population for the Labour Force questions	10+ Years	5+ Years	
Labour Force Status	Yes	Yes	1) Which of the following best describes what [NAME] was MAINLY doing last week...? Working for someone else for pay; Working on own farm, raising animals or fishing; Working in any other kind of business activity; Taking care of the home/family; Studying; Doing an unpaid apprenticeship, internship; Doing unpaid voluntary, community, charity work; Doing other work for own/family use e.g. making bricks for building own home, knitting mats for home use; Looking for work; Retired or pensioner; With long-term illness, injury or disability; Other activity 2) Are the farming, fishing or animal products that (...) was working on intended...? 3) In the last 4 weeks, did (...) look for a paid job or try to start a business? 4) If a job or business opportunity became available, could (...) start working [within the next 2 weeks]?
Occupation	Yes	Yes	What kind of work does [NAME] usually do in the (main) job/business that he/she had during the last 7 days?
Industry/Economic sector	Yes	Yes	What kind of industry, business or service is carried out at place of work where [NAME] mainly worked the last 7 days?

Economic Activity characteristics	2023 Census	2014 Census	Question in the 2023 Census
Status in employment	Yes	Yes	Does [NAME] work...? ► In (your/his/her) own business activity with employees ► in own business activity without employees ► As an employee ► Unpaid apprentice/intern ► Helping in a family or household business ► Helping a family member who works for someone else ► Working not for pay or profit ► Volunteer ► Unpaid apprentice/internship
Wages or Earnings per time period (hourly, daily, Weekly, yearly)	No	No	
Hours usually Worked	No	No	
Duration of employment in months or years	No	No	
Remittances sent outside the country of labour attachment	No	No	
Social security entitlements in the country of labour attachment	No	No	

Socio-demographic characteristics

The 2023 Population and Housing Census will, in addition, collect information on demographic variables including as age, sex, marital status, educational attainment and disability status as shown in Table 3.3.

Table 3.3: Socio-demographic variables collected in the 2022 and 2012 Population Censuses

Socio-demographic characteristics	2022 Census	2012 Census	Question in the 2022 Census
Sex	Yes	Yes	Is (NAME) male or female?
Date of Birth	Yes	Yes	What is (NAME'S) exact date of birth?

Socio-demographic characteristics	2022 Census	2012 Census	Question in the 2022 Census
Age	Yes	Yes	What is (NAME'S) age in completed years?
Marital status	Yes	Yes	What is [NAME's] current marital status?
Educational attainment	Yes	Yes	What is the highest grade/class of formal education has [NAME] completed?
Disability	Yes	Yes	Washington Group Questions on Disability
Type of living quarters	Yes	Yes	Indirectly through type of questionnaire used

The Bureau is planning to include a module on emigration in the 2023 census. The module will be used to collect information that can be used to generate a migration-targeted sampling frame, which may be used in planning for future migration sample surveys.

Table 3.4: Emigration variables to be collected in the 2023 Population Census

Socio-demographic characteristics	Question in the 2023 Census
Name of emigrant	Between January 2018 and August 2023, did anyone who used to live in this household move to live abroad and is still living there or has come back?
Sex	Is [NAME] Male or Female?
Age	How old was [NAME] at the time of his/her departure?
Education Attainment	What was the highest grade/class of formal education that [NAME] completed at the time of departure?
Country of First Destination	What was [NAME's] country of first destination during his/her departure?
Year of Departure	In which year did [NAME] leave Uganda?
Main Reason for Departure	What was the main reason for [NAME's] departing from Uganda? [Employment, Education, Marriage, Involuntary/Forced Migration, Stay with relatives, Others]
Country of Current Residence	What is the current country of residence of [NAME]?
Year of Return	In which year did [NAME] Return in Uganda?
Remittances	Did [NAME] remit money to any member of this household while outside Uganda in the last 12 months?
Purpose of Remittances	How did (NAME) use remitted money during the last 12 months?

Labour migration characteristics

Combining the information on the migration characteristics with that on economic activities of individuals in the 2023 census, it will be possible to identify the stock and characteristics international migrant workers. The information relevant to international labour migration that can be that can be generated from the data include:

- Labour force by sex, age and place of birth or country of citizenship
- Labour force participation rate (%) by sex, age and place of birth or country of citizenship
- Employment-to-population ratio (%) by sex, age and place of birth or country of citizenship
- Unemployment by sex, education and place of birth or country of citizenship
- Unemployment rate by sex, age and place of birth or country of citizenship
- Unemployment rate by sex, education and place of birth or country of citizenship
- Employment distribution by sex, economic activity and place of birth or country of citizenship
- Share of Youth Not in Employment, Education or Training (NEET) by sex and place of birth or country of citizenship

However, the 2023 census data cannot be used to identify some key categories of international labour migrants including return international migrant workers and nationals (citizens) living and working abroad.

b) Concepts and definitions

Table 3.5 provides some of the definitions used in the Uganda 2014 census. A comparison with the international concepts and definitions in Table 3.5 shows that there is coherence between the 2014 census definitions and the international definitions.

Table 3.5: Concepts and definitions in the 2014 Census

Concepts	2014 Census Definition	Comment
Resident population	Person residing or living in the country	In line with the international definition
Usual residents	Lived in the household for at least 6months in the last 12 months	In line with international definition
Not usual residents	Has not lived in the household for at least 6months in the last 12 months	In line with international definition
International migrant	Non-Ugandans residing in the country	Differs slightly from the international definition
Foreign born population	Persons born outside Uganda	
Foreign population	Persons who are not Ugandans	
Return international migrant	Ugandans who went abroad and have returned to Uganda	Differs slightly from the international definition

c) Classification used

For purposes of international comparability, it is desirable that the concepts/definitions and classifications used during the data collection and analysis are aligned to the international statistical standards and classifications. These include the International Standard Classification of Education (ISCED), the International Standard Industrial Classification (ISIC), the International Standard Classification of Occupations (ISCO), the International Classification of Status in Employment (ICSE), and the 19th ICLS resolution concerning statistics of work, employment and labour underutilisation.

The 2014 Census of Uganda did to adhere to the latest international classifications as shown in Table 3.6.

Table 3.6: Classification used in the 2014 Population and Housing Census

Variable	Classification used
Occupation	ISCO-08
Industry	Not Applicable
Status in employment	ICSE-1993
Level of education attained	ISCED-F 2013

3.3. Measures to promote participation of migrant population groups

The design and field operations of the 2023 census will be very similar to that of the 2014 census. For the 2014 census, enumeration of refugees was managed by the Department of Refugees within the Office of the Prime Minister. This was intended to secure the cooperation of the refugees during the enumeration. In addition, several measures were put in place to promote general participation of the population in the 2014 census of Uganda.

- According to the Uganda Bureau of Statistics Act 1988, participation in any data collection activity (population census inclusive) is mandatory for all persons. In order to inform the general public about the 2014 census, the census was officially gazetted in March 2014 (See Box 3.1).
- The Bureau carried out an intensive multi-media publicity campaign to inform the general public about the census, its benefits to the population, how the enumeration would be conducted and their role in the entire process.
- A well-planned training programme was carried out, where all field staff had to undergo a mandatory 14-day training on census concepts and procedures.
- Special coordinators were appointed to manage the enumeration of special interest population groups. These included the diplomatic community whose enumeration was managed by the Ministry of Foreign Affairs.
- The enumeration was planned to last for 14 days. However, in some areas such as within the Kampala Capital City Authority (KCCA) and few other urban areas, some extra days were provided to allow for the enumeration of some persons who had not been enumerated during the officially gazetted enumeration period.

3.4. Data dissemination and sharing

The 2014 census data were disseminated widely using various reports which are accessible in hard copies, electronic format and on the official websites (www.ubos.org). Those of relevance to international labour migration were.

1. The Main Report – provided cross tabulation of the basic demographic and socio-economic characteristics of the Population. A Key Findings Report based on the Main Report was produced
2. Area Profile Series presented selected characteristics of population, household characteristics and housing conditions for all the sub-counties and parliamentary constituencies
3. National Analytical Report and subject specific monographs provided national level analytical findings including Chapters on Migration and Economic Activities.

A 10 per cent sample of the micro-data records was created after releasing the final results, and it is available to researchers for targeted analyses. It can be accessed on a written request. Metadata for the 2014 census data have been prepared and can be availed to interested users on request.

3.5. Strengths, limitations and data gaps

This section is based on the experience from the 2014 census, although most of the issues raised apply to the 2023 census as well.

Strengths

- 1) The 2014 population census collected information that can be used to identify the immigrants living in private households, and their employment status. Hence, the data can be used to identify the stock of international labour migrants.
- 2) The population census is a complete enumeration of all persons in the country and, so, it has the potential to generate information down to the lowest administrative units such as regions and districts/cities.

Limitations

The published information from the 2014 census (cross tabulations) did not disaggregate between immigrants and non-immigrants. Similarly, the analytical reports did not include any analysis of international labour migration.

Data gaps

The 2014 census of Uganda did collect information that can be used to identify international migrant workers. However, the information cannot be used to identify some aspects of international labour migration.

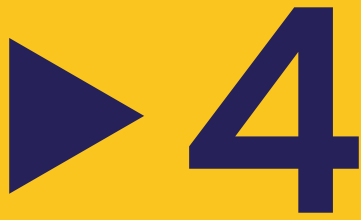
1. The 2014 census collected information that can be used to generate information on the stocks of migrant workers but cannot generate information on the flows (inflows and outflows) of the migrant workers.
2. The module on economic activity did not include questions on country of work for those employed. Therefore, it is not possible to potentially identify cross-border international migrant workers.
3. The 2014 census did not collect information on emigrants (citizens living abroad). Therefore, it is not possible to identify and analyse outflows of labour migration. Similarly, the census information cannot be used to identify return international migrant workers.

3.6. Conclusion

The Government of Uganda conducted the most recent Population and Housing Census in 2014. This was the fifth census in the post-independence period. The previous censuses were conducted in 2002, 1991, 1980 and 1969. The 2014 population census was conducted in line with the international recommendations for population and housing censuses.

The results from the 2014 census results were disseminated through reports giving the size, sex composition as well as the spatial distribution of the population in 2014 have been published. The reports are available on the official websites (www.ubos.org).

The 2014 census collected information on migration characteristics as well as economic activities of the population. Therefore, the 2014 census of Uganda is a potential source of information on international labour migration. However, this information is not readily available in the published format. Some extra analysis work needs to be carried out generate the information on international labour migration. A major data gap of the 2014 census is lack of information about Place/country of birth, hence the census data cannot be used to determine the foreign-born population.



Assessment of National Labour Force Surveys

► Assessment of National Labour Force Surveys

4.1. Overview

A sample survey is a statistical operation in which only a selected part (sample) and not all units (whole population) of interest are enumerated. It is a method for collecting data from or about some members of a population (sample) so that inferences about the entire population can be obtained from a subset, or sample, of the population members.

Each type of survey has its specific objectives, target population and survey design targeted to achieve its objectives. Sample household surveys interview a small proportion of the target population and collect detailed information about the topic of interest. Sample surveys tend to collect information about other background characteristics of the target population. Because of the ability to collect detailed information about a topic of interest, they have the potential of providing a detailed characterisation of the selected topic.

The Uganda Bureau of Statistics (UBOS) conducts various sample household-based surveys and establishment surveys. These include National Labour Force Surveys (NLFs), Uganda National Household Surveys (UNHSs), Uganda National Panel Surveys (UNPSs), Uganda Demographic and Health Surveys (UDHSs), National Manpower Surveys of Uganda (MAPU) and Annual Business Inquiries (ABIs).

4.2. The National Labour Force Survey

The Uganda Bureau of Statistics conducted a National Labour Force Survey (NLFS) in 2021. The overall objective of the NLFS 2021 was to provide current information for use in the generation of labour market indicators to facilitate decision-making across all age groups¹⁴. The NLFS 2021 was a follow-up of the earlier surveys which were carried out in 2016/17 and 2011/12.

Since 2009, the Bureau has undertaken Urban Labour Force Surveys (ULFSs) covering Kampala City and the surrounding urban areas. With effect from the financial year 2017/18, the Urban Labour Force Surveys have been expanded into Annual Labour Force Surveys (ALFSs) with an additional coverage of the rural areas. Eventually, the labour force surveys will be more regularised into Quarterly Labour Force Surveys, whose main objective is to collect regular, high quality and consistent information on the labour market.

For purposes of the NLFS 2021, the country was stratified into 15 strata corresponding to the 15 sub-regions in the country (see Figure 1.1). The sampling frame used for the NLFS 2021 was based on the 2014 population census. The sample was nationally representative and scientifically selected using probability proportional to size to determine the allocation to and distribution of the sampling units in each stratum. A sample of 1,100 Enumeration Areas (EAs) out of a total of over 79,303 EAs was selected for the survey. The number of households in each sub-region (from NPHC 2014) was the measure of size per stratum. Within each sample EA, a sub-sample of 10 households was selected, giving a total sample of 11,000 households.

The target population were persons aged 5 years and above. The data collection was limited to only the household population and did not cover persons residing in institutions, refugee camps, forest reserves, police and army barracks, and other special areas. The data collection was carried out through face-to-face Computer Assisted Personal Interviews (CAPI).

14 Uganda Bureau of Statistics 2022, The National Labour Force Survey 2021 – Main Report, Kampala, Uganda.

4.3. Items of data collection

The ICLS classifies the personal characteristics related to international labour migration into three broad categories. Those are migration characteristics, work characteristics and Socio-demographic characteristics. Appendix 2 provides the questions related to international labour migration while Appendix 4 shows the questions that were collected in the NLFS of 2021.

Migration characteristics

The NLFS of 2021 collected information on migration characteristics using the household roster as well as the individual questionnaires (see Table 4.1).

Table 4.1: Migration Characteristics collected in the NLFS 2020/21 and NLFS 2016/17

Question in the NLFS 2020/21	NLFS 2021	NLFS 2016/17
Household Roster		
What nationality is [NAME]?	Yes	
In which country was [NAME] born?	Yes	
When did [NAME] arrive to Uganda?	Yes	
Why did [NAME] move to Uganda?	Yes	Yes
Since arriving to Uganda, has [NAME] been registered with the Government of Uganda?	Yes	
Why has [NAME] not registered with the Government of Uganda?	Yes	Yes
Individual Questionnaire (Persons aged 5 Years and above)		
Have you [NAME] always lived in this administrative area (LC)?		Yes
When did you move to this district?	Yes	Arrival in place of enumeration
Describe the area that YOU resided in previously at the time of moving (Rural, Urban, Other Country)	Yes	Yes
What was the MAIN reason for moving to your current residence?	Yes	Yes

In addition, the NLFS 2021 had a dedicated module on 'International Migration – Labour Outflows' (see Table 4.2).

Table 4.2: Migration Characteristics (Labour Outflows) collected in the NLFS 2021

Question in the NLFS 2021 (Persons aged 14 Years and above)	NLFS 2016/17	NLFS 2021
P1 - Persons who were members of this household who left to live abroad since Jan 2016, even if they returned?	Yes	Yes
P2 Relationship of (NAME) to the head of this household	Yes	Yes
P3 Is (NAME) male or female	Yes	Yes
P4 How old was (NAME) at his/her last birthday?	Yes	Yes
P6A How old was (NAME) when s/he left to live abroad?		Yes
When did (NAME) leave this household to live abroad?	Yes	
Which country is (NAME) staying?	Yes	
P6B Has (NAME) returned from abroad?		Yes
P7 Which country was/is (NAME) staying?		Yes
P8 When (NAME) left the country to live abroad, who facilitated his/her travel?	Yes	Yes
P9a Was this a loan?		
P9b How was the loan paid or being paid?		Yes
P9c What is the name and telephone contact of the employment Bureau?		
P10 Was/Is (NAME) working abroad?	Yes	Yes
P11 Is (NAME) looking for work abroad?	Yes	Yes
P12A What is the highest level of education that [NAME] completed?	Yes	Yes
P12B What was (NAME) mainly doing at the time of departure from Uganda?		Yes
P12C Did (NAME) leave any dependents at the time of departure from Uganda?		Yes
P12D How many did s/he leave behind?		
If (NAME) has biological children, how many of (name's) children under 15 years, currently live in Uganda?	Yes	
P13 What was/is (NAME) mainly doing abroad?	Yes	Yes
P14 What work is [NAME] looking for abroad?		Yes

Question in the NLFS 2021 (Persons aged 14 Years and above)	NLFS 2016/17	NLFS 2021
P15 What was the main reason why (NAME) decided to go abroad?	Yes	Yes
P16A Is (NAME) planning to return to Uganda within the next 12 months?	Yes	Yes
P17 Since (NAME) left, has he/she sent any money or goods back to this household?	Yes	Yes
P18 How often did/has (NAME) assisted/supported with money or goods back to the household in the last 1 year?	Yes	Yes
P19 During the last 12 months, how much money did (NAME) assist/support the household with?	Yes	Yes
P20 What challenges did/is/does/has NAME faced while abroad?		Yes

Work characteristics

The NLFS 2021 collected labour market characteristics for persons aged five (5) years and above. These included modules on identification of activity status, characteristics of main job for working persons, Characteristics of secondary job/activity for multiple job holders, Hours of work for employed persons, time related underemployment and inadequate employment situations for employed persons, Income from employment, Health and safety issues for working persons, Time of work and exposure to hazardous work for children aged 5-17years, Transition to employment - activity history (15-35 years), Forced labour for all persons aged 5 years and above, Unemployment and persons not in the labour force as well as Own use production of services.

Socio-demographic characteristics

The NLFS 2021 also collected information on the basic socio-demographic characteristics of the household population, including Age, Sex, Marital status, Educational attainment and Disability Status.

Table 4.3: Socio-demographic variables collected in the NLFS 2021 and NLFS 2016/17

Migration characteristics	NLFS 2021	NLFS 2016/17	Question in the NLFS 2020/21
Date of Birth	Yes	Yes	What is [NAME's] Date of Birth?
Age	Yes	Yes	What is [NAME's] Age in completed years?
Sex	Yes	Yes	What is [NAME's] Sex?
Marital status	Yes	Yes	What is [NAME's] current Marital Status (for those aged 10 years and over)?
Educational attainment	Yes	Yes	What is the highest level of education that you have completed?
	Yes	Yes	What is your area of study
Disability Status	Yes	Yes	Questions on Disability (based on the questions by the Washington Group on Disability Statistics)

Classification used

The NLFS 2021 followed the ILO Guidelines Concerning Statistics on International Labour Migration, the International Standard Classification of Education (ISCED), the International Standard Industrial Classification of All Economic Activities (ISIC), the International Standard Classification of Occupations (ISCO), and the International Classification of Status in Employment (ICSE). Table 4.4 gives the classifications that were used in the survey data.

Table 4.4: Classification used in the NLFS 2021, 2016/17 and 2011/12

Variable	Classification used		
	NLFS 2021	NLFS 2016/17	NLFS 2011/12
Occupation	ISCO-08	ISCO-08	ISCO 2008
Industry	ISIC Rev 4	ISIC Rev 4	ISIC Rev4
Status in employment	ICSE-2018	ICSE-1993	ICSE-1993
Status at Work	ICSaW	N/A	N/A
Level of education attained	ISCED- 2013	ISCED-F 2013	ISCED 2011

4.4. Concepts and definitions

The survey adopted the 19th International Conference of Labour Statisticians (ICLS-19) resolution concerning statistics of work, employment and labour underutilisation which had significant adjustments in the measurement of employment and unemployment statistics¹⁵. Table 4.5 gives the concepts and definitions to define specific population of migrants used in the NLFS 2021.

Table 4.5: Concepts and definition used in the NLFS 2021

Concepts	Definition used in the NLFS 2021
Usual Household Members	Persons who have been living in the household for 6 months or more during the last 12 months. NB: Members who have come to stay in the household permanently even though they had lived in the household for less than 6 months were regarded as usual household members.
International migrant	Persons who left the country or came into the country to live, stay or work
Return migrant worker	Persons returning after being residents in another country
Nationals (citizens) in the country	Citizens who have always lived in the country or have stayed for at least 6 months continuously
Nationals (citizens) living abroad	Citizens who have moved to live or stay in other countries

¹⁵ Uganda Bureau of Statistics 2018, The National Labour Force Survey 2016/17 – Main Report, Kampala, Uganda.

Concepts	Definition used in the NLFS 2021
Nationals (citizens) living and working abroad	Citizens who have moved to live or stay and work in another country
Foreigners (non-citizens) living in the country	Non-citizens who have moved to live or stay in the country
Foreigners (non-citizens) living and working in the country	Non-Citizens who have moved to live or stay and work in the country
Refugees	Persons who have been forced to move into the country to escape war, persecution, or natural disaster
Asylum seekers	Persons who have been forced to move into the country to escape political persecution from their country

4.5. Measures to promote participation of migrant population in the NLFS 2021

The target population were persons aged 5 years and above. There were no specific measures put in place to promote participation of migrant population groups.

However, several measures were put in place to promote participation of the general population in the 2014 census of Uganda.

- a. The questionnaire was translated into eight (8) different local languages¹⁶ to increase comprehension by the less-literate respondents.
- b. In preparation for the data collection, the NLFS 2021 was widely publicised by the Bureau. Publicity was carried out through both radio and television talk shows. In addition, publicity teams visited the sampled EAs and provided the local leadership with detailed information about the survey. These visits were made before the commencement of data collection in the respective EAs.
- c. The data collectors were escorted to the sampled households by the local leaders (as guides) when going for the data collection.

As a result of the above interventions, the survey registered a 95 per cent Household Response Rate and 99 per cent Person Response Rate.

4.6. Data dissemination and micro-data availability

The Bureau has plans to publish six (6) thematic reports, including a report on Labour Migration. The reports will also be made available for public use on the UBOS website (www.ubos.org) as well as other as well as in electronic formats.

¹⁶ The local languages are Luganda, Lusoga, Luo, Lugbara, Ateso, Runyankore/Rukiga, Runyoro/Rutooro, and Lugisu.

The results from the NLFS 2021 have been disseminated through the National Labour Force Survey 2021 – Main Report, which is available to users in printed publications and in electronic format. The report was also posted for public use on the UBOS website (www.ubos.org).

Metadata from the NLFS 2016/17 have been published. In addition, a representative sample of the micro-data records is available (at no cost) to external users/researchers outside the Bureau.

4.7. Strengths and limitations

Strengths

1. The NLFS 2021 collected information on the major domains that define international labour migration. Those are migration and economic activity. It also collected information about other socio-demographic characteristics of individuals, which allows for disaggregation of the information about the labour migrants by the desired socio-economic characteristics.
2. The NLFS 2021 also has a section on 'International Migration - Labour Outflows' for emigrants aged 14 years and above. This is a potential source of study of International Labour Migration with Uganda as a source country.
3. A Report on Labour Migration is planned to be produced as one of the products of the NLFS 2021.

Limitations

The 2021 NLFS had some limitations relating to the coverage and level of disaggregation of results.

Sample design and Coverage

1. The main objective of the survey and, hence the sample design, was to collect information about the labour market characteristics in Uganda. Such a sample design may not be suited for collecting information about international labour migration.
2. The survey was limited to only the household population and did not cover persons in institutions, refugee camps, forest reserves, police and army barracks, and other special areas.

Level of disaggregation of published results

3. The NLFS 2021 was a sample household survey designed to generate estimates at national level and for the 15 sub-regions. Therefore, the survey cannot generate lower-level estimates such as for the cities/districts.

4.8. Conclusion

The NLFS 2021 was conducted with the prime aim of providing current information for use in the generation of Labour Market Indicators to facilitate decision-making. The survey findings were disseminated through the NLFS 2021 – Main Report. More results will be disseminated through Thematic Reports (including one on Labour Migration) and through Policy Briefs.

The NLFS 2021 did not cover the population living outside the private households, which is a major limitation with respect to generation of labour migration statistics. Despite the challenges, the survey findings present reliable indicators on the labour market situation in the country. It is thus a potential source of some information on International Labour Migration.

▶ 5

Assessment of the Uganda National Household Surveys

► Assessment of the Uganda National Household Surveys

5.1. Overview

The Uganda Bureau of Statistics has been conducting a multi-disciplinary sample household survey, locally known as Uganda National Household Survey (UNHS) every three years. The objective of the UNHS series is to collect high quality and timely data on demographic, social and economic characteristics of household population for monitoring the national and international development frameworks, including the National Development Plan (NDP) and the Sustainable Development Goals (SDGs). The UNHS 2019/20 was the seventh in the series of household surveys conducted by UBOS. Previous surveys were conducted in 2016/2017, 2012/2013, 2009/10, 2005/2006, 2002/2003, and 1999/2000.

The surveys collect demographic and socio-economic information required for the measurement of human development and for monitoring social goals, with emphasis on measurement of poverty and unemployment, for the various policy frameworks. In the 2019/20 UNHS, three key modules were administered. Those were the socio-economic module, the labour force module and the community module. In addition, an informal sector (household enterprises) and small-scale establishments module was administered. The UNHS 2019/20 was a national representative sample, designed to enable generation of independent estimates at the national level and for the 15 sub-regions of Uganda (see Figure 1.1). The sampling frame used was based on the list of Enumeration Areas (EAs) from the 2014 population census of Uganda.

A two-stage stratified sampling design was used. In the first stage, EAs were grouped by sub-region and by rural-urban location. The sample EAs were drawn using Probability Proportional to Size, with the number of households (from the 2014 population census) as the measure of size. A total of 1,650 EAs were selected nationally. A listing of households within the sampled EAs was done prior to data collection. In the second stage, households which were the ultimate sampling units were drawn using Systematic Random Sampling¹⁷. A sample of 10 households per EA were selected, giving a total sample size of 16,510 households.

The survey targeted the household population and excluded the population in institutions, refugee camps, forest reserves, police and army barracks, and other special areas. The data collection was undertaken through face-to-face Computer Assisted Personal Interviews (CAPI) - using handheld computers/tablets. Field data collection was spread over a 12-month period to take care of seasonality. The sample EAs and hence the data collection was spread out equally across the country for each quarter of the year.

5.2. Items of data collection

The ICLS classifies the personal characteristics related to international labour migration into three broad categories. Those are the socio-demographic characteristics, migration characteristics and the work characteristics.

17 Uganda Bureau of Statistics (UBOS), 2021. Report of the Uganda National Household Survey 2019/2020. Kampala, Uganda.

Migration characteristics

The UNHS 2019/20 collected information on migration characteristics of individuals, including Residence status, Country of birth, Nationality and Date of arrival at the current place of residence (Table 5.1).

Table 5.1: Migration related variables collected in the UNHS 2019/20

Migration characteristics	UNHS 2019/20	UNHS 2016/17	Question in the UNHS 2019/20
Residential Status	Yes	Yes	What is the Residential Status of [NAME]? ► Usual members, Regular members, Guests
	Yes	Yes	Since 2016, has [NAME] lived in another place, such as another village, another town or country, for 6 or more months at one time?
Date of Arrival	Yes	Yes	When did [NAME] move here [CURRENT PLACE OF RESIDENCE] the most recent time? (YEAR)
Previous Residence	Yes	Yes	In what district or country did [NAME] live before coming to [CURRENT PLACE OF RESIDENCE] the most recent time?
	Yes	Yes	Was the place where [NAME] lived before coming here a rural or urban area?
Reason for Movement	Yes	Yes	What was the main reason [NAME] came to [CURRENT PLACE OF RESIDENCE] the most recent time?

Work characteristics

The UNHS 2019/20 had a comprehensive Labour Force module, which collected information on the labour market characteristics of the population. The questions can be used to generate information on employment status, occupation, economic sector, status in employment, earnings and usual hours worked for all persons aged five (5) years and above.

Table 5.2: Economic activity variables generated in the UNHS 2019/20 and 2016/17

Data Item	Classifications used UNHS	
	2019/20	2016/17
Occupation	Yes	Yes
Industry	Yes	Yes
Status in employment	Yes	Yes
Hours at Work	Yes	Yes
Earnings	Yes	Yes

Socio-demographic characteristics

The UNHS 2019/20 also collected information on the socio-demographic characteristics of the population, including Sex, Age, Marital status, educational attainment and Disability status of the population (Table 5.3).

Table 5.3: Socio-demographic characteristics collected in the UNHS 2019/20 and 2016/17

Socio-demographic characteristics	UNHS 2019/20	UNHS 2016/17	Question in the UNHS 2019/20
Sex	Yes	Yes	
Date of Birth	Yes	Yes	What is [NAME's] exact Date of Birth?
Age	Yes	Yes	How old is [NAME's] in completed years?
Marital status	Yes	Yes	What is [NAME's] current Marital Status? ► For persons aged 10 years and over
Educational attainment	Yes	Yes	What was the highest grade that [NAME] completed?
Disability Status	Yes	Yes	Disability status ► based on the questions developed by the Washington Group on Disability Statistics

Classification used

The classifications of occupation, industry, Status in employment and educational attainment used in the UNHS 2019/20 are given in Table 5.4.

Table 5.4: Classification used in the UNHS 2019/20 and 2016/17

Data Item	Classification used	
	UNHS 2019/20	UNHS 2016/17
Occupation	ISCO-08	ISCO-08
Industry	ISIC Rev4	ISIC Rev4
Status in employment	ICSE-2018	ICSE-2018
Status at Work	ICSaW	ICSaW
Level of education attained	ISCED-F 2013	ISCED-F 2013

5.3. Concepts and definitions

The UNHS 2019/20 defined the concepts relating to the labour market characteristics in line with Resolution I of the ICLS-19. The survey also defined a migrant as 'a person who changes his/her usual place of residence by crossing an administrative boundary and residing in a new area for a period of not less than six months or intends to stay in the new area for a period not less than six months'. The other concepts relating to migration are not explicitly defined.

5.4. Measures to promote participation of migrant population groups

The UNHS 2019/20 was a sample household survey targeting persons aged 5 years and above. There were no specific measures put in place to promote participation of migrant population groups. However, several measures were put in place to promote participation of the general population in the UNHS 2019/20 of Uganda.

- a. The survey was widely publicised by the Bureau in preparation for the actual data collection. Publicity was carried out through both radio and television talk shows. In addition, publicity teams visited the sampled EAs and provided the local leadership with detailed information about the survey. These visits were made before the commencement of data collection in the respective EAs.
- b. When going for the data collection, the field interviewers were escorted to the households by the local leaders (to act as guides). This was aimed at boosting the confidence of the general population in the interview exercise.
- c. During the data collection, the interviewers were required to make at least three call-backs in an effort to ensure that all targeted respondents can be interviewed. It was only after three unsuccessful attempts that the targeted respondent could be declared as a 'Non-response'.

As a result of the above interventions, the survey registered a 90% household response rate.

5.5. Data dissemination and availability of the microdata

No information relating to international labour migration has been published from the UNHS 2019/20. Further, the data from the UNHS 2019/20 needs to be examined to ascertain whether the number of international migrants enumerated is large enough to generate reliable estimates of international labour migration.

The findings from the UNHS 2019/20 were made available to users through the Uganda National Household Survey 2019/2020 – Main Report, which is available in hard copy as well as in electronic format. The report can also be accessed on the UBOS website (www.ubos.org). In addition, metadata from the UNHS 2019/20 has been published.

5.6. Strengths, limitations, data gaps

Strengths

The UNHS 2019/20 collected information on the major domains that define international labour migration namely migration and economic activity. It also collected information on other socio-demographic characteristics of individuals as well as household expenditures (as a proxy for income). Therefore, it is possible to generate information on international labour migration. However, this is only possible if the number of international migrants enumerated is sufficient to generate reliable estimates. The survey data can also be used to link the information on the work characteristics with the income status of the household.

Limitations

1. The UNHS 2019/20 was a sample household survey designed to generate estimates at the national level, rural-urban residence and for the 15 sub-regions¹⁸. Therefore, the survey data cannot be used to generate estimates for small area such as cities and districts.
2. The data collection was limited to only the household population and did not cover persons living in institutions, refugee camps, forest reserves, police and army barracks, and other special areas. This limitation is worse in the case of international labour migrants who are known to be concentrated in small pockets such as work camps, refugee camps, etc.

Data gaps

The UNHS 2019/20 did not collect information about labour outflows, so it cannot be used to generate information on nationals working abroad.

5.7. Conclusion

The Uganda Bureau of Statistics conducted a Uganda National Household Survey (UNHS) in 2019/20, whose prime aim was to generate high quality data on various socio-economic indicators, including household expenditure as well as the Work characteristics.

The surveys collect demographic and socio-economic data required for the measurement of human development and for monitoring social goals, with emphasis on measurement of poverty and unemployment for the various policy frameworks. The survey used three (3) main modules for data collection. Those were the socio-economic module, Labour Force module and the community module.

The assessment of the survey shows that the exercise collected information that make it a potential source of information on International Labour Migration. However, this information is not readily available in the published format. So, some validation tests and further analytical work needs to be done to generate the information on international Labour migration.

The findings from the survey have been disseminated through an analytical report, which is available in hard copy and in soft copy on the UBOS website (www.ubos.org).

¹⁸ The Bank of Tanzania also carries out a monthly survey on remittance inflows through formal channels, including commercial banks and other authorized international remittances service providers.

▶ 6

Assessment of other Household/Establishment Surveys

► Assessment of other Household/Establishment Surveys

6.1. Overview

During the period 2010 – 2022, the Government of Uganda undertook several other surveys which can be used to generate information on International Labour Migration. These include:

1. The Uganda National Panel Surveys (UNPS), an annual sample household survey whose objective is to collect high-quality data on key outcome indicators such as poverty, service delivery, governance and employment and is used to monitor Government's development programmes. The most recent UNPS was conducted in 2019/20.
2. The Annual Personal Transfer Surveys (APTS) are conducted jointly by the Bank of Uganda and the Uganda Bureau of Statistics with the objective of determining the value of the in-cash and in-kind personal transfers received in the country in each calendar year. In addition, the APTSs collect information on other characteristics of the transfers, including transfer channels used to remit the funds, frequency of the receipts and how the funds were used by the recipients. The most recent APTS was conducted in 2018.
3. Uganda conducted the first comprehensive Manpower Survey in 2016/17. The overall goal of the Manpower Survey of Uganda (MAPU) 2016/17 was to provide policy makers, planners and other key stakeholders at the national, sub-national and international levels with a better understanding of the country's human resource capacity, utilisation and needs. The survey provides data required for assessment of the human resource capacity, development, and utilisation in Uganda; analysis of resource dynamics; and establishment of an accessible human resource database for policy planning in Uganda.

The MAPU 2016/17 collected information on the characteristics of Uganda's workforce from both employers and employees in the formal and informal sectors. Thus, the survey provides indicators on employer and employee characteristics in the formal sector, informal sector as well as the educational institutions.

4. The Census of Business Establishment (COBE), with the main objective of obtaining a complete listing of all economic activities undertaken in the country. Thus, the Census of Business Establishment is a complete enumeration of all operating economic units with a fixed location in the country, irrespective of the number of employees.

6.2. Items of data collection

The 20th ICLS guidelines concerning statistics on international labour migration classified the personal characteristics related to international labour migration into three broad categories. Those are the migration characteristics, the work characteristics and the socio-demographic characteristics. Table 6.1 summarises the information related to international labour migration that was collected in the various surveys.

The employee module of the MAPU 2016/17 collected information about the characteristics of the employees:

Migration characteristics -

the module collected information on the Nationality of all employees interviewed. No other migration-related information was collected.

Work characteristics

The module also collected information on various labour market characteristics of the employees. These include information on occupation, economic sector, status in employment, earnings, and occupational injury.

Socio-demographic characteristics

The module collected information on the socio-demographic characteristics including age, sex, marital status, educational attainment, and disability status.

Table 6.1: Migration-related and Work characteristics collected in various censuses and surveys in Uganda

Variable	UNPS 2018/19	APTS 2018	MAPU 2016/17	
			Educational Institutions	Informal Sector
Primary objective of the Survey	Household Expenditure	International Personal Transfers	Characteristics of the Workforce	Characteristics of the Workforce
Target Population	Population of the Panel Households	Household Population	Schools and other educational institutions	Households with HH-based Enterprises
Migration characteristics				
Country of birth	Yes		No	No
Country of citizenship	Yes (Ethnicity)		Broad Categories	No
Nationality	No		Nationality of owner	Yes
Second country of citizenship	No		No	No
Country of previous residence -for foreigners/	Yes		No	No
Country of previous residence for citizens who lived abroad but returned	No		No	No
Duration of Residence	Yes	No	No	No
Residence at a fixed point in time	Yes (5 Years ago)	No	No	No
Reasons for movement	Yes	No	No	No
Work characteristics				
Labour Force status ¹⁹	Yes	Yes	Implied	Implied

¹⁹ Information on Labour Force Status is usually derived from a broader question on 'Activity Status'.

Variable	UNPS 2018/19	APTS 2018	MAPU 2016/17	
			Educational Institutions	Informal Sector
Occupation	Yes		Yes	Yes
Industry/Economic sector	Yes		Yes	Yes
Employment status	Yes		No	Yes
Individually earnings	Yes		Yes	No
Hours usually worked	Yes		Yes	Yes
Hours actually worked	Yes		Yes	Yes
Occupational injury	Yes		Yes	Yes
Date started to work for the company	No		No	No
Socio-demographic char- acteristics				
Age	Yes	Yes		Yes
Sex	Yes	Yes	Sex of owners	Yes
Residential status	Yes	No	No	No
Marital status	Yes	Yes	Yes	Yes
Educational attainment	Yes	Yes	Yes	Yes
Disability	No	Yes		Yes
Socio-demographic char- acteristics of Remitters	No	Yes	No	No

NB: The unit of enumeration for the COBE 2010/11 was the Business establishment. Therefore, the socio-demographic characteristics of the employees were collected as aggregate numbers for the staff employed.

Classification used

The UNPS 2018/19 and MAPU 2016/17 used international standards during the collection of information and generation of the indicators. Table 7.2 gives international classification standards used to classify businesses, occupations and highest education level attained.

Table 6.2: Classification used in the various surveys, 2011 - 2022

Variable	UNPS 2018/19	MAPU 2016/17
Occupation	ISCO-08	ISCO-08
Industry	ISIC Rev4	ISIC Rev4
Status in employment	ICSE-2018	
Status at Work	ICSaW	
Education level attained	ISCED-F 2013	ISCED-F 2013

6.3. Special procedures to ensure or promote participation of migrant population groups

The above-mentioned surveys did not have specific measures put in place to promote participation of migrant population groups. However, several measures were put in place to promote participation of the targeted sub-population in the censuses/surveys. These are:

- The censuses/surveys were widely publicised by the Bureau in preparation for the actual data collection. Publicity was carried out through both radio and television talk shows.
- Publicity teams visited the sampled EAs and provided the local leadership with detailed information about the survey. These visits were made before the commencement of data collection in the respective EAs.

6.4. Data dissemination and micro-data availability

The results from various surveys were made available to users through printed publications. The reports were also posted for public use on the UBOS website (www.ubos.org). However, none of the printed reports had information concerning international labour migration.

NB: The APTSs reports are also available on the Bank of Uganda website (www.bou.or.ug).

6.5. Strengths and Limitations

Strengths

The Annual Personal Transfers Surveys collects information on international remittances at the household level. Thus, it can capture those remittances that are received through channels outside the official channels regularly tracked by the Bank of Uganda²⁰.

Limitations

- The objectives of the censuses/surveys are different from those of international labour migration. Therefore, information on labour market and labour migration indicators is collected as a by-product of the process. Consequently, these surveys may not be a good source of information on international labour migration.

²⁰ The remittances through the unofficial channels constituted about one fifth (21 per cent) of the total value of international remittances in 2018.

2. The sample surveys are designed to generate estimates at national level, rural-urban residence and a few strata as defined in the survey design. Therefore, the data from surveys cannot be used to generate small area estimates.
3. The household-based modules/surveys are generally limited to only the household population and do not include persons living in institutions, refugee camps, forest reserves, police and army barracks, and other special areas.
4. Although the COBE 2011 covered all the economic sectors as spelt out in the ISIC, it did not cover the activities of Extraterritorial Organisations and Bodies and some activities in Public Administration and Defence as well as household-based business enterprises. Hence it is likely to miss some international migrant workers.

Data gaps

The establishment-based surveys do not collect most information relating to international labour migration.

Conclusion

Over the past decade, the Government of Uganda undertook several other household-based or establishment-based surveys. These include the National Manpower Survey of Uganda, the Uganda National Panel Surveys, the Annual Personal Transfers Surveys and the Census of Business Establishment. These surveys were conducted with the aim of providing current information for use in the generation of indicators to facilitate decision-making in specific areas of interest. However, they also collect some information of international labour migration.

Therefore, these surveys generate indicators that are useful in complementing the findings about international labour migration from NLFSS or UNHSSs. However, a major limitation of the establishment-based surveys is that they focus on the establishment and hence collect very limited personal characteristics relating to international migration.





Mapping of administrative sources of data

► Mapping of administrative sources of data

7.1. Overview

There are several institutions in Uganda that collect and compile migration-related data from administrative sources. In this assessment, the systems used in the Ministry of Internal Affairs and the Ministry of Labour Gender and Social Development were considered. Other institutions collecting migration-related data considered in this assessment include the Bank of Uganda and the United Nations High Commission for Refugees (UNHCR). These institutions were selected due to their unique mandates regarding the collection of migration-related information. The different sources and the type of data they collect are outlined below.

1. The Directorate of Citizenship and Immigration Control (DCIC) in the Ministry of Internal Affairs collects information on Visas, Passes and Work permits (issued to migrant workers). The Directorate also collects information on travellers in and out of the country through gazetted entry and exit points. It uses three sub-systems.
 - a) Migration Information and Data Analysis System (MIDAS);
 - b) Electronic Visa/Permit Application System (E-visa); and
 - c) Personal Identification Secure Comparison and Evaluation System (PISCES).
2. The External Employment Management Information System (EEMIS) of the Ministry of Labour Gender and Social Development (MGLSD) is used to process and clear migrant workers travelling abroad for work. In the process, the EEMIS collects and manages information about externalised migrant workers.

The Ministry compiles and publishes quarterly labour migration statistics through the Quarterly Labour Market Information Bulletins.

3. The Population Registration and Identity Management EcoSystem (PRIMES) of the United Nations High Commission for Refugees (UNHCR).
4. The Bank of Uganda has been conducting Annual Personal Transfers Survey (APTS) since 2006). The surveys compile annual information on the value of cash and in-kind personal transfers received in the country.
5. The Ministry of Foreign Affairs collects information on the national Diaspora through its Consular Support and Diaspora Departments), particularly through associations like the Uganda Belgium Chapter, Uganda Japan Chapter and the Uganda North America Association.
6. The Ministry of East African Community Affairs collects information on Visas/Work Permits and Passes issued to citizens of the Member States of the East African Community²¹ as required under Annex II of The East African Community Common Market Protocol (1999) and the Treaty that established the EAC (1997).

²¹ The Member States of the East African Community include Uganda, Burundi, Kenya, South Sudan, Tanzania, Rwanda, and the Democratic Republic of Congo

7.2 Mandate for collection of information

These institutions have a legal mandate to collect the information relating to their domain of operation.

1. The Directorate of Citizenship and Immigration Control collects and compiles information under the Uganda Citizenship and Immigration Control Act (Cap 66).
2. The Ministry Gender, Labour and Social Development is responsible for the protection and promotion of the rights of the vulnerable population, addressing gender inequalities, ensuring cultural growth, labour and employment as well as community mobilization and empowerment. The ministry collects information on migration using the mandate from the Employment Act, 2006 (Section 37 (1)) and The Employment (Recruitment of Ugandan Migrant Workers) Regulations, 2021.

The EEMIS is an online platform by the ministry to monitor Ugandans going to work abroad. It provides a list of approved and vetted companies and approved jobs to Ugandans who wish to work abroad

3. The Bank of Uganda was established by the Bank of Uganda Act as the Central Bank of Uganda. The Statistics Department of the Bank of Uganda collects and compiles relevant statistical information for its stakeholders.

7.3 Data collection and information sharing

Migration-related information is compiled from various administrative records, including work permits, border management records, and employers' records (Table 7.1). The Migration Information and Data Analysis System (MIDAS) collects information on travellers in and out of the country. The system can collect, process, store and analyse traveller information in real-time along with the different entry and exit points. The major capabilities of the system are:

- 1) The extraction of information from Advanced Passenger Information (API)'s system messages, checking data against an Alert list and importing flight details and passenger travel lists into the MIDAS database before the flight arrives. In 2020, arrivals at Entebbe airport accounted for at least 25% of all arrivals in the country.
- 2) Can use a barcode scanner to collect and process traveller data of cross border communities that do not possess a valid machine-readable travel document.
- 3) Verify national travel documents against a national database and ID-Card database.
- 4) MIDAS can check entry and exit data against national and INTERPOL Alert lists to enhance border security.
- 5) The system can record, manage cases, issue residence, employment, and other types of permits regarding migration data.
- 6) The system offers data exchange abilities, given that it is connected to a central server that ensures sharing of collected information between borders in real-time.

NB: Currently, the system is not used produce statistics.

The E-VISAs system is used to issue visas and work permits to migrants coming to work in Uganda recruited by an authorized agency. Information is collected electronically, i.e. each migrant has to include the occupation code of the would-be employer in Uganda.

The DCIC currently has two systems, but they are not integrated. The Directorate of has plans to develop an E-migration system that will harmonise/encompass the 3 existing data collection platforms currently in use. The envisaged system will cover all aspects of immigration, including passports, border management, and employment. The harmonisation process will be guided by regulatory changes underway at the Ministry of Internal Affairs.

Generally, for the systems used by DCIC, not all the gazette points collect the same level of migration data. The level of data collected depends on the system in use at the specific entry/exit point. The various forms specified in the appendix of the Act are used as the basis for collecting migrant data—including the current electronic forms used in the E-Visa system.

The MGLSD is responsible for licensing external recruitment agencies that take emigrants out of Uganda. It is also responsible for providing exit clearance for each emigrant recruited, trained and accepted for employment out of the country. The ministry uses the External Employment Management Information System (EEMIS) to capture data on migrants soon to be deployed outside the country. The emigrants apply through a Private Recruitment Agency to secure exit clearance from the Ministry, which is presented to DCIC at the port of exit. The EEMIS captures part of the “For-work international migrants”. The EEMIS as a system, it is a module that is expected to form part of the broader Labour Management Information System (LMIS) under development by the Ministry. The module’s critical components are:

- 1) License applications by employment recruitment agencies
- 2) License approval process
- 3) Processing of individual migration workers who do not go through employment recruitment agencies
- 4) Job order processing entails reconciling demand from foreign recruiters and local employment recruitment agencies
- 5) Enrolment to the Pre-Departure Training Institute

However, the EEMIS has no provisions to capture information on return international migrant workers. Although currently, there is no relationship between the EEMIS and DCIC, there is data sharing arrangement between the MGLSD and DCIC. In addition, the EEMIS has a provision for linkage with the National Identification and Registration Authority (NIRA).

The United Nations High Commission for Refugees (UNHCR) uses the Population Registration and Identity Management EcoSystem (PRIMES) system to capture individual information on refugees in Uganda. After registration, refugees are issued Proof of Verification documents and ration cards.

The Bank of Uganda has conducted an annual personal transfers survey (APTS). The Information is collected electronically via Money Transfer Operators (MTOs).

Table 7.1: Labour Migration statistics compiled from administrative sources

Data Source	Information collected	Comment
MIDAS - Migration Information and Data Analysis System	➤ Biographic data ➤ Biometric data (photographs and fingerprints) ➤ Travel document images ➤ Entry and exit data ➤ Visa data ➤ Vehicle/flight/Vessel data	➤ Captures some information on international mobility ➤ Can be disaggregated by biographic characteristics
PISCES - Personal Identification Secure Comparison and Evaluation System	➤ Business, Citizen, Conference or Meeting, Diplomatic, Education, Employment, Investment, Official Business – Single Entry, Official Business Multi-Entry, Resident, Spiritual, Short-Term Contract or Consultancy, Tourist, Tourist Multi-Entry Visa 3 Months, Trade, Transit, Visiting Friends or Relatives	➤ Captures some information on international migration ➤ Captures some aspects of Labour Force attachment, but not all ➤ Can be disaggregated by Age and Sex
E -visa - Electronic Visa/Permit Application System	➤ Travel document images or Biodata ➤ Profession of the applicant ➤ Occupation ➤ Information on the appointed post including salary and duration ➤ Security clearance from Interpol ➤ Income tax clearance for the employer supporting the entry-pass application	➤ Captures some aspects of Labour Force attachment, but not all ➤ Can be disaggregated by Profession and Occupation
EEMIS - External Employment Management Information System of the MGLSD	➤ Job Title ➤ Job category, ➤ Name of the hiring company abroad ➤ Country of the hiring company ➤ Expected salary ➤ Conditions of employment, i.e. whether one-time contract or renewable contract ➤ Contract period ➤ Work/visa permit ➤ Visa assurance, or equivalent ➤ Certificate of medical fitness	➤ Captures some aspects of Labour Force attachment ➤ Can be disaggregated by Country of Destination

Data Source	Information collected	Comment
PRIMES - The Population Registration and Identity Management Eco-System of the UNHCR	➤ Addresses ➤ Photos, ➤ Relatives ➤ Supporting documentation ➤ Fingerprints (all) ➤ Irises (both) from each individual ➤ Personal property ➤ Biodata information	➤ Captures some information on international migration ➤ Can be disaggregated by persons biodata
Ministry of Foreign Affairs - Diaspora Department	➤ Personal characteristics (names, age, sex, marital status, skills, education, etc) of the diaspora	➤ Low registration levels due to lack of trust by diaspora on security and confidentiality of personal information they provide.
Bank of Uganda	Value of cash and in-kind personal transfers received in the country ➤ Characteristics of the transfers, including Type of remittances (cash, in-kind, or both), Value of remittance received during the past calendar year, transfer channels used to remit the funds (banks, money transfer agents, friends etc), frequency of the receipts (weekly, monthly, bi-annually and annually) and how the recipients used the funds ➤ Labour status of the remitters, i.e. Working, Non-Working, engaged on a voluntary basis, Others (i.e. students, individuals on medical treatment and short-stay visitors), Duration of stay of the sender abroad, Country in which the sender lives.	➤ Personal transfers can be disaggregated by region e.g Middle East and North Africa (MENA), Europe, Americas, etc. ➤ However, the information cannot be disaggregated by country, sex etc.

The other potential sources of information on labour migration are:

- 1) Registers and formalisations of businesses set up by non-citizens resident on Ugandan soil, from the Uganda Registration Services Bureau (URSB)
- 2) Information about foreigners who are operating businesses and hence paying taxes on the National Tax Register of the Uganda Revenue Authority (URA)

Table 7.2: Selected migration-related information for Uganda, 2016 - 2020

Source	Indicator	2020	2019	2018	2017	2016
DCIC	International Arrivals ('000s)	629	1,040	na	1,927	1,802
DCIC	International Departures ('000s)	682	1,234	na	1,933	1,887
DCIC	Work Permits Issued	9,633	16,750	12,862	12,922	10,852
MGLSD	Migrant Workers Deployed	2,539	5,117	21,004	25,363	8,535
Bank of Uganda	Inward Personal Transfer Remittances (USD Millions)	1,100	1,400	1,283	1,108	1,096

Most of the available legislations are silent about the processing of the data. Consequently, sharing of information remains a challenge, even between government institutions.

7.4 SWOT Analysis, Challenges, and proposed mitigation measures

Table 7.3 presents SWOT analysis (Strengths, Weakness, Opportunities and Threats) of the migration data producing institutions.

Table 7.3: SWOT Analysis by data source

No	Source	Strengths	Weakness	Opportunities	Threats
1.	DCIC - MIDAS	1. User friendly and can relatively be customized; it can be interconnected to other border management information system. 2. Can use a barcode scanner to easily collect and process traveller data of cross border communities who do not possess a valid machine-readable travel document. 3. Can print out a personalised barcode to be placed in the travel document. • 4. An automated process can transfer traveller data between the two systems to one central database to ease data collection if requested and installed. 5. Can capture labour migration related to short contracts/consultancies.	1. Access to data by authorized third parties is challenging. For example, for the calendar year 2019 and 2020, the migration data reported in the annual statistical abstract was for only 8 of the then 22 gazetted crossings. 2. While the system collects data on “reason for travel”, the variable is not standardised, with each respondent writing whatever they wish in any format. This limits data entry, analysis, and usage for decision making. This appears to result from the movement from previous hard copy/paper-based arrival and exit declaration forms to electronic forms that emphasise the capture of bio-metrics—notably fingerprints. It cannot be integrated with other systems without securing a no-objection from the development partner that supported its deployment.		1. When the Integration of PISCES and the e-immigration system is fully attained, all the systems will be interconnected, and MIDAS will be phased out²².

²² Office of the Auditor General (2020) Report of the Auditor General on the Financial Statements of the Directorate of Citizenship and Immigration Control for the year ended 30th June 2019.

No	Source	Strengths	Weakness	Opportunities	Threats
	E-VISAs - DCIC	1. The system is home-grown, which provides the DCIC complete control and the ability to adjust the system according to domestic needs 2. The system allows the applicant to identify and list their chosen occupation, which aids in the data processing 3. The system is amenable to updating the data collection template, and as such, new variables related to labour migration indicators can be added to the template used to collect data.	1. The system requires an employer to register before allowing any entry pass application for labour permit application. Specifically, there is a requirement for an Organization Code, and the field is mandatory on the electronic application system. This limits migrants who may not have a sponsoring institution. 2. Information on education and skills is missing in the current template; instead, the template requests the applicant upload certified copies of education qualifications. Such information could be added to the template from the onset. 3. The system does not capture regional travellers who use national identity cards and don't require visas and work permits travelling to the country.²³ 4. Users only have 30 minutes to enter data, and once the time is out, users have to redo the entire process.	1. The DCIC directorate procured an e-visa and permit management system during the 2020/2021 financial year. 2. There is an opportunity to standardise key variables such as occupational list, professional list, and qualification with international standards such as the International Standard Classification of Occupations (ISCO). This ensures that the data collected can quickly be processed. 3. As part of the wide range of activities offered to investors, the Uganda Investment Authority (UIA) supports expatriates in acquiring work permits and entry passes. The Uganda Investment Authority (UIA) offers support through referrals to the DCIC, which issues the permits. Support is mainly for investors applying for Class G2 permits who have already received an investment/operation license.²⁵	1. Despite procuring an e-visa and permit management system during FY 2020/2021, several conditions for the full operation of the new system are yet to be met, including final user acceptance testing, completion of the setup of the system workflow, training of end-users, and integration of the system to other government systems in NIRA, CAA, URSB, and URA (Office of the Auditor General, 2022).²⁴

²³ Uganda is a signatory to several regional protocols, including the EAC, which allows visa-free entrance to nationals from some countries.

²⁴ Office of the Auditor General (2022) Report of the Auditor General to Parliament for the Financial Year Ended 30th June 2021

²⁵ The UIA intends to launch an electronic business portal, "eBiz" to be hosted at the following site [https:// www.ebiz.go.ug/](https://www.ebiz.go.ug/). The portal targets to ease access to the most commonly required business-related services in Uganda, including work permits.

No	Source	Strengths	Weakness	Opportunities	Threats
	MGLSD - EEMIS	1. EEMIS is presently fully integrated with other government agencies such as the Uganda Revenue Authority (URA) and the Uganda Registration Services Bureau (URSB). Plans are underway to integrate with the immigration based system of MIDAS and PISCES. 2. It is a home-based system with minimal licencing requirements that give national authorities complete control. 3. The system has a field to capture the National Identification Number (NIN) and verify the number in real-time.	1. The Ministry's system collects information on migrants before departure, and there is limited information collected on the migrant in the destination countries. This is a shortcoming given that the EEMIS system was partly initiated to ensure the safety of migrant workers. There is a need to integrate modules that capture detailed information on the residence of the migrant worker. 2. The NIN identification verifications appear to be done for only artisanal workers recruited by licensed agencies and not for an individual emigrant worker enrolling independently on the system. 3. Although the system supports emigrant workers to the Arab countries, it is not linked to migration platforms in the destination countries, e.g. MUNASES of Saudi Arabia as envisaged in the bilateral labour migration agreement signed. 4. The EEMIS system is not yet directly linked with all the other platforms currently in use for migration data collection to enable real-time synchronization. 5. The current system combines both the International Standard Classification of Occupations (ISCO) and the International Standard Industrial Classification (ISIC) standards into one job category field.	1. There is an opportunity to standardize the variable of job category used in the system. An amendment would require two separate fields, i.e. occupation and industry. 2. Upgrading of the EEMIS system on detailed aspects of labour migration. 3. Beyond data capture, the system requires staff to use the labour migration data beyond the central Ministry. The Ministry needs to expand staff engaged with labour migration activities—especially in the destination countries. Efforts are underway to establish labour attaches in the middle east. Beyond labour attaches, there is also a need to recruit statisticians and relevant staff in information technology (IT). The proposed project could help in the actualisation of these efforts.	1. The unit that manages the systems has deficiencies in infrastructure, such as vehicles for movements.

No	Source	Strengths	Weakness	Opportunities	Threats
	UN-HCR - PRIMES	1. Uses a multimodal system to build a globally available biometric record 2. Addresses challenges of multiple registration different names and at various locations/ countries 3. Can help trace refugees working that no longer need relief services 4. Reduces avenues for identity fraud and other misrepresentations 5. It can be used in checking identity across all UNHCR sites in different countries.		1. Although it is a global system, it can be linked and integrated to the local Refugee Information Management System (RIMS).	

No	Source	Strengths	Weakness	Opportunities	Threats
	Bank of Uganda – Personal Transfers	1. Parts of the information are captured by MTOs, which are very reliable sources due to significant reliance on electronic means of data capture. 2. It does capture the duration of stay abroad for the migrant, which other systems do not capture.	1. Parts of this system rely on estimates as well as transactions conducted using official channels. The survey less reliably covers informal sources. 2. The inward personal transfer survey does not capture occupation categories of remitters. 3. Given that it relies on a combination of administrative data and survey-based estimates, the publication of results takes some time. 4. The tool used for the survey does not establish employment nature, i.e., professional or non-professional jobs.	1. Results from the survey can be used to estimate the potential annual return migrants for Uganda. 2. Although the survey is annual, the data collection and dissemination of information is characterised by a significant time lag. For example, although data for the 2018 survey was conducted during April/May 2019, the report was not produced until February 2020, despite using computer-assisted personal interviews (CAPI) devices. The Bank of Uganda and UBoS could benefit from capacity building in analysing collected data. 3. This annual survey can be supported by standardizing the data collection instruments.	1. The conduct of the surveys can be affected by shocks, e.g. the movement restrictions occasioned by COVID-19

The challenges faced by the different source institutions are quite varied. These are summarised as:

1. The government has not made adequate investments in the infrastructure for collecting migration-related data, e.g. ICT facilities and accompanying software. Some of the key institutions that collect migration-related information heavily rely on external partners for data collection infrastructure, software, and operations. This affects the long-term operation of data collection systems—some are externally driven.
2. Uganda does not have a fully developed Labour Market Information System (LMIS). This means that the various sets of information from the different sources are used in isolation and cannot be combined to provide a more comprehensive profile of labour migration in Uganda.

3. There is limited statistical capacity and ICT personnel within the institutions that collected the desired information. All the institutions reported limited statistical expertise to analyse the information collected. This is mainly attributed to the fact that the institutions collect the information primarily for administrative/regulatory purposes, and generation of statistics is a by-product of the administrative processes.

Table 7.4 presents the proposed mitigation measures to the major challenges faced by each data source and/or institution.

Table 7.4: Summary of proposed mitigation strategies

No	Institution	Challenges / shortfalls	Proposed mitigation
1.	DCIC - Migration Information and Data Analysis System (MIDAS)	1) The system collects data on "reason for travel". The information is not recorded in a standardised format, with each respondent writing whatever they wish. This limits data ability for electronic data capture, analysis, and usage for decision making.	1) The DCIC has plans to develop an E-migration system that will harmonise/encompass the 3 existing data collection platforms currently in use (as the future of migration in Uganda). The envisaged system will cover all aspects of immigration, including passports, border management, and employment.
2.	DCIC - Electronic Visa/Permit Application System (E-visa)	1) the template requests the applicant to upload certified copies of education qualifications. 2) The system does not capture intra-regional travellers who use national identity cards and do not require visas and work permits to travel to the country	1) Information on education and skills could be added to the template from the onset
3.	DCIC - Personal Identification Secure Comparison and Evaluation System (PISCES)	1) The system does not permit real-time communication between the two border posts, thus rendering use of the system a significant limitation.	

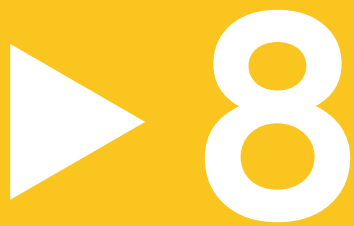
No	Institution	Challenges / shortfalls	Proposed mitigation
4.	MGLSD - External Employment Management Information System (EEMIS)	1) The system collects information on migrants before departure but there is limited information collected on the migrants in the destination countries. 2) Verification of the National Identification Number (NIN) is only done for artisanal workers recruited by licensed agencies and not for any individual emigrant worker enrolling independently on the system. 3) The current system combines both the International Standard Classification of Occupations (ISCO) and the International Standard Industrial Classification (ISIC) standards into one job category field. 4) The system does not capture information on Return Migrant Workers 5) The system is not able to capture International Migrant Workers who did not declare so at the time of departure.	1) The Uganda Bureau of Statistics (in its capacity as the coordinator of the National Statistical System) should support the development of alternative information gathering approaches to capture the other dimensions of international labour migration such as return migrants.
5.	Bank of Uganda	2) The system rely on estimates as well as transactions conducted using official channels. 3) The survey less reliably covers informal sources. 4) The inward personal transfer survey does not capture occupation categories of remitters. 5) Given that it relies on a combination of administrative data and survey-based estimates, the publication of results takes some time. 6) The tool used for the survey does not establish nature of employment of the remitter i.e., whether in professional or non-professional jobs.	The Bank of Uganda together with the Uganda Bureau of Statistics should revive and regularise undertaking of the household-based personal remittances surveys.

No	Institution	Challenges / shortfalls	Proposed mitigation
7.	General issues	For most of the institutions, the administrative records se are aimed at producing statistics and reports for internal control and use within the institution. Therefore, there is no clear mandate or requirement for dissemination of the information for public use.	The Uganda Bureau of Statistics (in its capacity as the coordinator of the National Statistical System) should promote the use of administrative records for production of statistics, and popularise producer institutions to embrace the international statistical classifications,

Summary and Conclusion

There are several institutions that collect migration-related data which would form a good input into the development of a national Labour Market Information system (LMIS), with a module on labour migration. However, currently the systems are not interlinked, and the data collected are not harmonised. The various systems are at different levels of transitioning from manual to electronic systems. In some cases, the transition has not taken care of the existence of related information from other sources. Therefore, whereas the different sources are a potential source of data for the national LMMIS, more work has to be done on the harmonisation of concepts and processes before this can be achieved.





Institutional Capacity of the Uganda Bureau of Statistics

► Institutional Capacity of the Uganda Bureau of Statistics

8.1. Overview

This chapter presents an assessment of the institutional capacity of the Uganda Bureau of Statistics (UBOS) in relation to the production and dissemination of labour migration statistics or migration-related information. The assessment covers several areas, including legal mandate for collection and dissemination of statistics, coordination mechanisms, adequacy of resources (human resources, physical infrastructure for statistical production and financial resources), challenges faced in production and dissemination of statistics, and planned improvement.

a) Mandate of the Uganda Bureau of Statistics

The Uganda Bureau of Statistics Act of 1998 provides for the Uganda Bureau of Statistics (UBOS) as ‘... the principal data collecting and disseminating agency responsible for coordinating, monitoring and supervising the National Statistical System’. Thus, the act gives the Bureau the mandate to play the role of co-coordinating agency, within the National Statistical System to ensure that quality official statistics are produced. The act states the Bureau in carrying out its objects will:

(I) Be responsible for-

- i) Providing high quality central statistics information services.
- ii) Promoting standardisation in the collection, analysis and publication of statistics to ensure uniformity in quality, adequacy of coverage and reliability of statistics information.
- iii) Providing guidance, training and other assistance as may be required to other users and providers of statistics.
- iv) Promoting co-operation, co-ordination and rationalisation among users and providers of statistics at national and local levels so as to avoid duplication of effort and ensure optimal utilisation of scarce resources.
- v) Promoting and being the focal point of cooperation with statistics users and providers at regional and international levels.

II) Be a source of official statistical information.

The act further states that ‘The Bureau may, under this section perform the following functions:

- i) review all initiatives to collect data at the national and local government levels and approve instruments developed for data collection including census frames, registers, sample designs and questionnaires.
- ii) Collect, compile, analyse and publish social, environmental, economic and national accounts statistics.
- iii) Conduct censuses and surveys as the need arises;
- iv) Collect routine administrative statistics.

b) Organisational Structure of the Uganda Bureau of Statistics

The Bureau came into existence in 1998. In 2021, the Bureau underwent a restructuring which created Directorates, Departments and Sections (Table 7.1).

Table 8.1: Directorates and Departments within the UBOS, as of August 2021.

Directorate	Departments	Constituent Units
Office of the Executive Director	Legal Services (Directorate)	
	Internal Audit (Directorate)	
	Professional Services	
	Public and Media Relations	
Economic Statistics	Macro-economic Statistics	
	Production and Environment Statistics	
	Economic Surveys and Censuses	
Population and Social Statistics	Demographic and Social Statistics	➤ Demography & Migration ➤ Gender & Disability ➤ Labour ➤ Education and Health ➤ Crime and Culture
	Social Surveys and Censuses	➤ Surveys and Censuses Planning ➤ Survey Operations
Methodology and Statistical Coordination Services	Projects and Methodology	
	Outreach and Quality Assurance	
	Local Government Statistics	
Digital Solutions and Capability	Digital Solutions	
	Data Capability	➤ Database Management ➤ Dissemination and Communication ➤ Geo-Information Services
Corporate Services	Finance	
	Administration	
	Human Resources	
	Procurement and Disposal	

8.2. Unit responsible for the production of Labour Migration Statistics

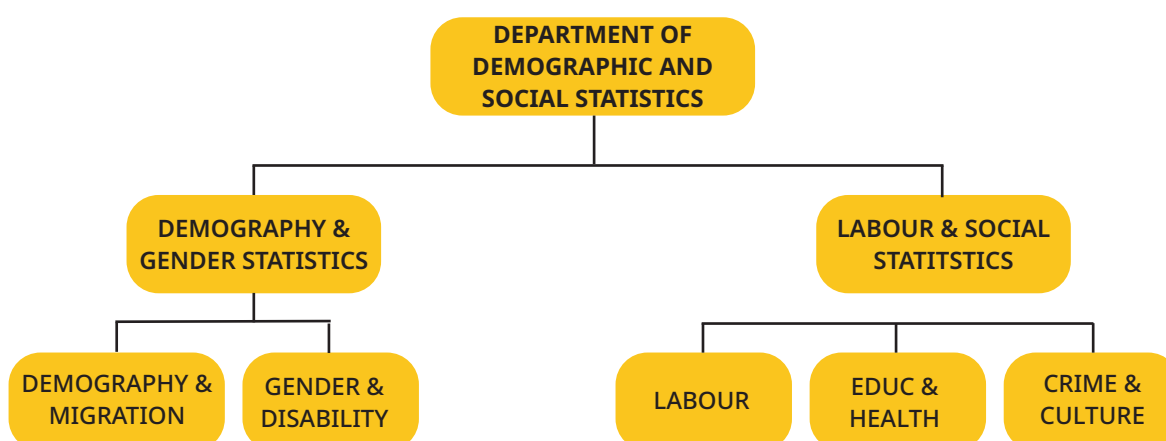
The Uganda Bureau of Statistics Act of 1998 provides for establishment of the Uganda Bureau of Statistics as the National Statistics Office responsible for production, coordination, supervision and dissemination of official statistics and for custodianship of official statistics in the country.

The Directorate of Population and Social Statistics is responsible for the production of population, housing, social and socio-economic statistics through conducting nationwide sample household surveys. It is also mandated to conduct socio-economic surveys for monitoring poverty and other socio-economic characteristics (Education, Health, Agriculture, etc.). The Department of Social Surveys and Censuses takes lead in planning for and implementation of the sample household surveys, while the Department of Demography and Social Statistics takes lead in the data analysis.

The Department of Demographic and Social Statistics is responsible for Demography & Migration statistics, Gender & Disability statistics, Labour statistics, Education & Health statistics as well as Crime & Culture Statistics (see Table 8.1). Thus, all the statistics relating to labour migration are within the same department. This is supported by the Department of Social Surveys and Censuses which is responsible for the field data collection.

When planning for and implementing population censuses and sample household surveys, it is a common practice for the Bureau to constitute an ad hoc inter-institutional Technical Committee to oversee the implementation of the activity.

Figure 8.1: Organogram Department of Demographic and Social Statistics



8.3. Mandate for data collection

a) Legislation

The Bureau was established with a dual role as a principal data collecting and disseminating agency responsible for coordinating, monitoring and supervising the NSS. The Uganda Bureau of Statistics Act 1998 (Fourth Schedule) names matters on which statistical information may be collected, compiled, analysed, abstracted and published, including migration and labour market information. That makes the Bureau the official producer of Labour Migration Statistics from censuses and surveys in Uganda.

b) Coordination

The Uganda Bureau of Statistics Act gives the Bureau the mandate to play the role of the coordinating agency within the National Statistical System (NSS) to ensure that quality official statistics are produced. To that effect, the Bureau has developed Rules and Guidelines for Conducting of Censuses and Surveys for purposes of generating official statistics.

The Bureau coordinates with other Ministries, Departments and Agencies (MDAs) in the production and use of labour and migration related data. These MDAs include:

- i. The Ministry of Internal Affairs, which collects and compiles data on international travels as well as work permits issued.
- ii. The Ministry of Labour Gender and Social Development (MGLSD), which is responsible for data on externalisation of workers.
- iii. The Ministry of Finance Planning and Economic Development (MoFPED) which is a major user of the information generated from the various sources.
- iv. The Ministry of Foreign affairs (MoFA) which manages Ugandans in the Diaspora.
- v. The Bank of Uganda (BoU) which collects information on international remittances.
- vi. International organisations such as International Labour Organisation (ILO), the International Organisation for Migration (IOM), the Inter-Governmental Authority on Development (IGAD), the African Union (AU) and the East African Community (EAC).
- vii. Makerere University Economic Policy Research Centre (EPRC) which collaborates in the analysis of data to generate policy-related information.

c) Procedures and agreements guiding or used by the institution in managing labour migration statistics or migration-related information

UBOS' Third Plan for National Statistics Development (PNSD III) that covers the Financial Years 2020/21 to 2024/25, has four strategic goals. One of the goals is to 'Increased Use of Statistics for Development Results'. In the dissemination of information, UBOS is guided by Principle 6 of the UN Fundamental Principles of Official Statistics which requires that 'Individual data collected by statistical agencies for statistical compilation, whether they refer to natural or legal persons, are to be strictly confidential and used exclusively for statistical purposes'. Therefore, the data are predominantly shared in aggregate form, while the individual records are only shared after being anonymised.

The Department of Demography and Social Statistics is responsible for the analysis of migration-related statistics. This is mainly from population censuses, sample household surveys and administrative records. The data processing and information management function for the censuses and surveys is performed by the Directorate of Digital Solutions and Data Capability.

SWOT analysis of UBOS system with respect to Labour Migration Statistics

Strengths Relies on a variety of sources such as returns from arrival and departure declaration cards as well as labour surveys	Weaknesses - Labour surveys are irregular, i.e. not conducted on an annual basis. - In the UNHS surveys, UBOS defines migration as living in another place, such as another village, another town or country, for 6 or more months at one time. However, the same survey captures information on external migration based on a 12-month yardstick.
Opportunities UBOS is involved in training other MDAs on migration-related data collection; the institution is at the vantage point of pushing the standardization agenda.	Threats The conduct of the surveys can be affected by shocks, e.g. the movement restrictions occasioned by COVID-19

8.4. Resources allocated to the Labour Migration data source

The resources under consideration include human, physical infrastructure and financial resources.

- a) In FY 2021/22, a total seven of (7) full-time staff and 20 part-time staff were engaged in collection, compilation, and dissemination of labour migration statistics or migration-related information.
- b) The Directorate of Digital Solutions and Data Capability is responsible for developing and maintaining appropriate and adequate InformationTechnology (IT) infrastructure, automated systems, databases and provide technical support skills for statistical production, dissemination and management processes.
- c) The total budget dedicated to labour migration statistics or migration related information in FY 2021/22 was about UGX 1 billion (about USD 300,000), including administrative expenses. Over 70 per cent of this was spent on wages of temporary staff working at the border posts. The Annual Labour Force Survey is allocated about UGX 150m (about USD 40,000).

8.5. Challenges with respect to labour migration statistics

The production of labour migration statistics is supported by a favourable legal framework, skilled human resource and infrastructure for data collection and analysis as well as availability of a variety of data sources such as censuses, sample household surveys and administrative records such as returns from international arrival and departure declarations. However, the production of migration related information has been faced with several challenges.

- 1) The Uganda Bureau of Statistics has never conducted any survey exclusively dedicated to migration. Migration related information has, instead, been collected as a module in other surveys. Thus, the information collected is not consistent across all surveys.
- 2) In the case of sample household surveys, the sampling design is targeted to the primary objective. Therefore, it may not be appropriate to capture international migration which is known to be a rare event.
- 3) The Bureau has not been able to adhere to the 10-year interval between population censuses. For instance, the past five censuses were conducted in 1969, 1980, 1991, 2002 and 2014.
- 4) Population censuses and sample household surveys collect detailed information about the characteristics of immigrants. However, limited information (if any) is collected about emigrants and, besides, the methodology for their collection is currently not well-developed.
- 5) Labour surveys are undertaken every five years. However, since 2018, the Bureau has initiated a process of producing labour market indicators on an annual basis.
- 6) There is inadequate funding towards NLFs which affects continuity in time series.

8.6. Summary and Conclusions

The Bureau directly collects migration-related information through censuses and sample household surveys. The Bureau, also in its capacity as the coordinator of the NSS, oversees compilation of migration related information from administrative sources. Currently, the Bureau establishment includes a unit responsible for Demography and Migration statistics and another responsible for Labour Statistics under the same department. Thus, the labour migration statistics function falls under the same department.

In general, the resources earmarked for the production of labour migration statistics are deemed inadequate to meet the user needs. This is with respect to the human and financial resources dedicated to collection of data on international labour migration.

The Bureau has in the past faced challenges regarding collection and dissemination of Labour-migration statistics. However, given its mandate and level of expertise, it is a potential source of labour-migration statistics to inform policy making and improve governance of labour migration in the country.





Recommendations

► Recommendations

The mapping of the administrative data sources and assessment of institutional capacity of the Uganda Bureau of Statistics revealed gaps in the areas of policy guidelines, data collection and management systems, information sharing and dissemination as well as coordination among the different actors.

Coordination/cooperation and Partnerships

There are various sources that collect information that can be used to generate labour migration statistics. However, there is minimal interaction and coordination between the respective information systems.

Recommendation

1. An appropriate national coordination structure and mechanism should be established between source institutions.

Data collection methodologies

There is no clear methodology for collecting current information about emigrants and their characteristics. Consequently, the concepts used and reference periods for the data collection may not comparable across surveys. Some censuses/surveys do activities not collecting any information at all about emigrants.

Recommendation:

2. As Uganda awaits an internationally acceptable methodology for collection of data on emigrants, the Bureau should issue guidelines to be followed when collecting statistics about Ugandans living abroad and their characteristics.
3. For future migration-related statistics, there is a need to capture more detailed information about individuals who moved away from the household — especially those who were seeking employment outside the country.

Survey design

The number of international migrants (defined as non-citizens or foreign-born population) constitutes a very small proportion (less than 2 per cent) of the total population of the country. This makes it difficult to capture a sufficient number of cases of the migrant population in a general-purpose sample household survey. Thus, when analysed, the resultant indicators are likely to lack the desired level of accuracy.

Recommendation:

4. Uganda should prioritise undertaking stand-alone Labour Force and Migration Surveys, which would take into consideration the design requirements to generate reliable estimates on international labour migration.
5. In the case of the other sample household surveys, efforts should be made to adjust the methodology to be able to capture international migrants with acceptable levels of accuracy but without losing the original objectives of the survey.

Concepts and definitions

There are several administrative sources that collect information relating to international migration and economic activity. However, some of them do not follow international standards when recording and/or categorising the information. This makes it hard to compare and/or triangulate data from different sources.

Recommendation:

6. The Bureau should popularise the use of standard international concepts and definitions including those relating to international labour migration.

Missing information

The current sample household surveys have not been collecting information required for generating some of the indicators on international labour migration, such as 'Cost of recruitment'. Further, the surveys do not collect any information about the labour market engagements of persons who emigrants in the country of destination.

Recommendation:

7. The Uganda Bureau of Statistics should devise a system for periodically collecting information on the 'Cost of recruitment', in line with the SDGs recommendations.

Technical capacity

The technical capacity for data production varies widely between institutions. Currently, substantial volumes of information are collected but there is limited capacity within some of the MDAs to analyse the information collected. There are also capacity gaps for data use among data users, providers, and the media.

Recommendation

8. Government should strengthen technical capacity (numbers and skills levels) for the production and analysis of labour migration data. An in-house training and capacity building strategy should be developed for statistics units in the MDAs. Government should encourage secondment of experienced staff to units engaged in labour migration data collection.
9. Government should support the recruitment or secondment of more staff to units engaged in labour migration data collection. The units are currently understaffed. As such, current staff focus more attention on the prevention of trafficking for would-be migrants.

Information Technology Systems and Infrastructure

Most of the sources of administrative data do not have appropriate IT systems to manage, store and disseminate the data. There are several efforts being made to develop the systems and databases in the MDAs, but these are not interlinked. Thus, there is limited potential for sharing of information between systems, even when the IT systems are fully operationalised.

Recommendation

10. Government should make deliberate efforts to inter-link the IT systems in the MDAs, without compromising the mandates of the individual institutions as well as the confidentiality of the information collected.
11. The Government should consolidate and expedite the efforts of developing the Labour Market Information Systems (LMIS), with a module on international labour migration.

Data analysis

The UN Principles and recommendations (UN P&R) for Population and Housing Censuses (Revision 3) classifies the topics related to International Migration and Economic Activity²⁶ as core topics. However, Labour Migration Analysis has not been prioritised in the analysis and dissemination of data from population censuses.

Recommendation:

12. Considering the growing importance of international migration to both the sending and receiving countries, Uganda should prioritise the analysis and dissemination of information relating to Labour Migration from population censuses and surveys.

Information sharing, Data dissemination and use

The challenge of information sharing include:

- Lots of the data are being collected especially those from administrative sources are not shared/disseminated, and if they are, it is not done in a timely manner. There is no explicit policy on data sharing or access protocols at the government level.
- Absence or lack of a user-friendly system, particularly the lack of functional government websites and the fact that some data is produced only in paper format, has inhibited the dissemination of data, and depressed demand from potential data users.
- Weak engagement between users and producers of data, with poor attention paid to the quality of publications, and a lack of advocacy for improvements.

Recommendation

13. The data producing institutions should take advantage of the available technology to disseminate to the users the latest available information in a timely manner.
14. The Uganda Bureau of Statistics should operationalise its mandate to develop a data sharing protocol framework and work with government agencies to develop data sharing and access protocols.
15. The Current avenues for data sharing are governed by several legislations, including the 2005 Access to Information Act (ATIA) and the 2011 Access to Information Regulations. There is need to harmonise aspects concerning migration data.
16. Formal and regular engagement with stakeholders should be established via conferences, presentations, workshops and surveys to ensure that products meet the needs of the data users.
17. A concerted effort to create a data-use culture amongst relevant institutions is necessary to ensure that data disseminated is used for both policy and programmatic needs.

Funding for Statistical Production

Most institutions reported inadequate and irregular funding as a major hindrance to the collection, processing and timely dissemination of labour migration statistics.

²⁶ The topics are Country of Birth, Country of Citizenship and Place of Previous Residence for international migration and Labour Force Status, Status in Employment, Occupation, and Industry for Economic Activity.

Recommendation

18. The Government of Uganda should mainstream the funding for statistics within the annual budgets of MDAs

Assessment of the data sources

19. The mapping and assessment of data sources should not be conducted concurrently. The mapping exercise should precede the assessment of the data sources.



▶ 10

References

► References

Appendix 1: Individuals and institutions which contributed to this Report

The International Labour Organisation (ILO) wishes to acknowledge the various institutions that provided information that was used to compile this report. These include Government Ministries and Departments, Private agencies and international organisations as listed below.

1. Uganda Bureau of Statistics
2. Ministry of Gender, Labour, and Social Development
 - MGLSD - External Employment Management Information System (EEMIS)
3. Directorate of Citizenship and Immigration Control (DCIC)
 - Migration Information and Data Analysis System (MIDAS)
 - Electronic Visa/Permit Application System (E-Visa)
 - Personal Identification Secure Comparison and Evaluation System (PISCES)
4. UNHCR - Population Registration and Identity Management EcoSystem (PRIMES) system
5. Bank of Uganda
6. Uganda Investment Authority

The ILO further wishes to acknowledge Focal person, Ms. Sharon Apio (of UBOS) who acted as link between the BRMM project, the Consultant (Mr. Ibrahim Kasirye (PhD)) and the respondent Institutions.

Appendix 2: Sources of stocks and flows of labour migration statistics

Data Source	Flow statistics	Stock Statistics
Censuses and Surveys		
Population censuses		X
Labour Force Surveys		X
Other Sample Household surveys		X
Specialized migration and demographic surveys		X
Surveys on particular sub-populations (e.g. near international borders, of refugee camps, etc.)		X
Establishment censuses/surveys		X
Administrative Sources		
Population registers	X	X
Register of foreigners	X	X
Border Management/registration	X	
Residence permits issued	X	
Work permits issued	X	
Visas issued (by Type)	X	

Data Source	Flow statistics	Stock Statistics
Departure registrations	X	
Tax and social security registrations		X
Registrations for use of utilities (Telephone, electricity)		X

Appendix 3: Concepts and definitions on International Labour Migrations

The International Labour Organisation (ILO), United Nations Department of Economic and Social Affairs (UNDESA) and the United Nations High Commission for Refugees (UNHCR) have developed standard international definitions of concepts relating to international labour migration. These are summarised in Table 1.2.

Table A3.1: International Concepts and definitions

Concept	International Definition	Institution
Resident population	Persons who are usual residents of the country, regardless of sex, national origin, citizenship or geographic location of their place of work	UN DESA
Usual residents	A person that has lived in a place continuously for most of the last 12 months (that is, for at least six months and one day), not including temporary absences for holidays or work assignments, or intends to live for at least six months NB: The definitions are country specific, but use of a threshold of 12 months is recommend	UN DESA
Not usual residents	Persons who, during a specified reference period, were present in the country at the time of the census but were not usual residents of the country.	UN DESA
Foreign born population	Persons who have the country of enumeration as the country of their usual residence but whose place of birth is located in another country	UN DESA
Foreign population	Persons who do not have citizenship of the country of their usual residence.	UN DESA
Return international migrants	Current residents of the country who were previously international migrants in another country or countries	UN DESA
International migrant	Any person who changes his or her country of usual residence.	UN Handbook on Measuring International Migration through Population Censuses
Return migrant	Citizens of the country of enumeration who emigrated and subsequently came back to live in the country. NB: Returning foreigners, however, are not included.	

Concept	International Definition	Institution
Refugees	People who cannot return to their country of origin because of a well-founded fear of persecution, conflict, violence, or other circumstances that have seriously disturbed public order, and who, as a result, require international protection.	UNHCR
Asylum seekers	An asylum-seeker is someone whose request for sanctuary has yet to be processed.	UNHCR
International labour migration	All movements that cross international borders & involve a labour force attachment in/to the country of destination	ILO (ICLS-20)
International Migrant Worker	International migrant workers - all persons of working age present in the country of measurement who are in one of the following two categories: - Usual residents: international migrants who, during a specified reference period, were in the labour force of the country of their usual residence, either in employment or in unemployment - Not usual residents, or non-resident foreign workers: persons who, during a specified reference period, were not usual residents of the country but were present in the country and had labour attachment to the country, i.e. were either in employment supplying labour to resident producer units of that country or were seeking employment in that country. NB: International migrant workers include person who change their place of usual residence, because they migrate for 12+ months or longer, as well as international workers that travel for short periods of time, including seasonal international workers, border workers, etc.	ILO
For-work International Migrants	All international migrants covering category as well as not usual residents, who entered the country of measurement during a specific reference period for the purpose of undertaking or seeking employment and whose intention was documented or declared at the time of entry to the country.	ILO
Return International Migrant Workers	All current residents of the country who were previously international migrant workers in another country or countries.	ILO

Appendix Table A4.1: Tools used for Assessment of Population Censuses

Date Item	Elaboration	What ILO has collected from the country	Please complete this column for new data based on the latest information
Date data was provided			
A. Identification			
Country			
Title of latest Census			
Year of last Census			
Agency responsible			
Website			
B. Identification of respondent			
Person completing this section/tab			
Position or job title			
E-mail			
Telephone			
C. Coverage			
C1. Geographical coverage			
Whole country			
Part of the country, specify			
C2. Units of enumeration			
Person			
Household			
Population collective living quarters			
Building			
Living quarters			
D. Periodicity			
Every 10 years			
Other, specify			

Date Item	Elaboration	What ILO has collected from the country	Please complete this column for new data based on the latest information
D1. Enumeration was:			
De facto – meaning enumeration of individuals as of where they are found in the census, regardless of where they normally reside.			
De jure - meaning enumeration of individuals as of where they usually reside, regardless of where they are on census day.			
Both			
D2. National definition of usual residence			
6+ months,			
12+ months			
E. Population coverage - Does the population census obtain data on the following groups?			
Nationals (citizens) in the country			
Nationals (citizens) employed in the country			
Nationals living abroad (excluding temporary absence for travel, visiting, shopping, business, etc)			
Nationals (citizens) living and working abroad (excluding temporary absence for travel, visiting, shopping, business, etc)			
Foreigners (non-citizens) living in the country, even if arrived recently (excluding temporary absence for travel, visiting, shopping, business, etc)			
Foreign workers (non-citizens) living in the country			
Refugees			
Asylum seekers			
Nomads			
Other foreigners (non-citizens)			

Date Item	Elaboration	What ILO has collected from the country	Please complete this column for new data based on the latest information
Relevant labour migration topics covered in the last census			
The population census obtains data on the following:			
Demographics			
Age			
Sex			
Marital status			
Educational attainment			
Household size			
International migration			
Country of birth			
Country of citizenship			
Second country of citizenship			
Country of previous residence -for foreigners/			
Country of previous residence for citizens who lived abroad but returned			
Does the Census ask about household members who left to live, work or study abroad for at least 6 months or 12 months?			
last 6 months			
last 12 Months			
Other			
No			
Does the census include questions on labour market status			
Employment status			
Occupation			
Industry/Economic sector			

Date Item	Elaboration	What ILO has collected from the country	Please complete this column for new data based on the latest information
Status in employment			
Individually earnings per month			
Disability			
Age coverage for the above questions			
Does the Census questionnaire include questions to enquire about money sent or received by the household from someone living abroad, whether previous member of the household or not?			
Remittances sent (whether household sent money to person living abroad)			
Remittances received (whether anyone has received money from anyone abroad)			
Reference period for remittances (e.g. in the past 12 months)			
Information on immigrants and return migrants			
Classification used (Please enter the relevant classification used)			
Occupation - ISCO-68, ISCO-88, ISCO-08, National adaption of ISCO, Other specify			
Industry - ISIC Rev 2, ISIC Rev 3, ISIC Rev 4, NACE, NAICS, National adaptation of ISIC, Other, specify			
Status in employment - ISCE-1958, ISCE-1993, National adaptation, Other, specify			
Education status - ISCED-1997, ISCED-2011, ISCED-2013, National adaptation of ISCED, Other, specify			
Method of data collection			

Date Item	Elaboration	What ILO has collected from the country	Please complete this column for new data based on the latest information
PAPI -Face to face using paper questionnaire			
CAPI -Face to face using computer/tablet			
CATI -telephone interview by enumerator with data recorded on the computer			
Telephone interview by enumerator completed on a paper questionnaire			
CAWI -Self-administered online (web) census questionnaire			
Self-administered mail questionnaire (household receives the questionnaire by mail and returns it by mail)			
Administrative sources			
Other, specify			
Data dissemination			
Printed publication			
Electronic format			
Website (please specify the website)			
Other, specify			
None to date - expected release			
Metadata			
Has metadata been published on the census			
Microdata files			
Are microdata files or a representative sample available for research and analysis outside the NSO/agency conducting the census?			
Are there any limitations to accessing the microdata files?			
Cost of obtaining microdata			

Date Item	Elaboration	What ILO has collected from the country	Please complete this column for new data based on the latest information
M. Concepts and definition			
Please insert the definition of the following terms used by the institution for this data source			
International migrant			
Return migrant worker			
Nationals (citizens) in the country			
Nationals (citizens) employed in the country			
Nationals (citizens) living abroad			
Nationals (citizens) living and working abroad			
Foreigners (non-citizens) living in the country			
Foreigners (non-citizens) living and working in the country			
Refugees			
Asylum seekers			
Thank you very much completing this questionnaire			

Appendix 4.2: Tools used for Assessment of Sample Household Surveys

Data Item	Elaboration	What ILO has collected from the country	Please complete this column for new data based on the latest information
Date data was provided			
A. Identification			
Country			
Title of latest household surveys			
Year of last household survey			
Agency responsible			
Website			

Data Item	Elaboration	What ILO has collected from the country	Please complete this column for new data based on the latest information
Periodicity of data collection			
B. Identification of responsible persons			
Person completing this section/tab			
Name and surname			
Position or job title			
Telephone			
E-mail address			
Manager/responsible person			
Name and surname			
Telephone			
E-mail address			
Subject-matter specialist			
Name and surname			
Telephone			
E-mail address			
Statistician			
Name and surname			
Telephone			
E-mail address			
Other responsible person			
Name and surname			
Position			
Telephone			
E-mail address			

Data Item	Elaboration	What ILO has collected from the country	Please complete this column for new data based on the latest information
C. Coverage			
C1. Geographical coverage			
Whole country			
Parts of the country, <i>specify</i>			
C1. Target population			
e.g. usual residents			
C2. Define the target population as indicated above			
e.g. people 15 years and permanently residing in private homes located within each domain of study at the time of the survey.			
D. Periodicity of data collection			
Monthly			
Quarterly			
Annual			
Irregularly			
Other, specify			
E. Sample design			
E1. The sample frame used to develop the sample is:			
Population census			
Area sample			
Previous sample of the same survey (panel survey)			
Administrative register (please specify)			
Other, (please specify)			

Data Item	Elaboration	What ILO has collected from the country	Please complete this column for new data based on the latest information
E2. When was the last update on the frame used?	<i>enter year (YYYY)</i>		
E3. Is new listing of households conducted to reflect migration, births, deaths and to maintain the frame before selection of the final sample			
Yes			
No			
E4. Is the sample designed to improve coverage or allow coverage on international migrants, migrant sending areas or refugees?			
Yes			
No			
E5. What is the sampling unit covered:			
Private households,			
Collective households,			
Worker camps			
Individuals			
Other, specify			
E6. What is the completed sample size			
Total households			
Total individuals			
Emigrants			
Immigrants			
Return migrants			
F. Does the survey obtain data on the following topics?			

Data Item	Elaboration	What ILO has collected from the country	Please complete this column for new data based on the latest information
Country of birth			
Country of citizenship			
Nationality			
Foreign workers in the country			
Household (former) members living abroad			
Country of origin			
Remittances (cash transfers) received from anyone abroad or sent to any absent (former) household member living abroad			
<i>NB: If No to ALL the questions above please End</i>			
G. Relevant labour migration topics covered in the household survey			
G. The household survey questionnaire obtains data on the following topics:			
G1. Demographics			
Age			
Sex			
Marital status			
Educational attainment			
G2. International migration			
Country of birth			
Country of citizenship			
Second country of citizenship			
Country of previous residence -for foreigners/			
Country of previous residence for citizens who lived abroad but returned			

Data Item	Elaboration	What ILO has collected from the country	Please complete this column for new data based on the latest information
G3. Does the survey include questions on labour market status of the working age population (15+)			
Employment status			
Occupation			
Industry/Economic sector			
Status in employment			
Individually earnings per month			
Wages or earnings per time period (hourly, daily, weekly, yearly)			
Hours usually worked			
G4. Does the household survey questionnaire include questions to enquire about money sent or received by the household from someone living abroad, whether previous member of the household or not?			
G5. Information on immigrants and return migrants			
H. Classification used (Please enter the relevant classification used)			
Occupation			
Industry			
Status in employment			
Education status			
I. Method of data collection			
PAPI -Face to face using paper questionnaire			
CAPI -Face to face using computer/tablet			

Data Item	Elaboration	What ILO has collected from the country	Please complete this column for new data based on the latest information
CATI -telephone interview by enumerator with data recorded on the computer			
Telephone interview by enumerator completed on a paper questionnaire			
CAWI -Self-administered online (web) census questionnaire			
Self-administered mail questionnaire (household receives the questionnaire by mail and returns it by mail)			
Administrative sources			
Other, specify			
J. Is participation by households compulsory			
K. Data dissemination			
Printed publication			
Electronic format			
Website (please specify the website)			
Other, specify			
None to date - expected release			
L. Metadata			
Has metadata been published on the household survey			
<i>(e.g. main purpose, sampling frame, sampling design, definition used, non-response, sample sizes, sampling weights, reports/publications to date from the survey, etc.)</i>			
M. Microdata files			
Are microdata files or a representative sample available outside the NSO/agency conducting the census?			

Data Item	Elaboration	What ILO has collected from the country	Please complete this column for new data based on the latest information
Are there any limitations to accessing the microdata files?			
Cost of obtaining microdata			
N. Evaluation of response rate			
O. Concepts and definition			
<i>Please insert the definition of the following terms used by the institution for this data source</i>			
International migrant			
Return migrant worker			
Nationals (citizens) in the country			
Nationals (citizens) employed in the country			
Nationals (citizens) living abroad			
Nationals (citizens) living and working abroad			
Foreigners (non-citizens) living in the country			
Foreigners (non-citizens) living and working in the country			
Refugees			
Asylum seekers			
Thank you very much completing this questionnaire			

Appendix 4.3: Tools used for Assessment of Administrative Sources

Data Item	Elaboration	What ILO has collected from the country	Please complete this column for new data based on the latest information
A. IDENTIFICATION OF DATA			
A1. Date data was provided	(dd/mm/yyyy)		
A2. Identification of data sources			
Country			
Title of administrative source			
Agency/Institution responsible			
Unit in charge of the administrative sources			
Unit performing statistical processing			
Website			
Periodicity of data collection			
A3. Identification of responsible persons			
Person completing this section/tab			
Name and surname			
Position or job title			
Telephone			
E-mail address			
Manager/responsible person			

Data Item	Elaboration	What ILO has collected from the country	Please complete this column for new data based on the latest information
Name and surname			
Telephone			
E-mail address			
Subject-matter specialist			
Name and surname			
Telephone			
E-mail address			
Statistician			
Name and surname			
Telephone			
E-mail address			
Other responsible person			
Name and surname			
Position			
Telephone			
E-mail address			
B. CHARACTERISTICS OF THE ADMINISTRATIVE SOURCE			
Purpose of the administrative source			
Main users			
Start of registration (year)			
Years when the administrative source was not operational			

Data Item	Elaboration	What ILO has collected from the country	Please complete this column for new data based on the latest information
C. SOURCES OF INFORMATION			
C1. What kind of administrative source is this?			
Continuous population register			
Register of migrant(foreign) workers			
Register of national issued work permits to work abroad by country of work			
Register of foreigners/ non-citizens			
Register of work permits issued to foreign workers			
Register of residence permits			
Social security registration system			
Data from private employment services on foreign workers			
Data from government /public employment services on foreign workers			
Border registration			
Other, please specify			
C2. The administrative source's data is obtained from :			
Persons			

Data Item	Elaboration	What ILO has collected from the country	Please complete this column for new data based on the latest information
Companies			
Other centralised administrative register(s)			
Other decentralised administrative source(s), please specify			
Other sources, please specify			
C3. Operation of the administrative data source			
Registration is compulsory			
Registration is free of charge			
Register is used to record additions only			
Register is used to record renewals only (e.g. work permits, residence permits)			
Register is use to record additions and deletion (closures)			
Register is used to record additions, deletions and modifications			
Data collected is verified with supporting documents			
Data is validated with identity of the provider			
Data is recorded without the need for verification			
C4. Which means are used to obtain data to administrative source?			

Data Item	Elaboration	What ILO has collected from the country	Please complete this column for new data based on the latest information
Printed forms			
Electronic form			
Excel Template			
Mobile device capture			
Telephone			
E-mail address			
Online service (website, application)			
Other (specify)			
C5. Data entry and storage			
The data is obtained from another administrative source			
Data are recorded on paper forms and are not stored in computer files or databases.			
Data are entered by typing, reading or scanning.			
Data are entered in each of the decentralized offices.			
Data are entered centrally			
Data are entered into electronic forms on a website.			
Data are stored in spreadsheets			
The Register is organised in a systematic way in files			
The Register is organised in a database, with easy access to retrieve information for statistical purposes.			

Data Item	Elaboration	What ILO has collected from the country	Please complete this column for new data based on the latest information
D. COVERAGE			
D1. Geographical coverage			
Whole country			
Parts of the country			
D2. Population coverage			
Nationals (citizens) in the country			
Nationals (citizens) employed in the country			
Nationals (citizens) living abroad			
Nationals (citizens) living and working abroad			
Foreigners (non-citizens) living in the country			
Foreigners (non-citizens) living and working in the country			
Refugees			
Asylum seekers			
Other foreigners (non-citizens) please specify			
D3. Age coverage			
All ages			
Other, please specify			

Data Item	Elaboration	What ILO has collected from the country	Please complete this column for new data based on the latest information
E. TOPICS COVERED BY THE SOURCE			
E1. Demographics			
Age			
Sex			
Marital status			
Educational attainment			
E2. Migration related characteristics			
Country of birth			
Country of citizenship			
Second country of citizenship			
Country of previous residence -for foreigners/			
Year of arrival			
Expected duration of stay			
Time-period allowed to stay (e.g. if work permit)			
Reason for coming to the country (if foreign immigrant)			
Year of departure (for those leaving)			
Reason for departure			
Destination country			
Other (please specify)			
E3. Does the Labour related characteristics			

Data Item	Elaboration	What ILO has collected from the country	Please complete this column for new data based on the latest information
Employment status			
Occupation			
Industry/Economic sector			
Status in employment			
Individually earnings per some time period			
F. CLASSIFICATION USED (Please enter the relevant classification used)			
Occupation - ISCO-68, ISCO-88, ISCO-08, National adaption of ISCO, Other specify			
Industry - ISIC Rev 2, ISIC Rev 3, ISIC Rev 4, NACE, NAICS, National adaption of ISIC, Other, specify			
Status in Employment - ISCE-1958, ISCE-1993, National adaptation, Other, specify			
Education Status - ISCED-1997, ISCED-2011, ISCED-2013, National adaptation of ISCED, Other, specify			
I. Data dissemination (Check all that apply)			
Printed publication			
Electronic format			
Website (please specify the website)			
Other, specify			

Data Item	Elaboration	What ILO has collected from the country	Please complete this column for new data based on the latest information
None to date - expected time of availability			
J. Metadata			
Has metadata on this type of administrative source been prepared and disseminated (e.g. main purpose, sampling frame, sampling design, definition used, non-response, sample sizes, sampling weights, reports/publications to date from the survey, etc.)			
K. Microdata files			
Are microdata files or a representative sample available for research and further analysis from your agency for this administrative source?			
Who has access to the microdata files?			
Ministry staff			
Other government units			
Researchers			
Public			
Other, specify			
Are there any requirements to access the microdata files?			

Data Item	Elaboration	What ILO has collected from the country	Please complete this column for new data based on the latest information
Yes, please specify, No			
L. QUALITY ASSESSMENT			
L1. Quality control			
The number of registered units is compared to:			
Administrative source's data in previous periods			
Statistics from censuses and/or surveys			
It is verified that all units have a valid identification variable.			
Checks for duplicate units are carried out			
All units in the register/data source are checked to ensure that they have information on the main variables			
The frequency distributions of the variables are reviewed.			
Variations from previous periods are reasonable or can be explained by known facts or situations			
Periodicity of quality controls (D - Daily, W - Weekly, M = Monthly, Q - Quarterly, A = Annually, N/C = No controls).			

Data Item	Elaboration	What ILO has collected from the country	Please complete this column for new data based on the latest information
L2. Documentation - Please attach the documents with the data model and the dictionary or provide an URL where they can be found.			
A manual with instructions for registration is available.			
A manual for quality control of the Register/data source is available.			
There is a document with the dictionary of variables			
The dictionary of variables is available for users			
Changes and updates are documented in a timely manner			
The information about the data (metadata) is documented.			
Metadata is documented applying an international standard.			
Which standard? _____			
M. Concepts and definition			
Please insert the definition of the following terms used by the institution for this data source			
International migrant			
Return migrant worker			

Data Item	Elaboration	What ILO has collected from the country	Please complete this column for new data based on the latest information
Nationals (citizens) in the country			
Nationals (citizens) employed in the country			
Nationals (citizens) living abroad			
Nationals (citizens) living and working abroad			
Foreigners (non-citizens) living in the country			
Foreigners (non-citizens) living and working in the country			
Refugees			
Asylum seekers			

Thank you very much completing this questionnaire





ISBN 978-92-2-037316-3



9 789220 373163