HIGHLIGHTING LABOUR ISSUES THROUGH STATISTICS

INTERNATIONAL LABOUR DAY, MAY 01, 2020

NATIONAL THEME:
IMPROVED ACCESS TO FINANCIAL SERVICES FOR EMPLOYMENT CREATION
UBOS CELEBRATES THE WORKERS OF UGANDA

At the national level, the theme earmarked for the International Labour day celebrations i.e “Improved Access to Financial Services for Employment Creation” is cognizant of the importance of the financial sector in reducing the cost of doing business and creating jobs for the Uganda citizenry. The day is also celebrated to heighten both national and international consciousness, on the importance of promoting and protecting the rights of workers. The COVID-19 pandemic makes the need to avail cheap and accessible capital for Investment, wealth creation and employment even more urgent.

It is therefore our pleasure to share with you the selected statistical indicators across sectors highlighting the contribution of the workers’ movement to the national development agenda.

H.E Yoweri Kaguta Museveni
President of the Republic of Uganda

Congratulatory message

The Board of Directors, Management and Staff of the Uganda Bureau of Statistics congratulate His Excellency the President of the Republic of Uganda Yoweri Kaguta Museveni, the people of Uganda and the entire workers fraternity on this occasion of celebrating the International Labour Day.

As we join the rest of the country and the world at large in the celebration, we take the honour to share some of the statistics that help appreciate the status and contribution of workers in Uganda. We remain committed to delivering on our mandate of producing and disseminating quality official statistics for national development.

Robin Kibuka (PhD)
UBOS, Board Chairman

Chris N. Mukiza (PhD)
Executive Director

Long live Your Excellency; long live the Workers of Uganda!
UGANDA AT A GLANCE

The Environment

- Uganda has a total area of 241,554.96 square kilometres.
- Open water bodies cover 37,495.81 square kilometres.
- Wetlands cover 7,154.81 square kilometres.
- Land area is 196,906.34 square kilometres.
- Total area under forest reserve is 529,595 hectares.

Source: Statistical Abstract, 2019

Population

- The projected Uganda’s total population for mid-2020, is 41.6 million people.
- Females constitute a majority of the population (51%) compared to males (49%).
- Projected Female population for mid-2020 is 21.1 million.
- Wakiso district remains the most populated Higher Local Government (HLG), with a projected population of 2,915,200 million people followed by Kampala with 1,680,600 persons.
- Kalangala district has the least population, projected at 67,200 persons in mid-2020.
- Uganda has a total of 7.3 million households, 75% of which are in rural areas.
- Females head about 30% of the households.

Source: UBOS Censuses and Population Projections Reports 1969 - 2020

Projected population of Males & Female-2020 by age group

- Youths (persons aged 18 – 30 years) constitute 23% of the total national population.
- Population growth rate stands at 3% per annum.
- The population density (number of people per square kilometre) is 173 persons per sq. km.
- The average household size is at 4.7 persons.
- The Literacy rate for persons aged 10 years and above is at 74%.

Source: Uganda National Household Survey, 2016/17
KEY FACTS AND FIGURES ON THE NATIONAL LABOUR FORCE

Labour force refers to the current supply of labour for the production of goods and services in exchange for pay or profit. It is composed of the employed and the unemployed.

- According to the International Labour Organization (ILO), the working age population constitutes persons aged 14 – 64 years.
- The working age population increased to 19 million in 2016/17 from 16.5 million persons in 2012/13.
- The proportion of the working age population that is employed stands at 9 million persons, accounting for 47.5%.
- Although women constitute the majority of the working age population (10 million), only 40% are employed.
- 77% of the formal employers are from the private sector while 23% are from the public sector.

**Source:** Uganda National Household Survey, 2016/17

THE DYNAMICS OF THE WORKING AND NON-WORKING AGE POPULATION

The Population can broadly be divided into two categories i.e Working Age and Non-Working Age. In Uganda, the Working Age Population - WAP (population expected to be actively involved in the labour market) refers to those aged 14-64 years. As of 2016/17 the WAP was 19 Million out of a population of 38 Million.

**Working Age Population (14 - 64 years)**

From the illustration, out of the WAP (19 Million), those who were employed (Working for pay or profit) amounted to 9 Million (this is about 48 % of the WAP). However, the population that was working includes those who were engaged in subsistence agriculture (which is work for own or family consumption).

**Note:** The most current WAP indicators will be available after the completion of the ongoing UNHS 2019/20

**Source:** Uganda National Household Survey, 2016/17

CHARACTERISTICS OF THE EMPLOYED POPULATION

### BY OCCUPATION

Employed persons refer to persons of working age who, during a short reference period, are engaged in any activity to produce goods or provide services for pay or profit. Services and sales workers comprise of 31 % followed by skilled agricultural forestry and forestry workers (27.3%).

**Occupations of Employed Persons**

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technicians and Associate Professionals</td>
<td>2.1</td>
</tr>
<tr>
<td>Plant and machine operators and assemblers</td>
<td>4.4</td>
</tr>
<tr>
<td>Professionals</td>
<td>6.7</td>
</tr>
<tr>
<td>Craft and related trades workers</td>
<td>6.5</td>
</tr>
<tr>
<td>Elementary occupations</td>
<td>10.7</td>
</tr>
<tr>
<td>Skilled agricultural, forestry and fishery workers</td>
<td>27.3</td>
</tr>
<tr>
<td>Service and sales workers</td>
<td>30.6</td>
</tr>
<tr>
<td>Others</td>
<td>1.7</td>
</tr>
</tbody>
</table>

**BY INDUSTRY**

Industry refers to economic activity or main goods and services produced at a work place. In Uganda, the economic activity that offers greater employment opportunity is Agriculture, Forestry and Fishing (36%) followed by Trade (23%).
As of 2019, most Ugandans working abroad went to work as house - maids (10,272) all being females, followed by security guards (907) and cleaners (725).

**Common Job category by sex in major destination Countries in 2019**

<table>
<thead>
<tr>
<th>Job Category</th>
<th>Female</th>
<th>Male</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>House maids</td>
<td>10,272</td>
<td>0</td>
<td>10,272</td>
</tr>
<tr>
<td>Security Guards</td>
<td>34</td>
<td>873</td>
<td>907</td>
</tr>
<tr>
<td>Cleaners</td>
<td>95</td>
<td>630</td>
<td>725</td>
</tr>
<tr>
<td>Drivers</td>
<td>2</td>
<td>181</td>
<td>183</td>
</tr>
<tr>
<td>Personal Assistants</td>
<td>56</td>
<td>58</td>
<td>114</td>
</tr>
<tr>
<td>Labourers</td>
<td>64</td>
<td>64</td>
<td>128</td>
</tr>
<tr>
<td>Helpers</td>
<td>36</td>
<td>36</td>
<td>72</td>
</tr>
<tr>
<td>Supervisors</td>
<td>7</td>
<td>7</td>
<td>14</td>
</tr>
<tr>
<td>Waiter/Waitress</td>
<td>0</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>10,459</td>
<td>1,853</td>
<td>12,312</td>
</tr>
</tbody>
</table>

**Source:** Ministry of Gender Labour and Social Development, 2020

**INTERNALIZED MIGRANT WORKERS**

All foreign nationals intending to work in Uganda are required to obtain relevant work permits. There are different requirements for different categories / classes of work permits. The lowest volume of work permits was recorded in 2013/14 (8,969) and the highest in 2016/17 (11,533). The number of permits issued to males have been much higher than those issued to females.
UNEMPLOYMENT RATE LEVELS
According to ILO, unemployment denotes a situation where in a particular period, a person is available for work, is actively seeking for work (paid or self employment) but is unable to find an opportunity.

- The national unemployment rate stands at 9% of the working age population.
- Unemployment was registered highest in Kampala (21%) and lowest in West Nile (3%)
- Of the unemployed working age population, 13% are females compared to 6% males
- The unemployment rate for youths aged 18-30 stands at 13.3%

Unemployment Rate Levels by Age group

Source: Uganda National Household Survey, 2016/17

YOUTH EMPLOYMENT INDICATORS
A youth may be defined in several contexts. A youth is defined as a person aged between 15 and 24 (United Nations) or between 15 and 35 (African Union) BUT in Uganda, a youth is a person aged 18 to 30 years.

- The youth constitute 23% (approximately 8.5 Million) of the total population.
- 72% of young persons live in rural areas while 27% live in urban areas.
- 16% of the household heads are youths
- The youth employment to population ratio stands at 65%
- 74% of the employed young people are in rural areas while 26% are in urban areas
- 57% of the young people are employed in the Agriculture sector with the females at 61% compared to the males at 53%
- 14% of the young people are employed in the trade sector
- 51% of the working young persons work for less than the standard 40 hours per week
- The young waged and salaried workers earn an average of UGX 217,000/= per month
- The young waged and salaried workers in urban areas earn an average of UGX 281,000/= per month
- The young waged and salaried workers in rural areas earn an average of UGX 151,000/= per month


EMPLOYMENT BENEFITS AND LABOUR UNIONS MEMBERSHIP

- Only 7% of the total formal employees are members of labour unions
- Only 27% of the total formal employees contribute to the National Social Security Fund (NSSF)

Source: Manpower Survey Report 2016/17
A MAP OF UGANDA SHOWING POPULATION DISTRIBUTION BY DISTRICT

CURRENT DISTRICTS IN UGANDA BY REGION

How well do you know the history of International Labour Day??

- On May 01, 1886 in United States of America, people decided to go on a strike to demand the maximum duration of work to eight hours per day. This strike was followed by a bomb blast in Chicago’s Haymarket Square on May 4, 1886.

- This led to the death of many and hundreds were injured as well. In order to commemorate the Haymarket square incident and to promote the welfare of labourers across the world, pan-national organization of socialist and communist parties chose this day as International Labour Day.

- In 1889, a meeting in Paris was held by the first congress of the Second International, following a proposal by Raymond Lavigne that called for international demonstrations on the 1890 anniversary of the Chicago protests. International Labour Day was formally recognized as an annual event at the International’s second congress in 1891.

Source: UBOS Population Projections Reports 2015 - 2020