



# UGANDA BUREAU OF STATISTICS BULLETIN



**“Keeping you Informed”**

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## EXECUTIVE DIRECTOR'S MESSAGE



**Dr. Chris N. Mukiza, Executive Director - UBOS**

**based culture. This culture must be the spine of our business and its processes going forward.** For instance, there must be evidence in the way we conduct our field operations, evidence has to be seen in our analysis and the processes we undertake to produce the data, and evidence must be exhibited in the way we disseminate our statistics to the users and the general public. We must also be deliberate in the way we deal with our clients and stakeholders to ensure that we satisfy and / or respond to their needs.

With ***Evidence as our culture***, we can back up or refute arguments using our factual data, evidence helps in quick decision making and henceforth allowing entities to decide on what is effective or not. Government and other organisations use evidence in form of statistic to refine different programmes.

### **We live an Evidence Based Culture**

The Uganda Bureau of Statistics is a world class National Statistics Office (NSO). Several NSOs across the continent always benchmark UBOS' systems, processes and expertise in statistical production.

Domestically, UBOS as the principal data collecting, processing, analyzing and disseminating agency for official statistics continues to remain a fulcrum of the national planning machinery.

As the supervisor of the National Statistical System, harmonization of statistical reporting across the spectrum of Ministries Departments Agencies (MDAs) remains on course, especially through our Statistical Coordination Services function.

With the foregoing, it is now a consensus that we at UBOS must **live an evidence**

We must provide evidence to respond to the needs of our users and fellow producers of statistics if we are to offer a strong foundation upon which planning, programme implementation, monitoring and evaluation can be based.

This culture will further cement us as an institution that offers efficient, dependable, user-responsive indicators to meet the demands of statistics on the social, economic and political developments in the country.

Therefore, the information and indicators we share with the public, must be factual and accurate. The integrity of our data must remain of the highest caliber and highly revered for decision makers.

Therefore, I urge all staff to adhere and be seen to live this evidence based culture.

## SNIPPETS FROM THE UBOS MANAGEMENT MEETING

By Edgar Mbahamiza, MC&PR



Members of Top Management in a Management meeting after easing the lockdown.

The Management of the Uganda Bureau of Statistics held its 212<sup>th</sup> meeting on Friday, July 24, 2020 at the main reception on ground floor, Statistics House. The meeting was held in strict observance of the Ministry of Health Standard Operating Procedures (SOPs) against COVID-19.

Dr. Chris N. Mukiza, Executive director, UBOS chaired the meeting. Previous meetings had been held remotely on Microsoft teams.

The meeting called upon all staff to observe the following:

⇒ Strict compliance to the SOPs on COVID-19 as issued by MOH and UBOS COVID-19 Taskforce.

- ◆ Washing Hands and or sanitizing,
- ◆ Putting on a face mask,
- ◆ Keeping social distance,
- ◆ Having your temperature checked as

you enter the Bureau,

- ◆ Not allowing non-essential visitors into UBOS premises,
- ◆ Not allowing to be more than 4 persons in the lift,
- ◆ Observing the SOPs even when in the field.

⇒ Embrace the practice of remote working/working from home to avoid overcrowding at office.

The immediate Supervisors were urged to put into practice working in shifts where only 30% of staff

should be at office and 70% work from home. Those working from home must keep in touch with their immediate supervisors and deliver their outputs electronically on a daily or weekly basis.

⇒ All staff were reminded to complete the performance appraisal exercise for the period July 2019 to June 2020 as soon as possible as the process was well behind schedule.

⇒ All staff with outstanding accountabilities for the financial year 2019/2020 were directed to retire the official advances as a matter of urgency lest administrative measures are instituted against them. All accountabilities should be made within a maximum of two weeks after completing an activity.



## THE ADMINISTRATION FUNCTION AT UBOS GOES BACK TO ITS ORIGINAL HOME

**By Edgar Mbahamiza, MC&PR**



**Ms. Florence Obiro, Ag. Finance and Administration Manager.**

The function of Administration in the Bureau has with effect from July 1, 2020, returned to its original home after it was merged with the Finance function to constitute the Division of Finance & Administration. Currently, the Division is headed by Ms. Florence Obiro, Ag. Finance and Administration Manager. This was the original arrangement at the inception of the Bureau in 1999 when the Administration Section was under the Directorate of Finance and Administration. The pioneer Head of the Administration Section was Mr. Mbahamiza Edgar who then was a Principal Administrative Officer.

However, during the first functional review conducted in 2006, it was proposed that the Finance function be decongested. At that time, it used to include, the traditional Finance, Administration and Secretary to the Board. Administration was therefore added to Human resource

management to enable service efficiency.

The Administration function takes charge of the following responsibilities:

- ◆ General Administration (Cleaning offices and compound), Office furniture, office space allocation, and stationery among others)
- ◆ Transport (vehicle maintenance, servicing and repairs, vehicle and driver allocation and supervision, fuel allocation in consultation with the accounting officer among others)
- ◆ Estates (maintenance of the building, installations such as Lifts, plumbing works, electrical and civil works)
- ◆ Security

The Stores function was earlier relocated from Administration Section to Finance Division with effect from July, 2019.

The Administration Section is headed by a Principal Administrative Officer, which position is currently vacant. The Ag. Senior Administrative Officer/Transport Officer, Mr. Mukurasi Julius, is currently taking charge of the function.



**Mr. Mukurasi Julius- The Ag. Senior Officer Administration & Transport**

The above structural change has left the Human Resource function as an independent Division under the stewardship of Mr. Walube Charles, Ag. Manager Human Resource. The Human Resource Division shall have two Sections i.e Human Resource Management and another in charge of Human Resource Development.

It is hoped that with the separation, Human resource management will concentrate on its core functions of maintaining well-motivated staff, recruitment, staff welfare, staff skills

development, career planning and development, performance management, succession planning and management, internship, talent management and retirement planning among others.

Other functions of the HR division include encouraging innovations and reward management

Staff are advised to take note of the changes and relate accordingly.

## UBOS FIELD EXPERIENCE DURING COVID-19



**Left is Mr. Anthony Kugonza interviewing in Mitooma District**

The COVID-19 pandemic has changed the way of conducting businesses and the UBOS field interview operations have not been spared - writes Anthony Kugonza, a field team supervisor in Mitooma district.

While conducting field interviews for the Census of Business Establishments (COBE) in Mitooma district, teams have had to adhere to the general Standard Operating Procedures issued by the Ministry of Health and the directives issued by the President of the Republic of Uganda.

Team members wake up at 6:00am, undertake personal grooming and converge for breakfast at 7:30am. We measure every team member's temperature using an infrared temperature gun

before setting off to the field.

All field interviewers must wear a face mask whenever in public. To the contrary, majority of the community members more so my respondents do not wear face masks. We always endeavor to keep the recommended social distance when interviewing respondents to avoid possibility of acquiring Corona Virus.

Field work has progressed fairly well with minimal challenges notably; the fear exhibited by some respondents that people from Kampala are likely to be carrying the Corona Virus and some establishments being knocked out of business due to the effects of the Covid-19 pandemic / lockdown.

### **Masks affect my audibility during interviews By Sharon Kaima**

I am a field interviewer working in Kabarole District. I wake up at 6:00am and prepare for the day's work by 8:00am. I sanitize my hands, wear gloves, a face mask and get my temperature



**Left is Ms.Sharon Kaima taking a temperature in Kabarole District.**



measured before entering the field car. At around 9:00 am, we start the field day's interviews. During the interview(s), I always maintain social distance and in some premises I have to sanitize and wash my hands before starting the interview. I work from 9am up to 1 pm take a lunch break of 1 hour and resume work at 2 pm and work till 5:00pm. But sometimes, if there is a village which is not yet complete, the team pushes on till 6.00pm

During the interviewing process I face various challenges while trying to adhere to the SOPs these include; being audible enough when talking to the respondent while wearing a mask as well as keeping social distance. I have also experienced delays by guides who

take long to arrive hence affecting my start time.

Some respondents also try avoiding to answer some questions related to monthly turnover saying the revenues have declined drastically as they have fewer customers because of the lockdown.

Since respondents know that we are from the Bureau which is a government agency, they ask me for masks, food and financial aid yet we do not have these items.

Another challenge is also the collection of data from establishments which are still under lockdown like bars and lodges. Otherwise, the field work is moving on smoothly and we hope to complete our 22days in the field soon.

## UGANDA'S RECORD IN FIGHTING PANDEMICS REMAINS ALIVE AGAINST COVID-19



**Ivan Mafigiri Kanyeheyo/Information Officer Protocol and Customer Care.**

Uganda is renowned worldwide for its record in fighting pandemics such Ebola, Marburg as well as its response against HIV/AIDS. For the latter, the country's *ABC strategy* spear headed by President Yoweri Museveni in the 1990's registered big wins against the fast spreading virus.

With the advent of the global COVID-19 pandemic, it looks like Uganda revisited its historic 'anti-pandemic' methods. With COVID-19 cases surging close to 1 million people on

the African Continent, Uganda, a country with now about 42 million people has only recorded just over 1,200 cases and seven deaths since March, a strikingly low total for such a large country. Notably, over 1,000 of those domestically infected have recovered and shaded off the virus.

Uganda's approach continues to attract applause across the world. For such a country with not the most modern health facilities and equipment but whose health governance regime reacted just in time and put in place strict preventive measures against the virus even before it could spread widely. The preventive measures / restrictions however, were/are not without economic disruptions as they restrict people movement and trade with experts warning of a further down side in economic growth levels. Already, the 5.1% GDP growth rate registered in December 2019, has already gone down to a lowly 3.1% (as of June 2020) owing to the effects the pandemic.

### **The Efficacy of the Lockdown**

Uganda's approach (of imposing a lockdown) contrasts with that of many other African countries, which did not impose such strict measures and / or began easing them long before infections peaked to protect their fragile economies and mostly poor popula-

tions. Some of such countries, now face rapidly accelerating outbreaks that could overwhelm their public health systems and outdo the economic gains. It justifiably turns out, Uganda's stringent measures bought the government time to prepare its health system and learn lessons about the disease and impose the best fitting preventive measures. It is important to note that almost all governments are having to face the conflicting loyalty of **'balancing saving lives versus livelihoods and economic prosperity'**.

For instance, Uganda closed schools and banned large gatherings three days before confirming her first case on March 21, 2020. By the end of March, most businesses were shut, vehicle movement was restricted, and an overnight curfew was in force. Later, face masks became mandatory in public in May following the gazetting of

a statutory instrument by the Minister of Health aligned to the Public Health Act. Health teams have been in place to educate the public and trace those infected. Prior to the confirmation of the first COVID-19 case (a business returnee from Dubai), passengers were already being screened at airports. Isolation wards were ready to receive patients, and anyone infected was henceforth hospitalized.

As we continue to battle against the pandemic, it is incumbent on us to strictly follow and adhere to the Standard Operating Procedures (SOPs) as laid down by the authorities. And at UBOS, we cannot do less than being and offering the best example. Let us all stand up and be counted against COVID-19.

**Ivan Mafigiri Kanyeheyo/Information Officer Protocol and Customer Care.**

## FINDING WHERE TO SLEEP IS HARD DURING FIELD WORK



**James Ambayo, Senior Statistician**

As teams resumed lodging facilities for our field Interviewers.

data collection for the Census of Business Establishments (COBE), they are finding it hard to se-

cure lodging facilities since lodges are still closed down as per the Presidential guidelines on the prevention of the spread of COVID-19.

Data collectors have had to first introduce themselves to the district management starting with the Resident District Commissioner (Head of the COVID-19 Task force) who then grants permission to a lodge owner to open up

The interviewers also have courtesy calls on the Chief Administrative Officer and the District Chairperson. These offices issue them with introductory letters to lower local governments. The offices of the District Police Commandant (DPC), the District Security Officer (DISO) also offer a helping to our field teams as they seek to access business establishments.

Undertaking field work during this period comes with some risks but we are ready to bear given the importance of statistics in planning and programme implementation more so now for the post COVID-19 recovery phase. The risk is increased by the fact that community members do not wear masks yet we do not know who they have interacted with prior to our field interview routines.

The COVID-19 pandemic has also caused budgetary reviews to include, masks, sanitizers,

hand gloves and temperature guns which had not been planned for. The teams are currently in the following districts;

Cluster of Districts	Teams	Route
Buyende, Pallisa, Butebo, Budaka, Butaleja, Namutumba	2, 8, 14	Near East
Kwania, Kalaki, Alebtong, Amolator, Kaberamaido, Otuke	4, 6, 9	North
Mubende, Gomba, Bukomansimbi, Kassanda, Ssembabule, Kabalore, Kyegegwa, Kibaale, Kakumiro, Kyankwanzi	1, 3, 15, 7, 11	West and central
Soroti, Amuria, Serere, Ngora, Bukedea, Katakwi	13, 16	Far east
Bushenyi, Sheema, Mitooma, Lyantonde, Kazo and Kiruhura	5, 10, 12	South west

## UGANDA NATIONAL HOUSEHOLD SURVEY (UNHS) DATA COLLECTION RESUMES



**Bylon Twesigye, Senior Officer/ Field Operations**

The on-going Uganda National Household Survey (UNHS) 2019/20 is the seventh in the series of national household surveys conducted by UBOS since the year 1999/2000. The other UNHS series were conducted in 2002/03, 2005/06, 2009/10, 2012/13 and 2016/17. The UNHS collects socio-economic data required for measurement and development of human development indicators and for monitoring social goals, with particular focus on the measurement of poverty and unemployment levels.

Additionally, the data collected from the UNHS provides an input for monitoring progress of the Sustainable Development Goals (SDGs) and the National Development Plans (NDP) among other policy frameworks.

Field data collection for the current UNHS commenced in September 2019. Field teams are deployed every month for an average period of 20 days. There are 16 mobile field teams comprising of a Field Supervisor, 3-4 Interviewers and a Driver. Each field team uses one vehicle during field work. The interviews are conducted using Computer Assisted Personal Interview (CAPI). Every field staff has his/her own CAPI device.

Data collection for the UNHS was greatly interrupted by the COVID-19 lockdown. As such, there was no field work carried out in the months of March, April, May, June and the bigger part of July 2020. Field data collection only resumed on July 24, 2020. The teams are expected to complete this round of data collection by mid-August 2020. During this phase, a number of new measures have been put in place to conform to the COVID-19



Standard Operating Procedures (SOPs). These include:

- i) Providing ALL field staff with at least two sets of re-usable face masks.**
- ii) Providing a Temperature Gun for every field vehicle.**
- iii) Providing at least 2 litres of Hand Sanitizers for every field vehicle.**
- iv) Providing disposable face masks for EVERY respondent/guide interviewed.**

The field teams were deployed to cover a sample of Enumeration Areas (EAs) spread across all regions of Uganda. Every team was allocated 16 EAs to be

covered in this field trip. The data collection application which is in-built in the CAPI device allows for synchronization and submission of data to headquarters on a daily basis. The data editing team based at UBOS is therefore able to receive the data every day to check for consistency and completeness. Sometimes however, this process is interrupted by network failure especially in remote districts. Data however is always sent in when network is reconnected. :

## UBOS RECRUITS DRIVERS



**Charles Walube, Ag. Manager  
Human Resource**

The Uganda Bureau of Statistics is mainly a field based organization since it undertakes several surveys and censuses throughout the country.

To this end, people and staff mobility is key in enhancing the data collection routines. The Bureau therefore advertised for the services of drivers on March 02, 2020 and received a total number of 528 applications. Of these, 37 were shortlisted for the practical and competency test on July 09, 2020. 18 applicants went through to the oral interview stage which was conducted on August 03, 2020.

The best 6 candidates have now been informed of their success at the oral interview and will be duly appointed to start work on 1<sup>st</sup> September 2020.

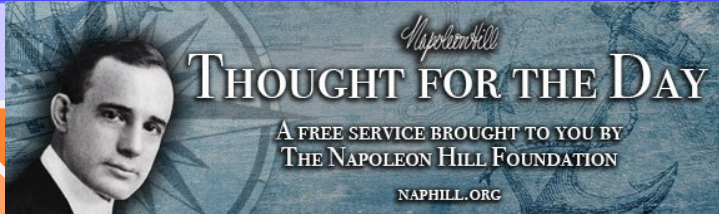
Similarly, the Bureau put out an Internal Advert for different positions namely; Senior Statistician (6), Senior Statistician- Standards (1) and Senior Human Resource Officer- Management (1). It was put out on July 17, 2020 with a deadline of 24<sup>th</sup> July. The shortlist is yet to be put on the notice board with the Interview dates. This recruitment exercise is expected to bring in staff to fill in gaps created by the recent staff rotations and promotions.

### Summary of Applicants

POST	TOTAL NUMBER OF APPLICATIONS RECEIVED
Senior HR Officer- Management(1)	4
Senior Statistician(6)	46
Senior Statistician-Standards(1)	25
<b>TOTAL</b>	<b>75</b>

## NEW STAFF ROTATION

SNo.	NAME	PREVIOUS POSITION	NEW POSITION
1.	James Muwonge	Director Social Economic Statistics	Director Professional Services Unit/ Project Management Unit
2.	Paul Mugoya	Manager Finance	Manager Risk Management and Compliance
3.	Stephen Baryahirwa	Principal Statistician	Ag. Director Social Economic Surveys
4.	Florence Obiro	Ag. Principal Internal Auditor	Ag. Manager Finance and Administration
5.	Charles E .Walube	Ag. Manager Administration and Human Resource.	Ag. Manager Human Resource
6.	Henry Munaaba Dhikusooka	Principal Officer/PDU	Principal Officer- PSU
7.	Muminu Mulindwa	Senior Officer	Principal Officer—PMU
8.	Henry Ngiya	Principal Officer/DIT	Principal Officer—RM& C
9.	Sarah Nakasinde	Ag. Principal Human Resource Officer	Principal Human Resource Officer
10.	Beatrice Nyemera	Officer GIS	Principal officer -GIS
11.	Moses Waibi	Senior Accountant	Ag. Principal Accountant
12.	Duncan Sematimba	Senior IT Officer	Ag. Principal Officer (Data Processing)
13.	Victor Ogwal	Senior Officer PDU	Ag. Principal Officer /Head PDU
14.	Sam Okalang	Senior Officer Stores	Senior Officer PDU
15.	Joseph Kabireedi	Senior Network Administrator	Senior Officer RM&C
	Stephen Engole	Ag. Senior Statistician CPI	Senior Statistician CPI
16.	Phillip Arinaitwe	Network Administrator	Ag. Senior Network Administrator
17.	Annet Nyirankusi	Officer PDU	Ag. Senior Officer Stores & Asset Management
18.	Julius Mukurasi	Transport Officer	Ag. Senior officer Administration and Transport
19.	Viola Oketcho	Executive Assistant	Administration Officer (General)
20.	William Matovu	Administration Officer (General)	Administration Officer (Transport)
21.	Bedan Nsabirabandi	Assistant officer Procurement	Officer Procurement and Disposal Unit



### Friendship needs frequent expression to remain alive.

We are all human, with frailties, foibles, and insecurities. We each need to be appreciated for the uniqueness that makes us individual, and we need to be told that we are appreciated. Maintaining friendships requires effort and persistent expression, both in word and deed. Tell your friends often how much you appreciate them. Remember occasions that are important to them. Congratulate them upon their achievements. Most important of all, let them know that you are there for them whenever they need you.

## COMMUNICATION TIP

### Respect your Audience.

Recognize your message is not just about you or what you want.

You should sincerely care about the needs and the unique perspectives of those to whom you are communicating.

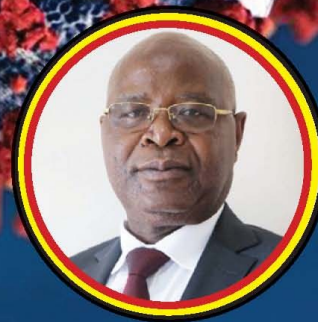
One of the best ways to show your respect is simply by paying attention to what they say.



## COVID-19 Safety Precautions

At UBOS, we care about health and safety

- Wash and sanitise your hands
- Wear a mask while in public
- Practise social distancing



Chris N. Mukiza (PhD)  
Executive Director - UBOS

*We live an Evidence Based Culture*

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