

The National Human Resource Survey 2023/24



Conference Hall
Statistics House

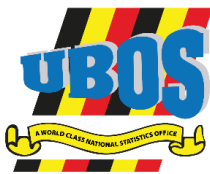
EXECUTIVE DIRECTOR
Uganda Bureau of Statistics



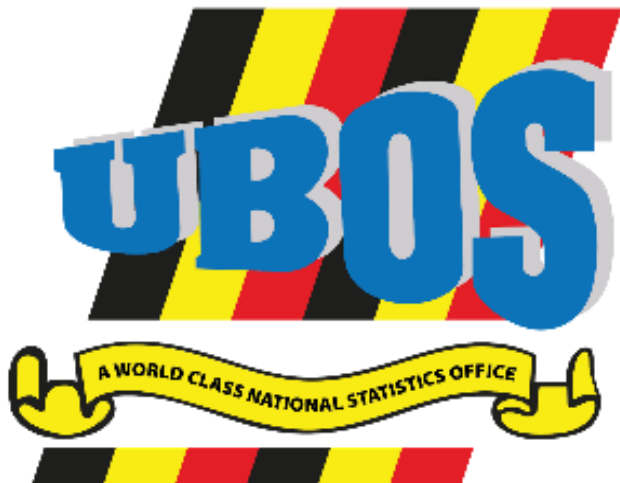
23rd April 2026



- Introduction
- Objectives
- Methodology
- Findings
- Summary



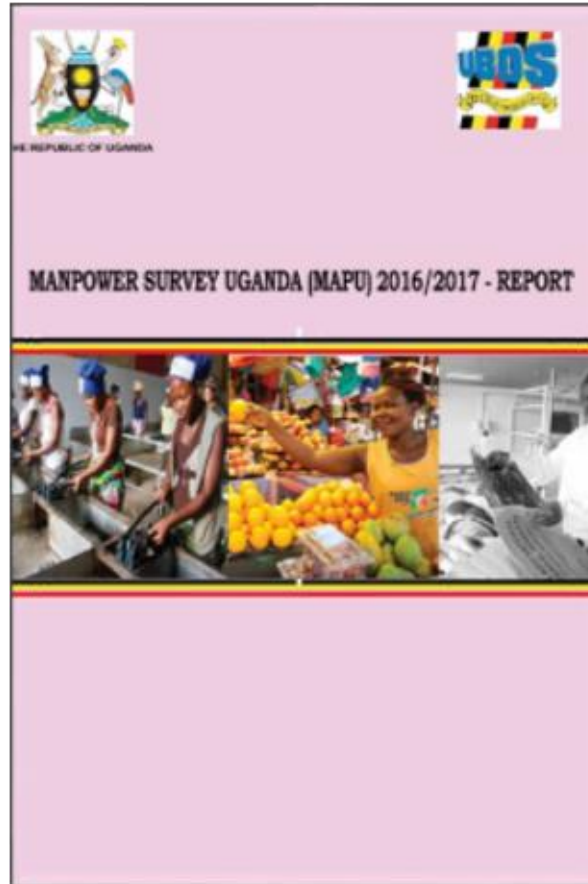
ACKNOWLEDGEMENT



THE REPUBLIC OF UGANDA



INTRODUCTION



National Human Resource Survey Report

2023/24

2nd
Edition

- Previous Survey was in 2016/17.

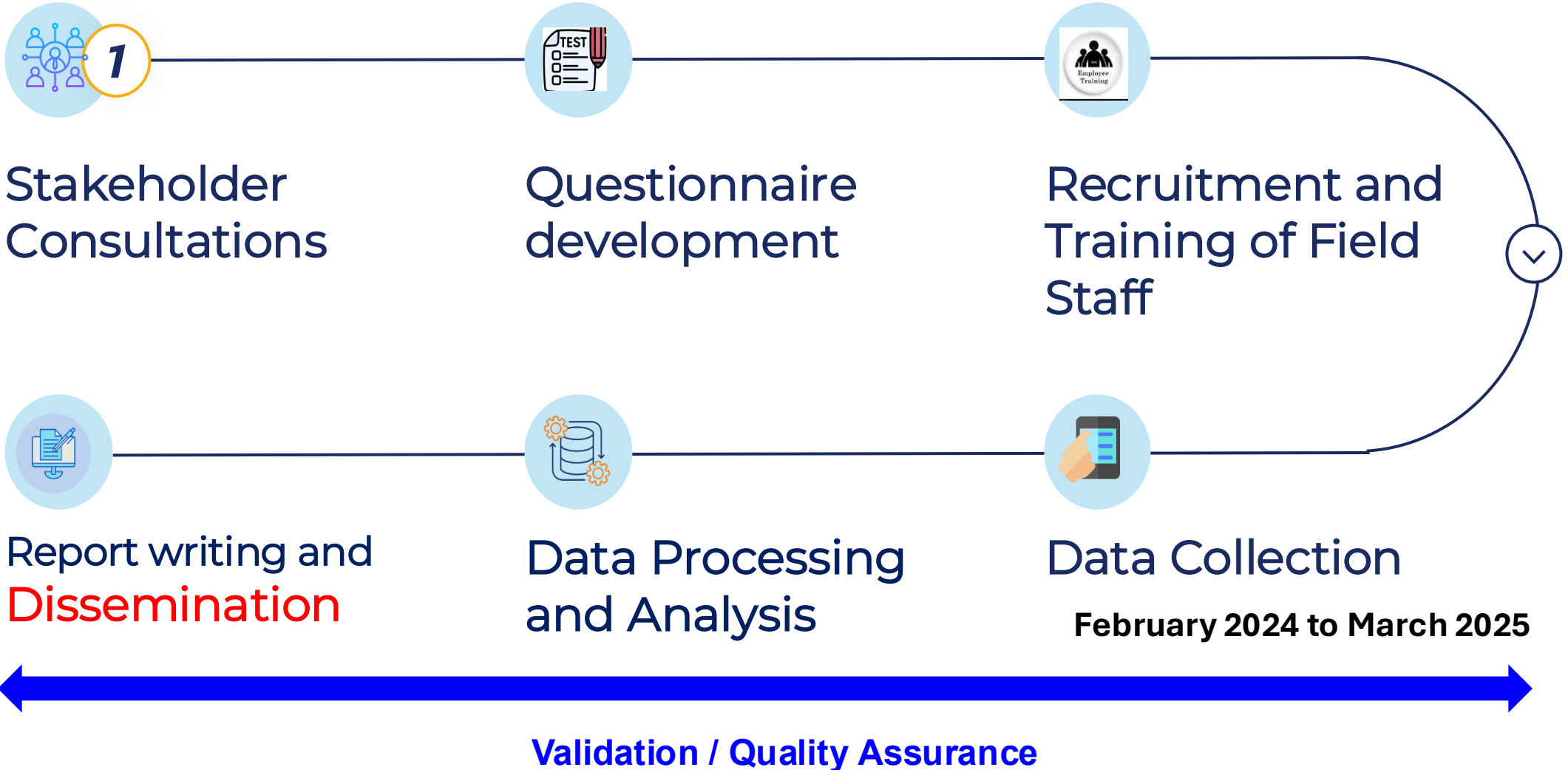
Main Objective



- To provide information on the country's human resource (Manpower) capacity, employment, human resource needs and working condition to inform planning, policy formulation and decision-making at various levels.



- i. Provide information on the supply of skilled labour from Training Institutions.
- ii. Provide information on employment size and employee characteristics.
- iii. Generate information on the potential labour demand.
- iv. Provide information on the workplace conditions.



METHODOLOGY

Comprised of three Modules

1

**Tertiary Training
and other Certificate
awarding Institutions**

2

**Formal
sector**

3

**Informal Non-
Household**

Tertiary Training Institutions and other Certificate awarding Institutions

Sampling Frame

- A list of tertiary training institutions was based on data from Ministry of Education and Sports and National Council for Higher Education, updated with Uganda Business Register 2024.

Selection criteria:

- 1460 Tertiary Training Institutions and other Certificate awarding Institutions were selected.

Coverage: 1459 institutions were covered.

Response Rate: 99.9 Percent

❖ Frame:

➤ Public sector : 358 MDAs and LGs

❖ Coverage: 334 MDAs and LGs

❖ Response rate: 93 Percent

❖ Sampling frame

■ Formal Private establishment

- Based on Census of Business Establishments 2019/20 updated to 2024 using administrative sources.

❖ Selection criteria:

➤ Employment size

- 5-9 employees (small establishment) : **33,650** Establishments
- 10-29 employees (medium establishment) : **21,307** Establishments
- 30 or more employees (large establishment): **3,802** Establishments

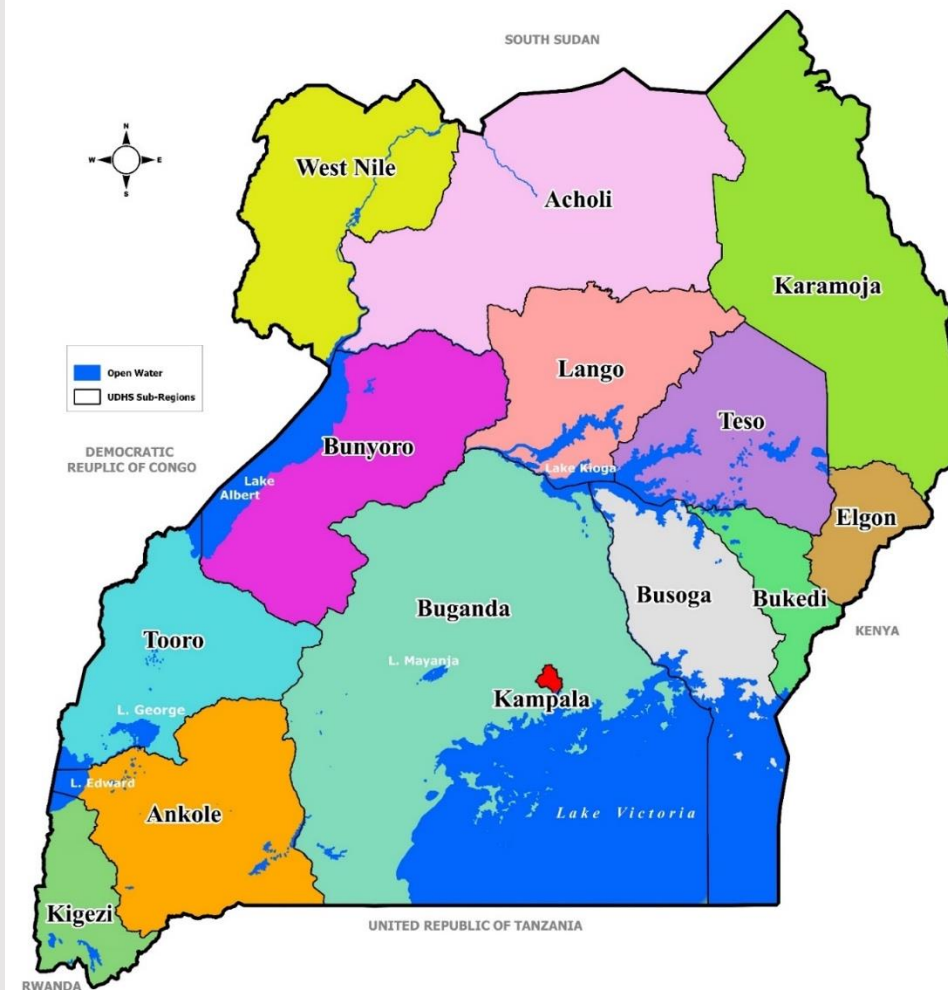
❖ Used one stage Stratified Sampling

- Establishments were selected using systematic random sampling within sectors

❖ Sample and Coverage

- A sample of **3,739** formal establishments :
 - 5-9 employees : **1,345** Establishments
 - 10-29 employees : **988** Establishments
 - 30 or more employees : **1,406** Establishments
- The sample was nationally representative
- Covered **3,100** formal establishments
- Response rate of **83** percent

- **Sampling frame** A list with all Enumeration Areas (EAs) from National Population and Housing Census (NPHC) 2014
- The sample size was predetermined to be **11,460 informal establishments**
- **14 Statistical Sub – Regions,**
- **All districts** were grouped in their Sub-Region where EAs were selected
- EAs were selected using population proportions within a Sub-Region
- Listed Informal Establishments from **764 EAs**.
 - Sampled **15** Establishments per EA (Second Stage Sampling).



Used a two Stage Stratified Sampling

1

Enumeration areas were grouped by the 14 Sub-Regions with similar socio-economic characteristics

764

Total
EAs selected

2

Establishments were selected using systematic random sampling

15

Establishments
surveyed from each
EA



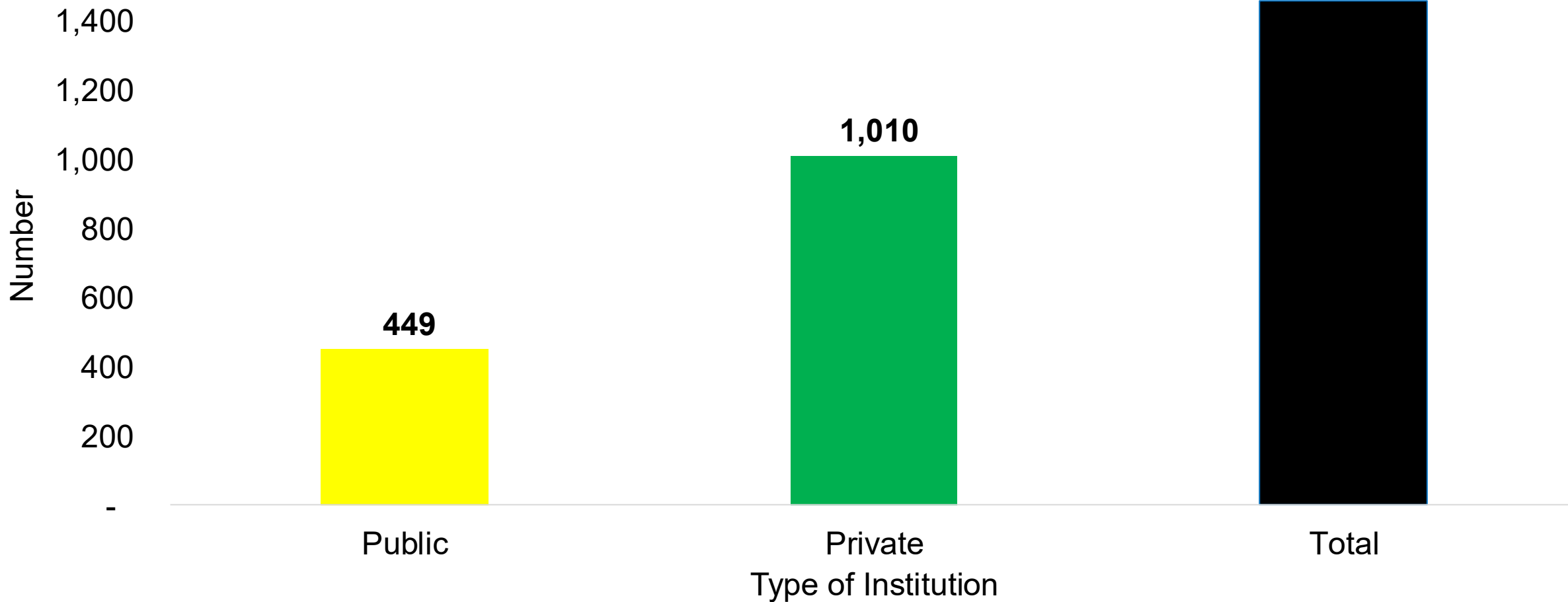
11,460

- Covered : **10,692** informal establishments.
- Response rate of **93 percent**.

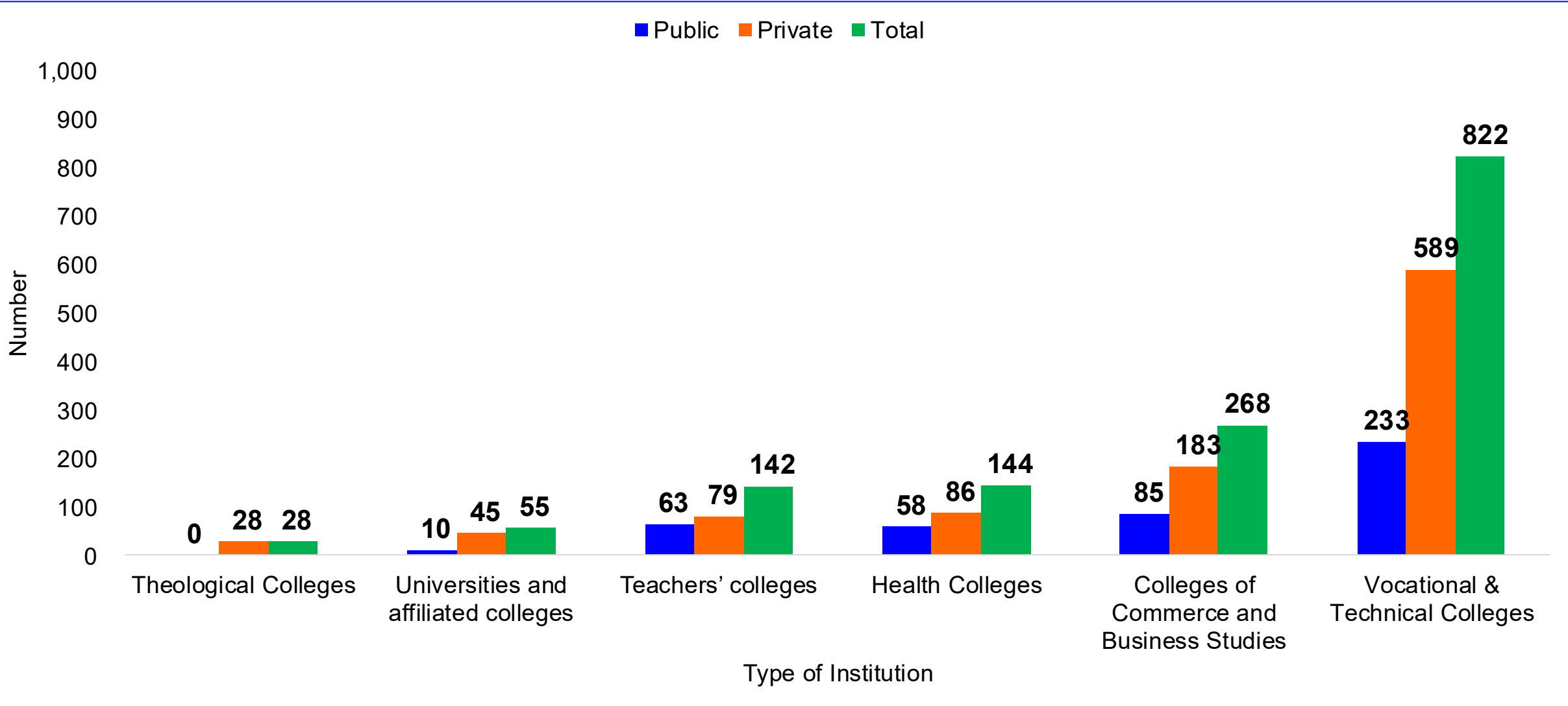
FINDINGS

Number of Tertiary Training and other Certificate awarding Institutions by Ownership, 2023

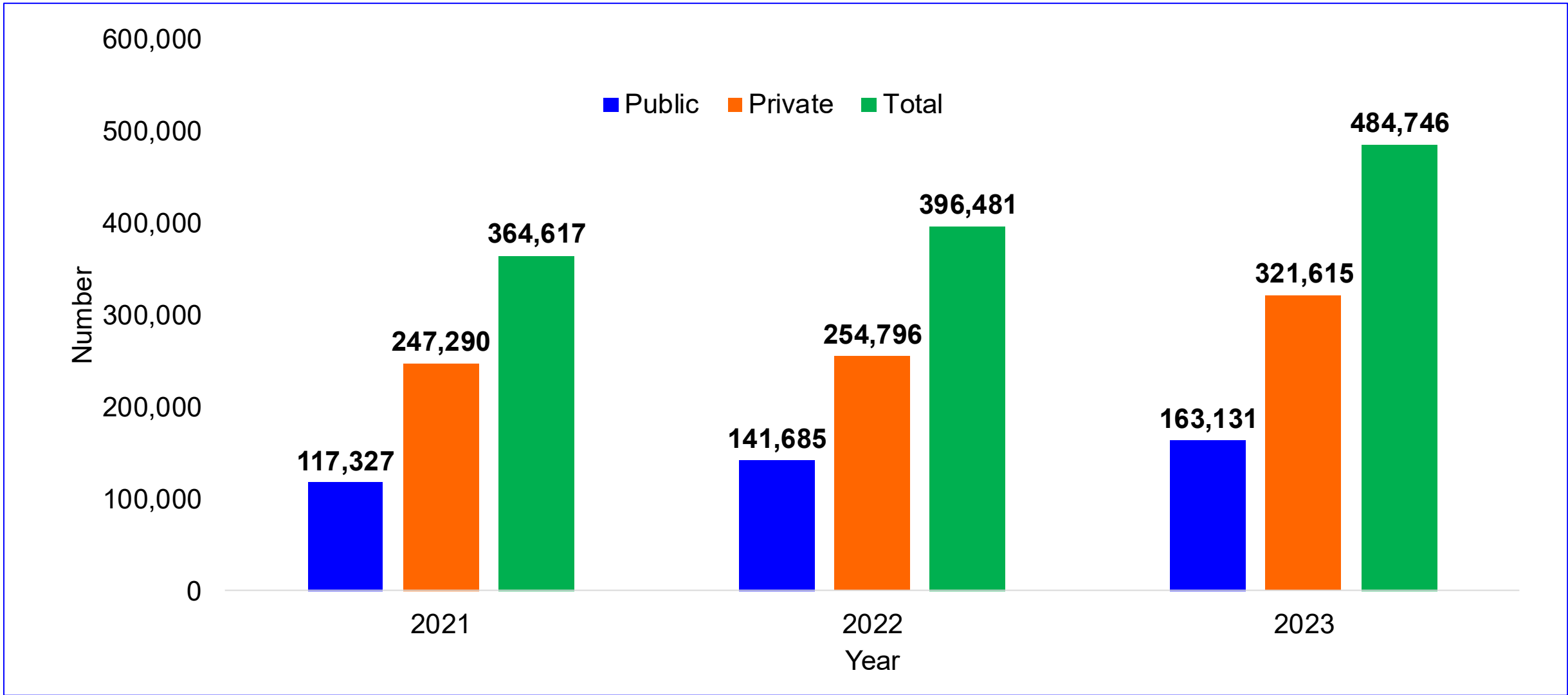
■ Public ■ Private ■ Total



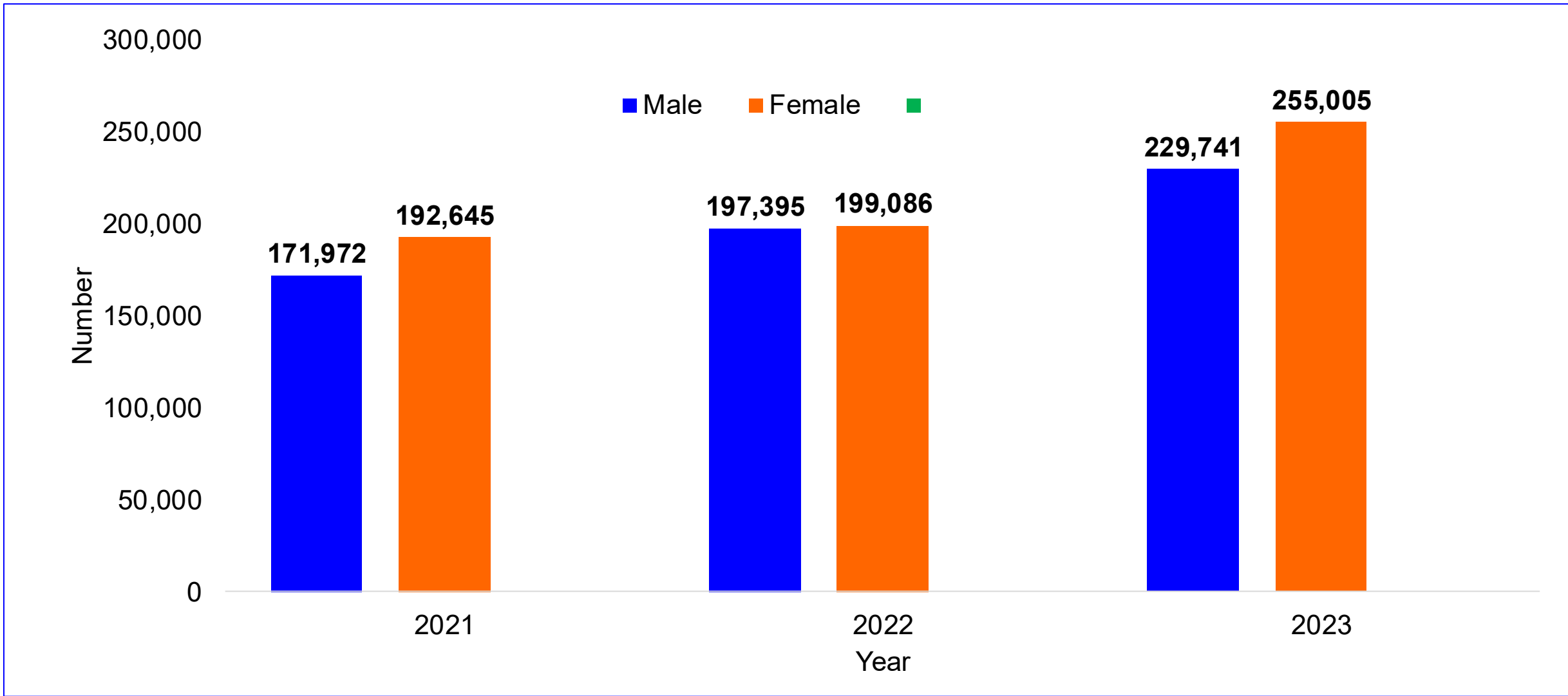
Number of Tertiary Training and other Certificate awarding Institutions by Type and Ownership, 2023



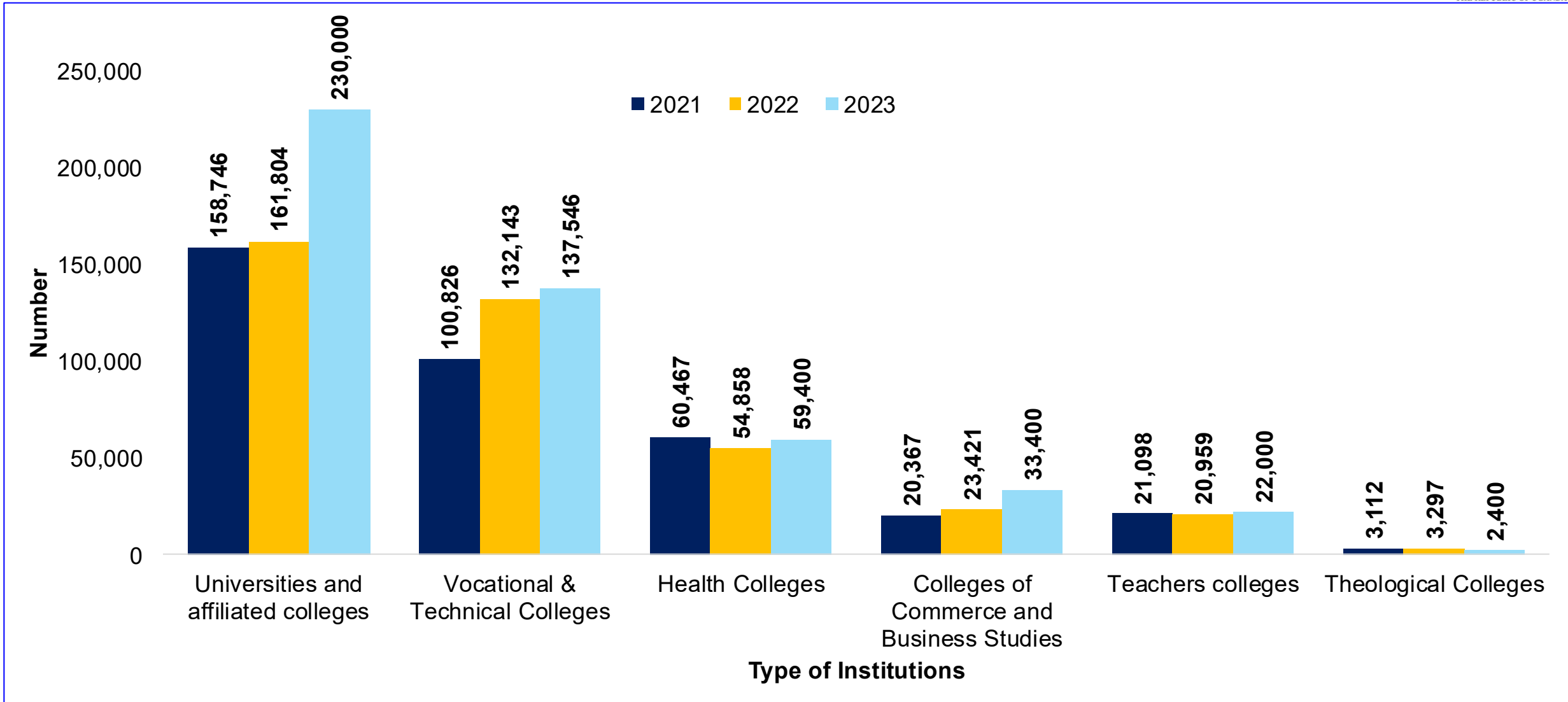
Enrolment in Tertiary Training and other Certificate awarding Institutions by Ownership, 2021- 2023



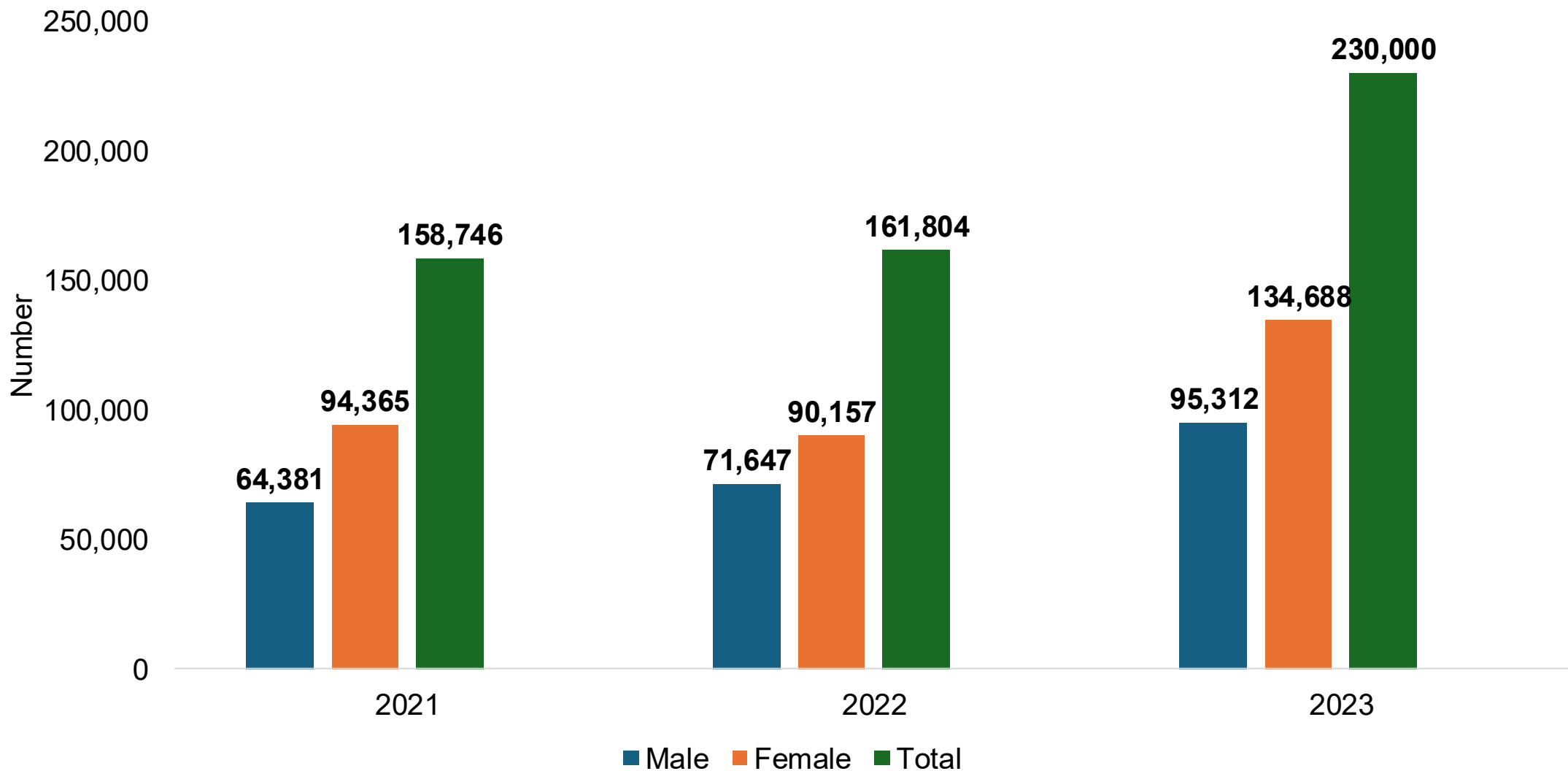
Enrolment in Tertiary Training and other Certificate awarding Institutions by Sex, 2021- 2023



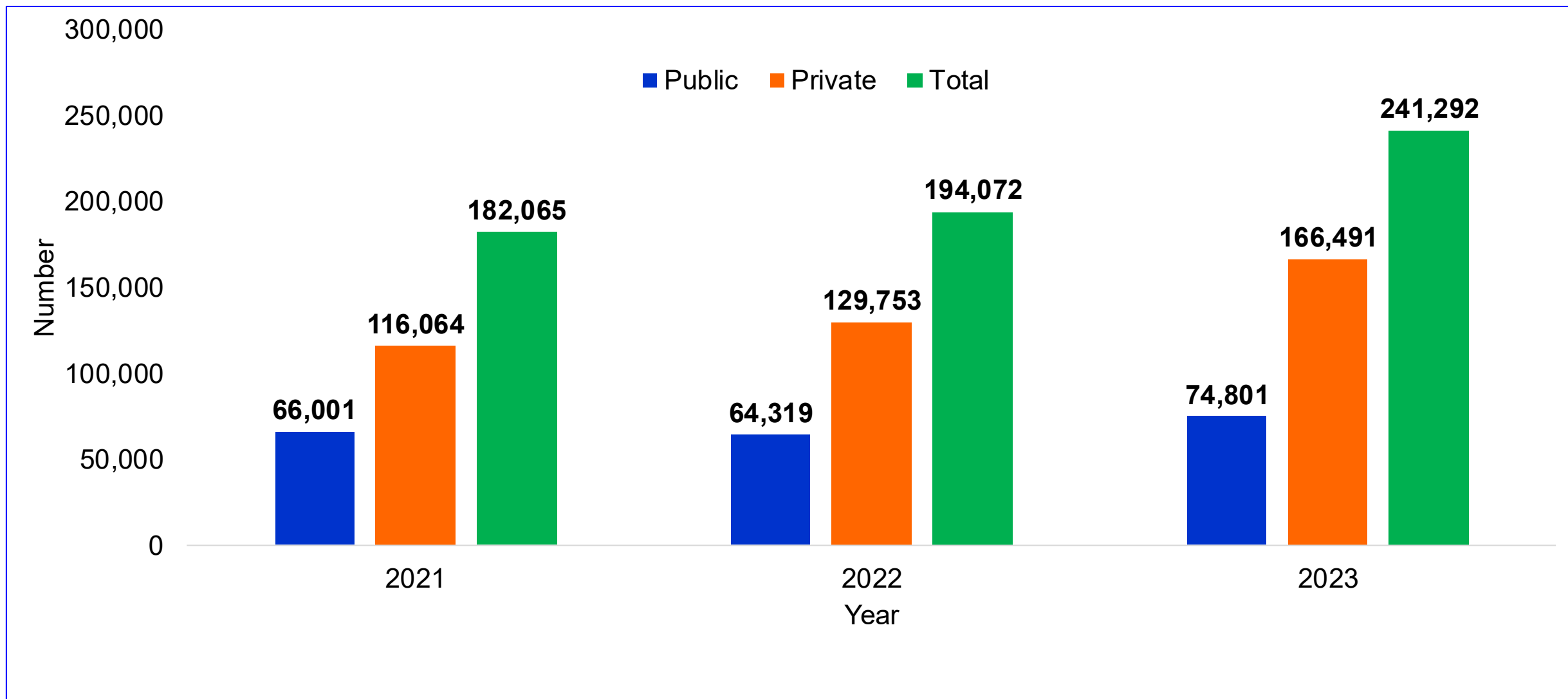
Enrolment in Tertiary Training and other Certificate awarding Institutions by Type of institutions, 2021- 2023



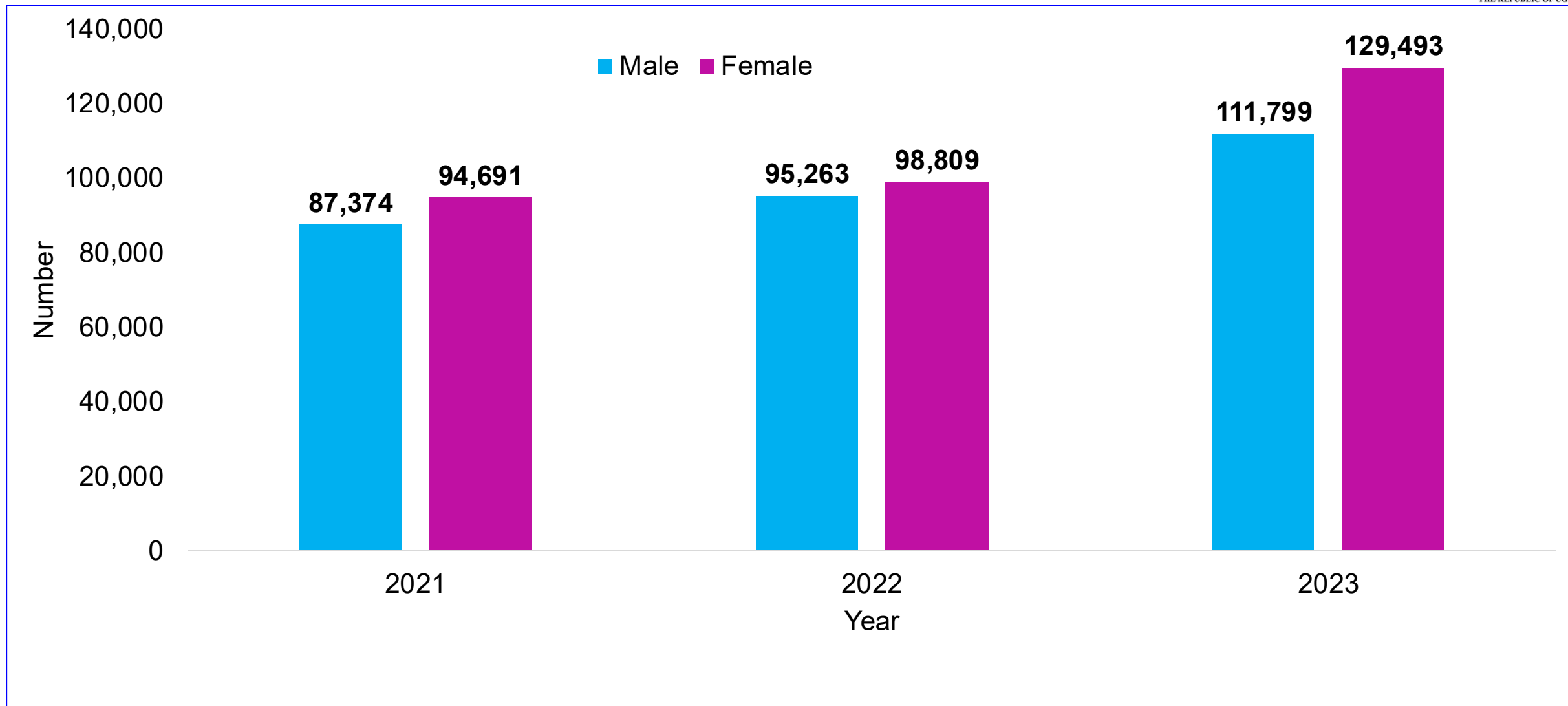
Enrolment in Universities and Affiliated colleges, 2023



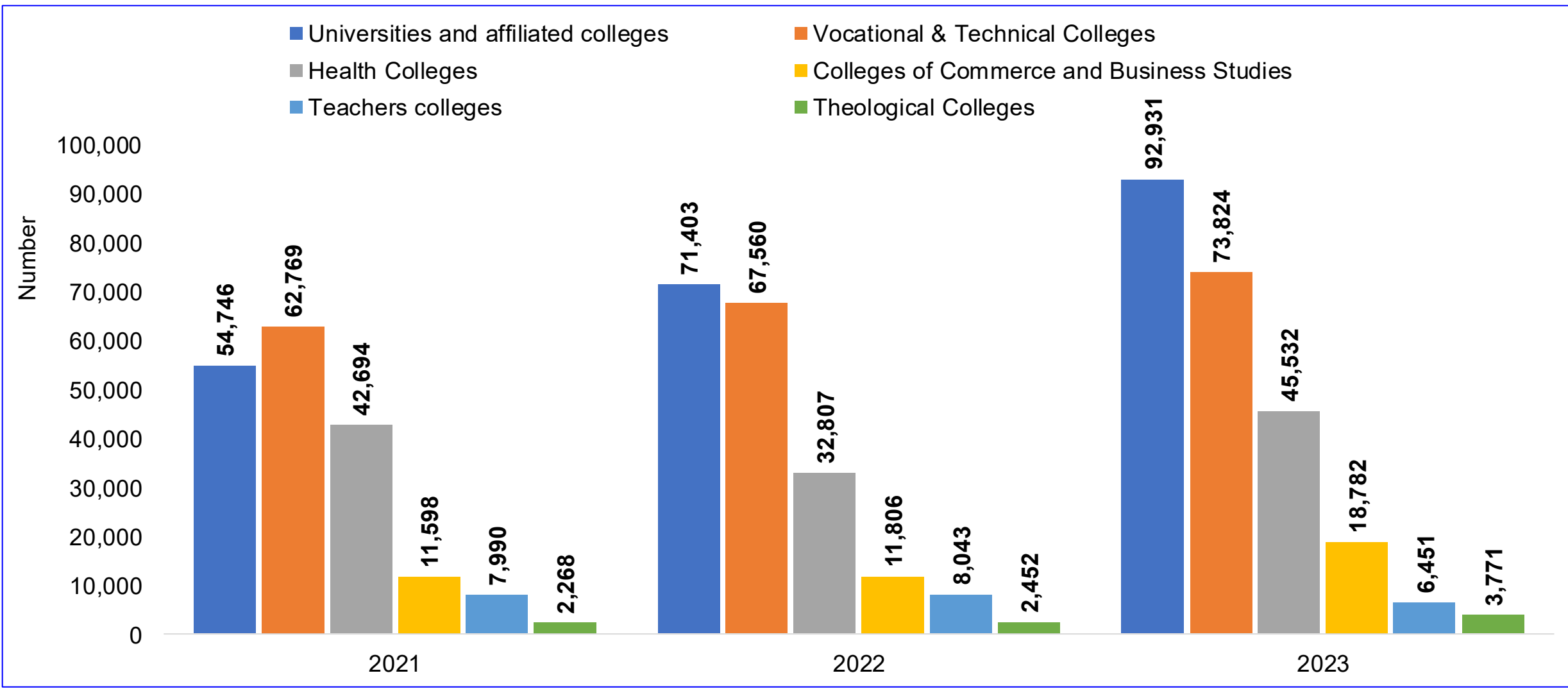
Number of Graduates from Tertiary Training and other Certificate awarding Institutions by Ownership, 2021- 2023



Number of Graduates from Tertiary Training and other Certificate awarding Institutions by Sex, 2021- 2023

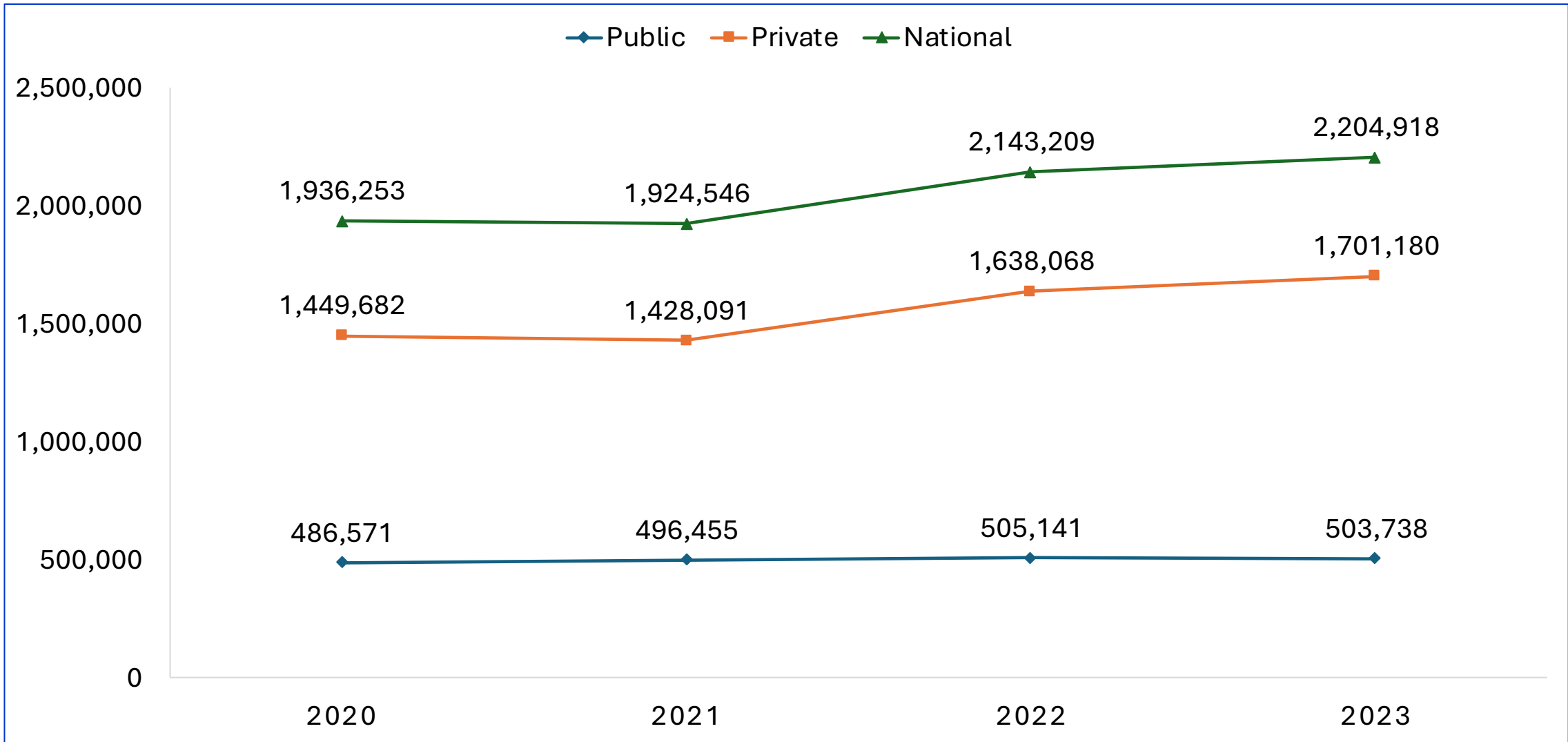


Number of Graduates from Tertiary Training and other Certificate awarding Institutions by type of Training Institution, 2021- 2023

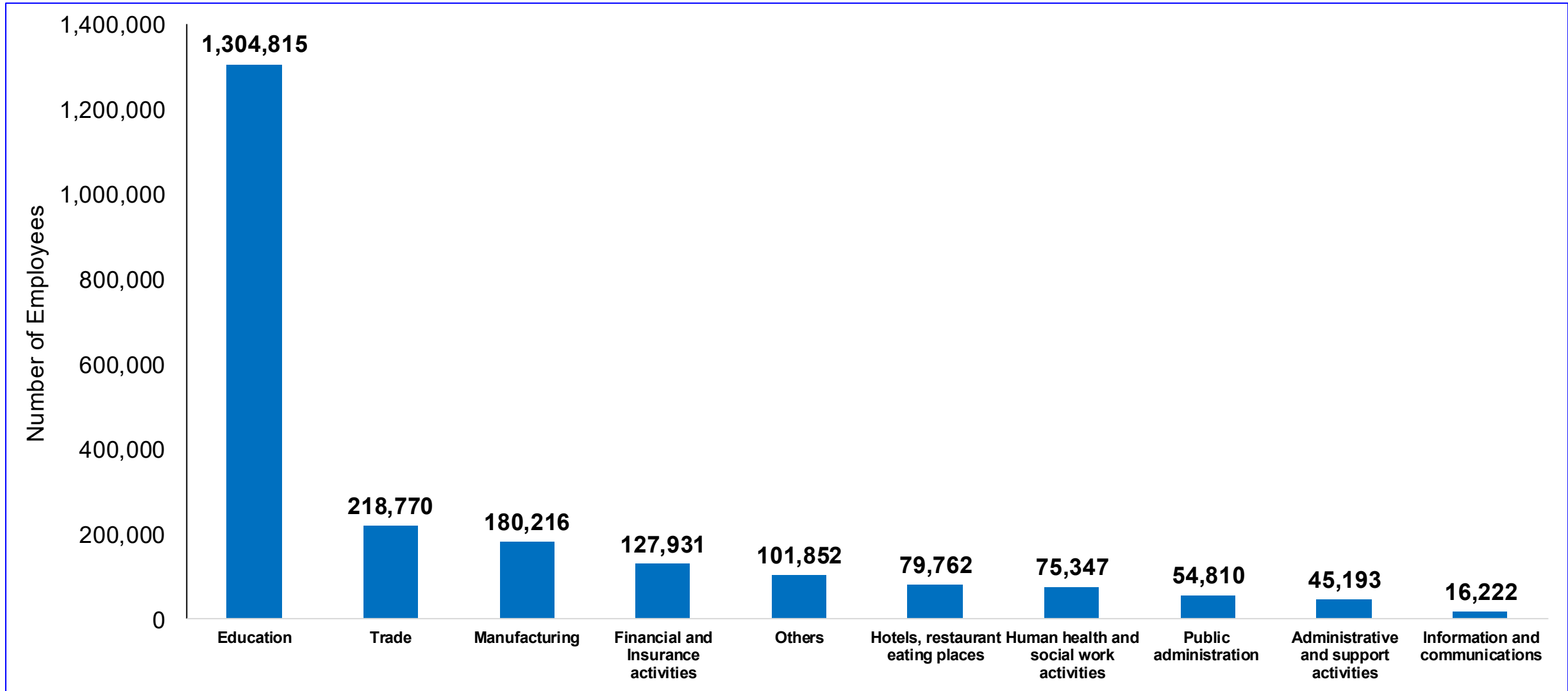


EMPLOYMENT IN FORMAL ESTABLISHMENTS

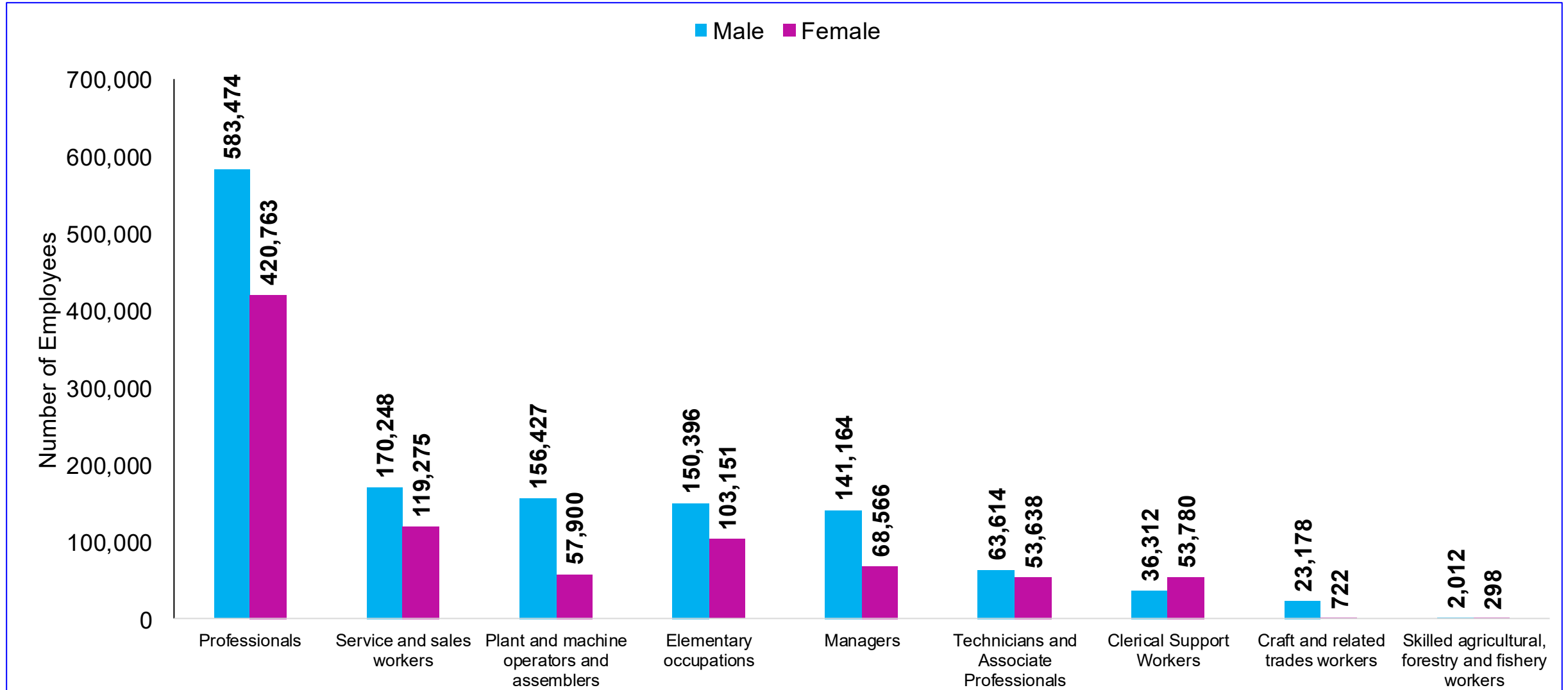
Employment in Formal Establishments by ownership, 2021 – 2023

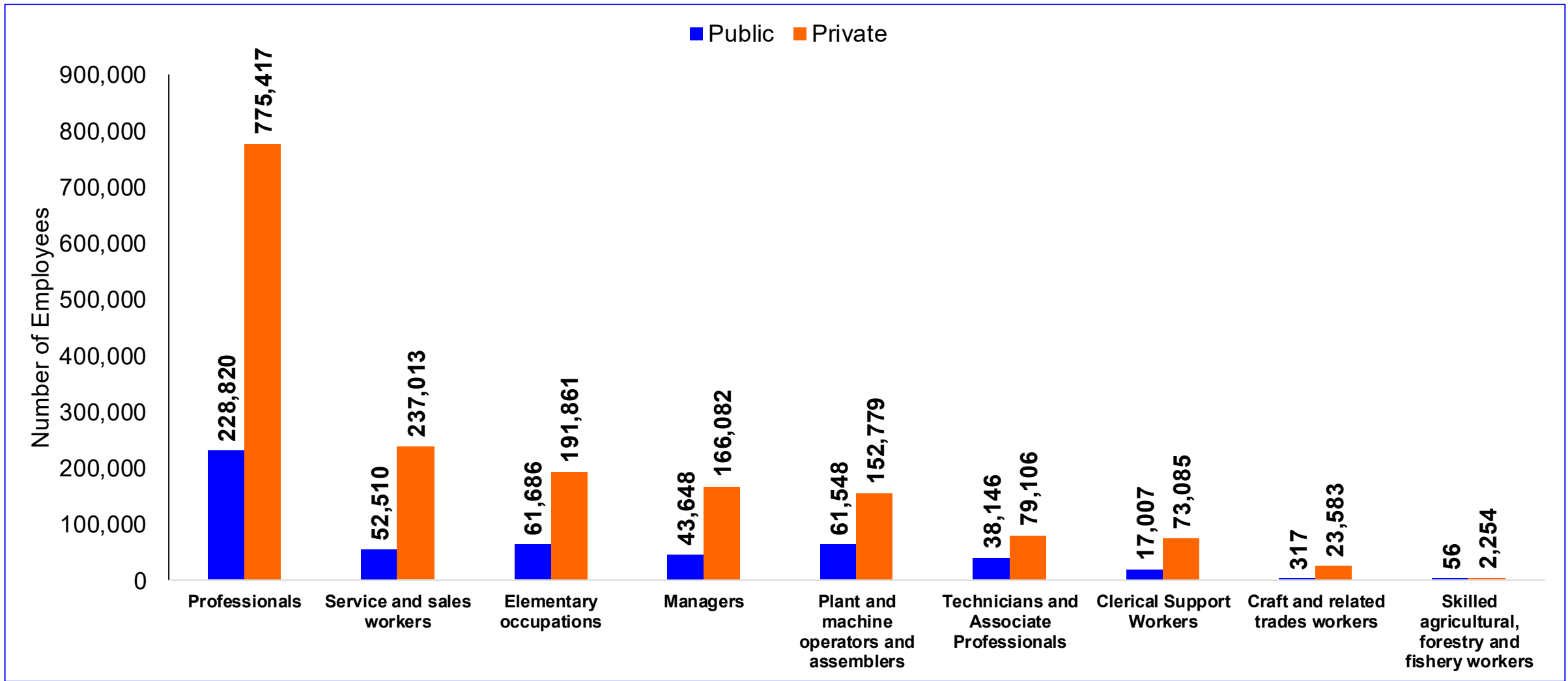


Employment in Formal Establishments by main activity, 2023

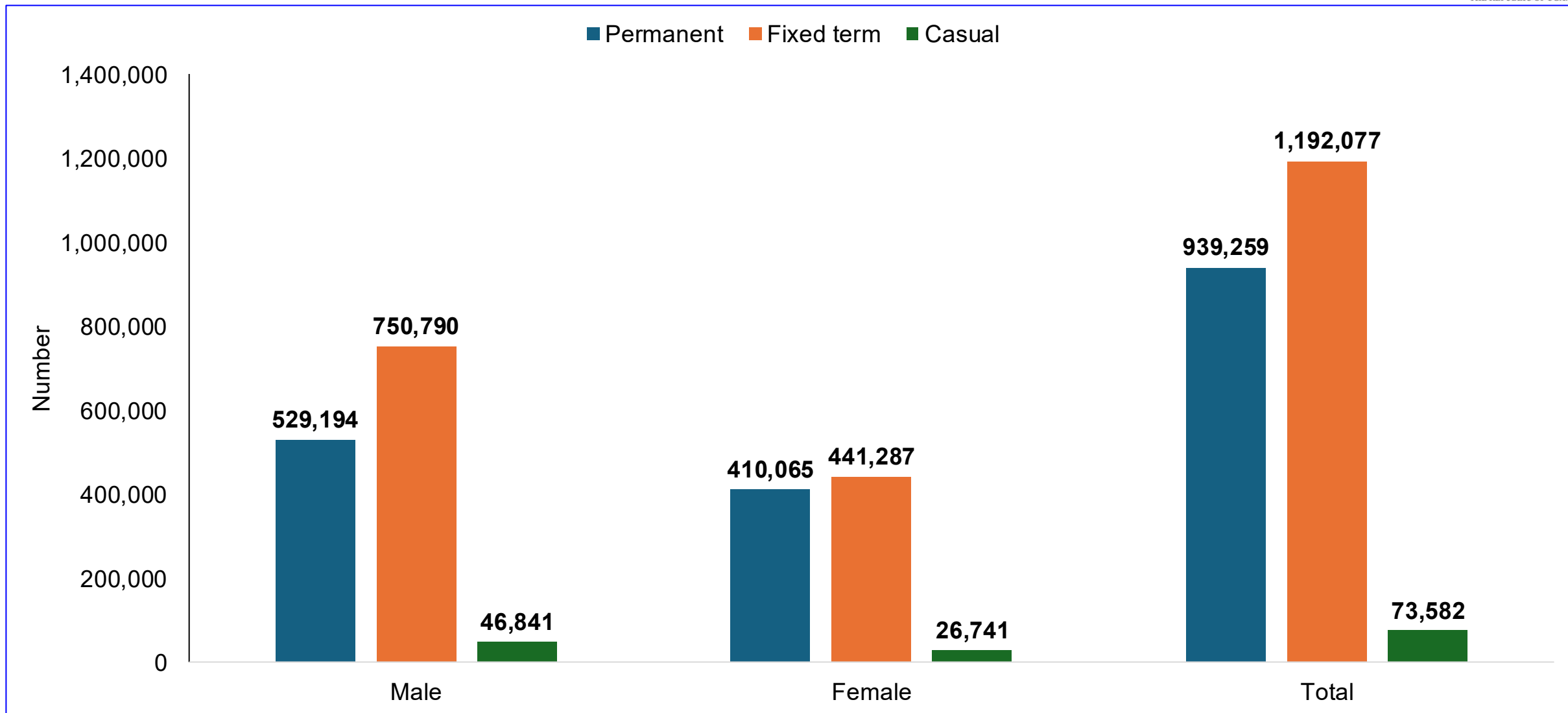


Employment in Formal Establishments by main occupation and sex, 2023

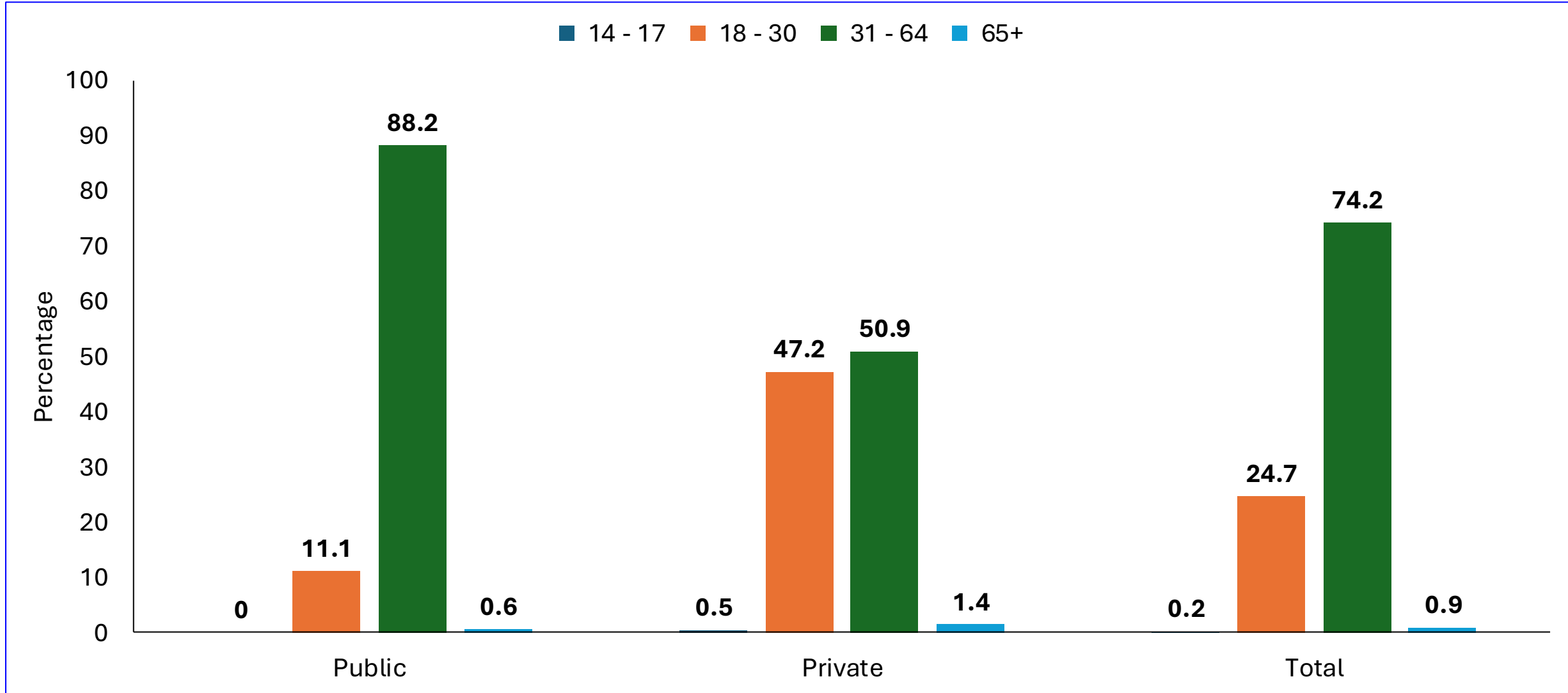




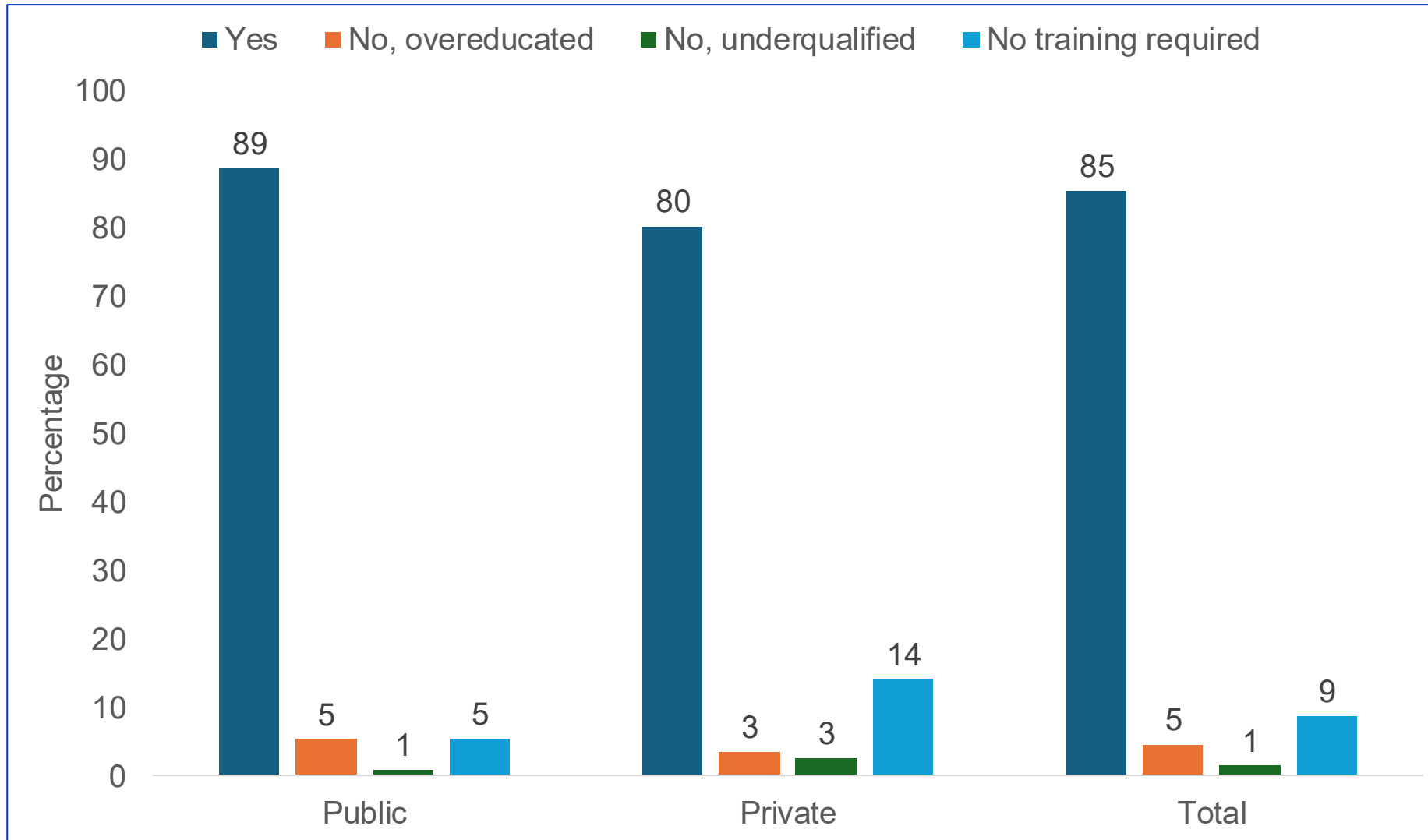
Number of employees by nature of employment contract and sex, 2023



Proportion of employees in Formal Establishments by age and ownership, 2023

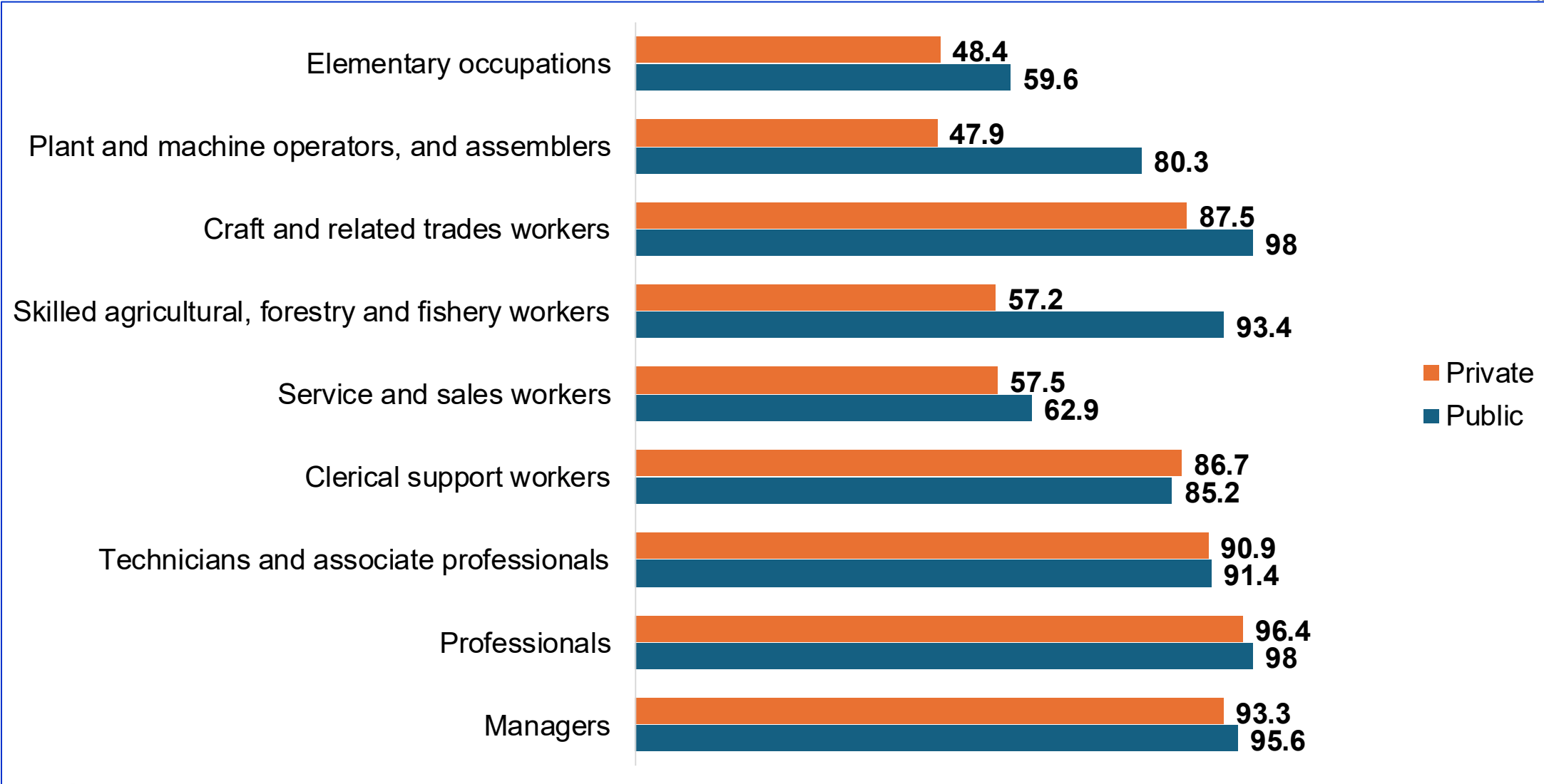


Employee's Perception on Job matching Education level , 2024 (Percentage)



QN:
Does your current job match your official education/ training?

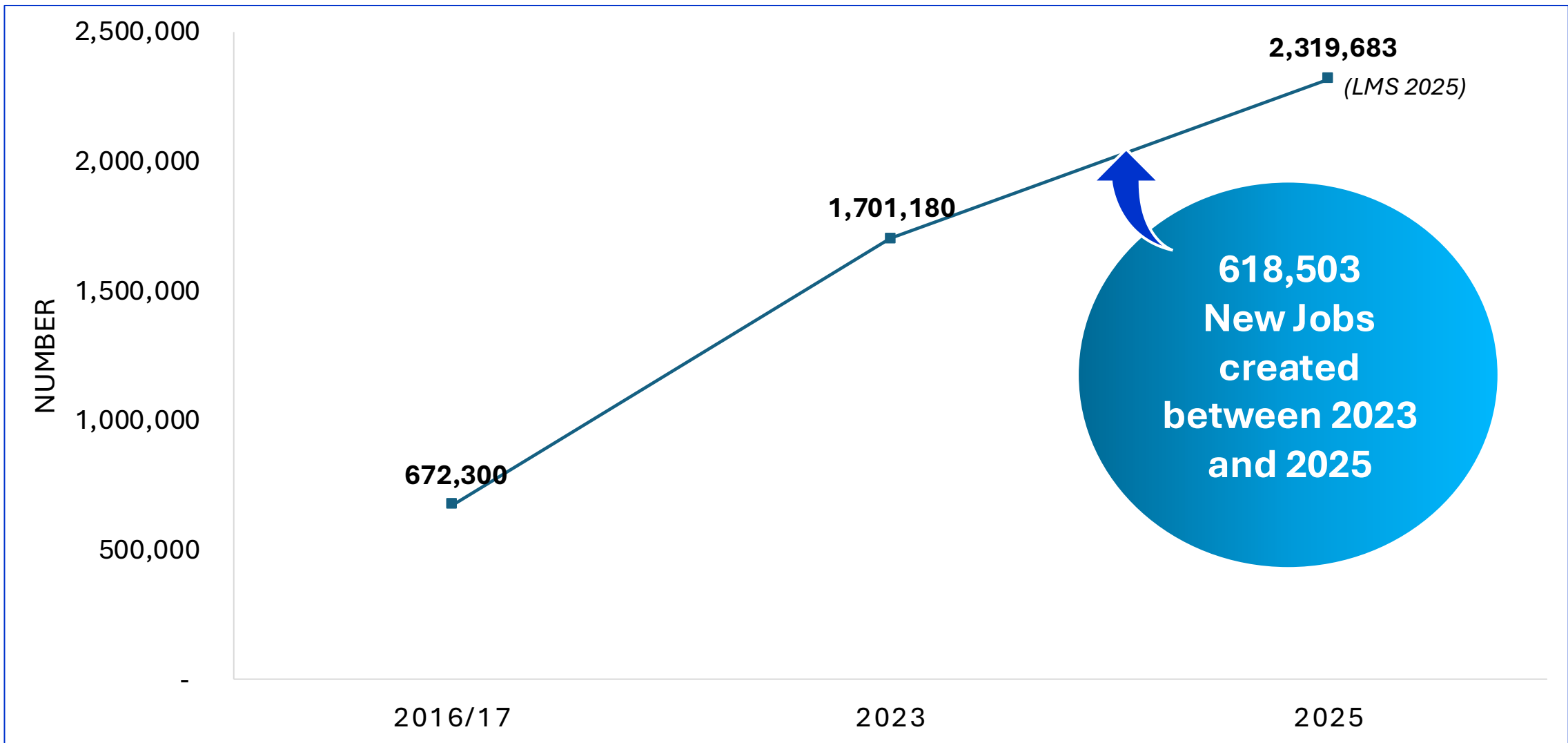
Employee's Perception on Job matching Education level by occupation , 2024 (Percentage)



Skill gaps among the employees in the Formal establishments for selected Occupations, 2023

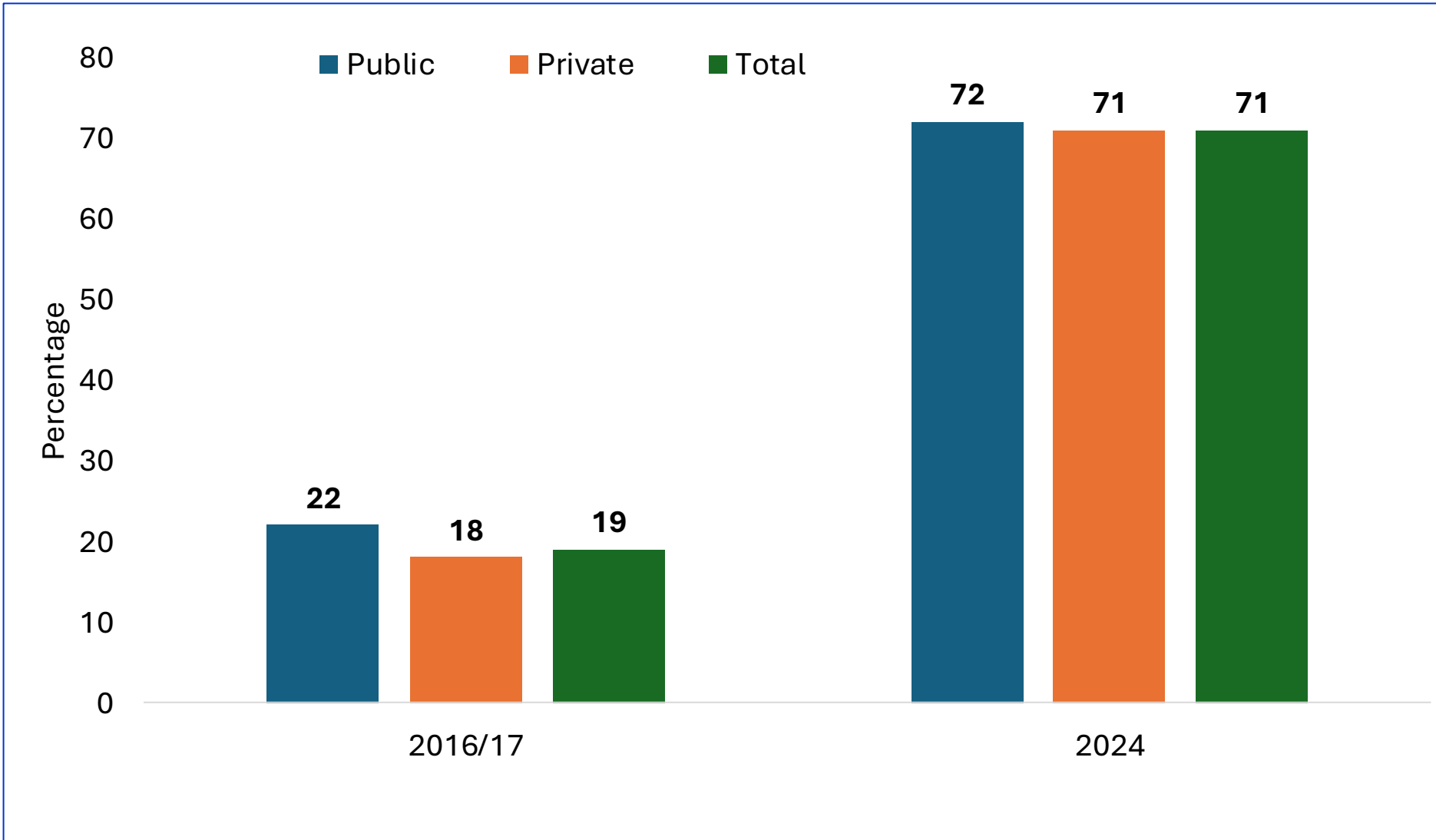
Skill requirements	Managers	Professionals	Technicians and Associate Professionals	Clerical Support Workers	Service and sales workers
Managerial skills	14.3	4.7	1.9	2.6	2.5
Technical skills	3.9	4.7	5.0	3.4	3.0
Entrepreneurial skills	4.3	2.3	5.4	3.2	1.0
Language skills	2.7	3.0	6.2	2.2	9.4
Customer care	14.6	6.7	6.1	3.1	10.3
Innovativeness / creativity	11.7	7.2	6.8	4.7	10.2
IT skills	11.8	14.1	5.2	3.5	6.6
Didactics / teaching skills	2.6	5.8	4.0	2.0	2.0
Communication skills	13.1	7.4	7.3	2.8	11.4
Physical skills	0.4	0.3	2.5	0.2	5.2

Employment in Formal Private Establishments, 2016/17, 2023 and 2025



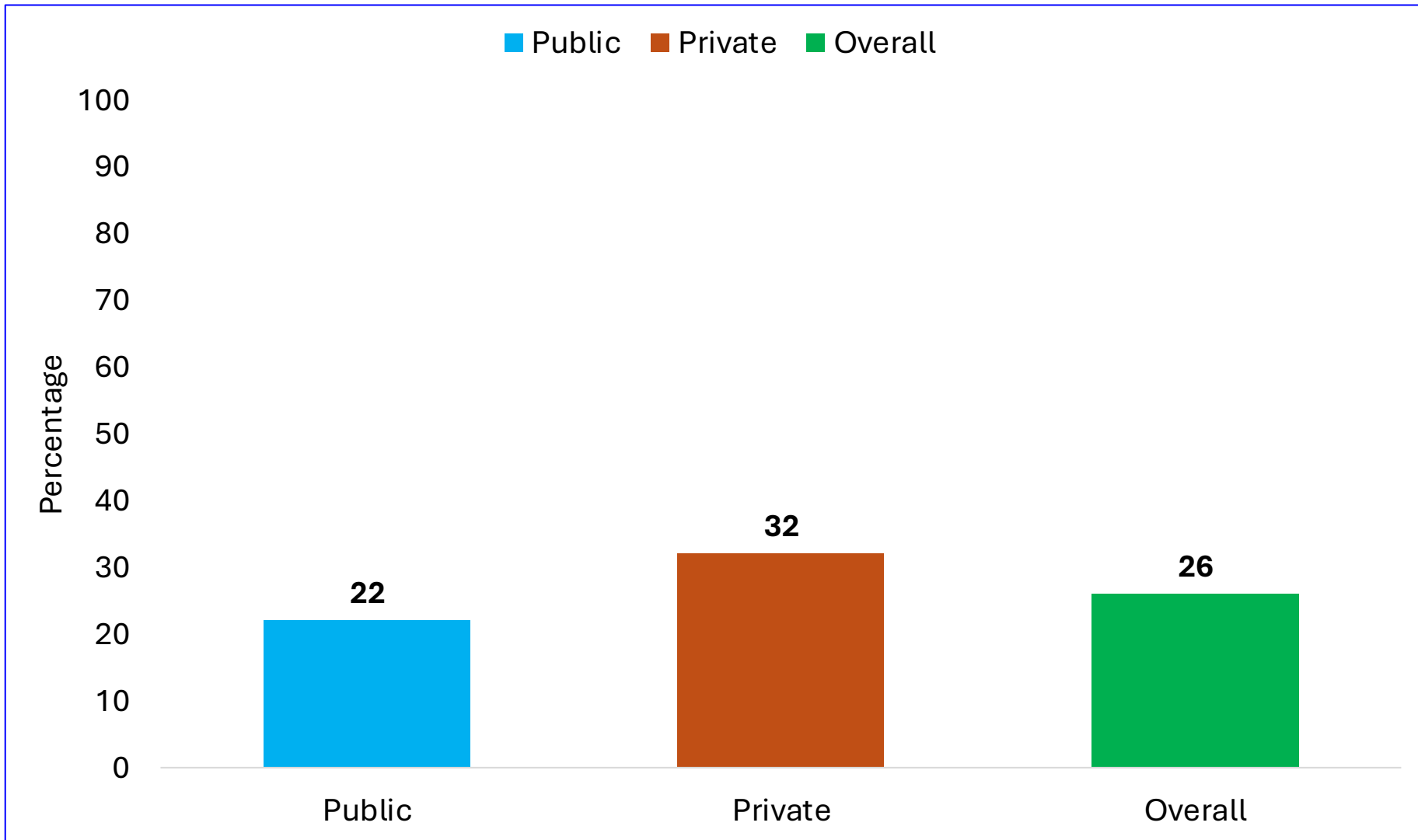
WORKPLACE ENVIRONMENT

Availability of health and safety policy at the workplace, 2016/17 and 2024 (Percentage)

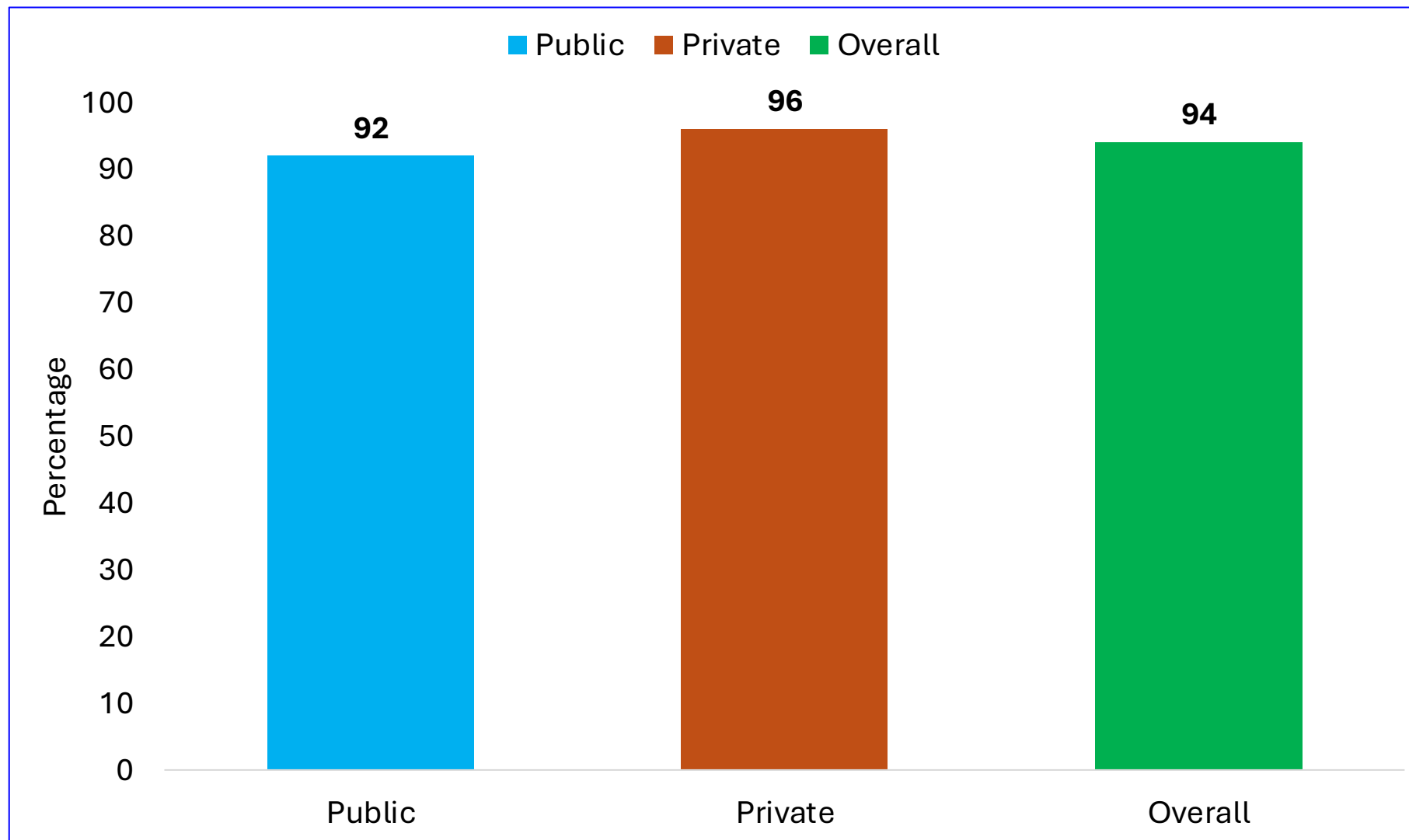


QN:
Does your establishment have an occupational safety and health (OSH) policy?

Awareness of dangers, 2024 (Percentage)

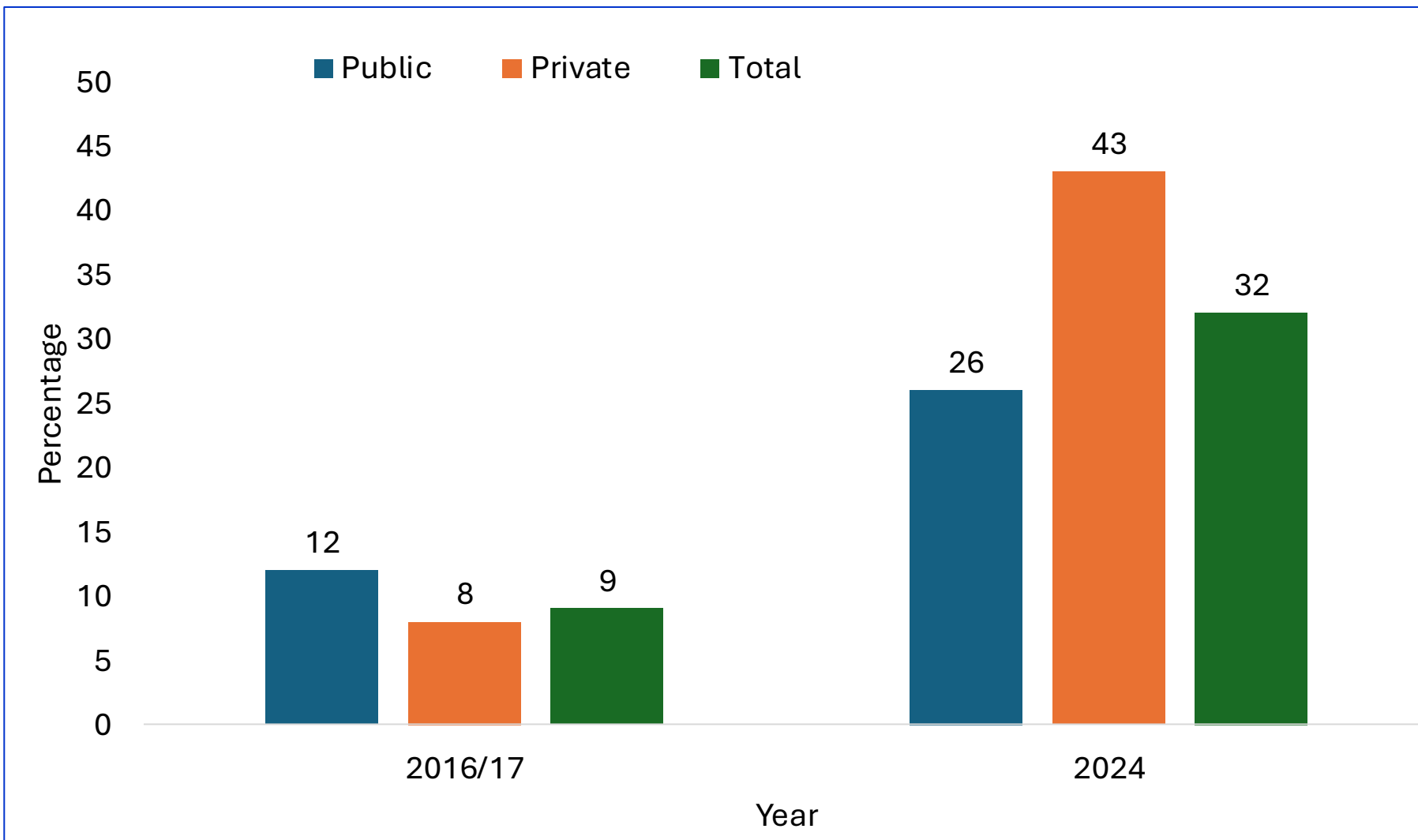


QN:
Did your employer inform you of any dangers you may face while at work?



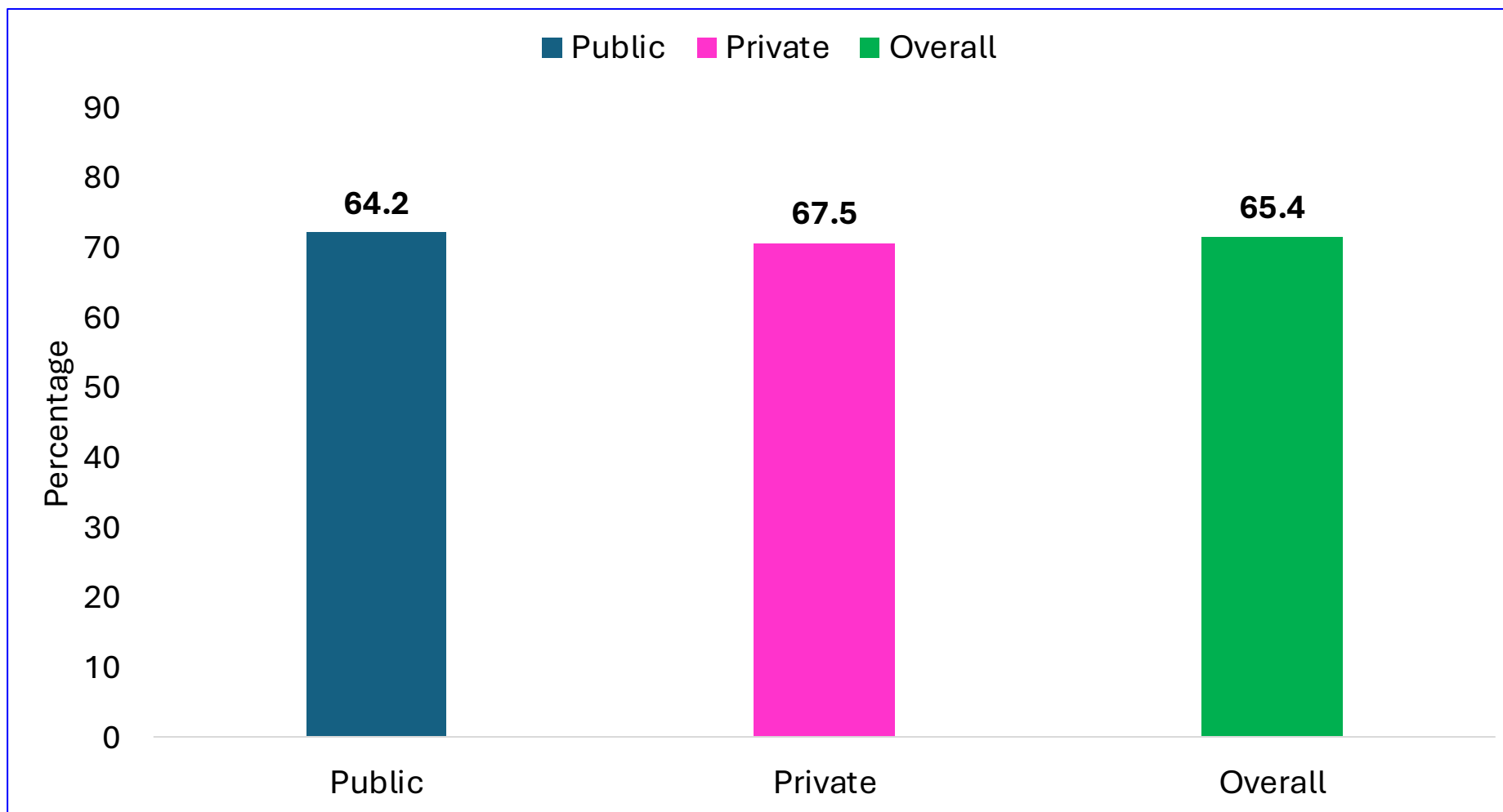
QN:
Were you informed of
the control measures?

Employees that reported existence of Stress Management Policy at the Workplace by ownership, 2016/17 and 2024 (Percentage)



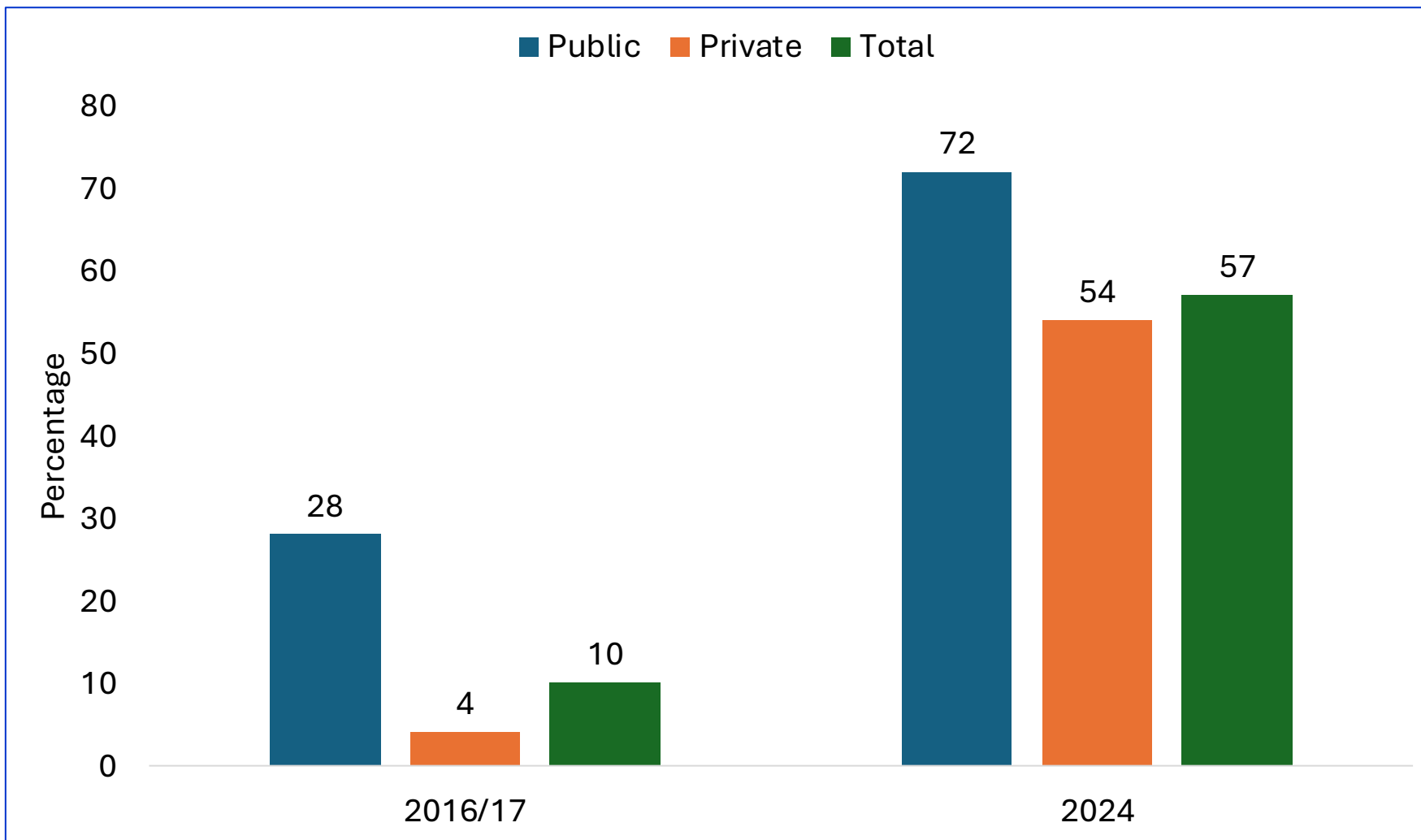
QN:
Does your workplace have a Policy for addressing stress?

Employees that reported existence of Measures to control Sexual Harassment at the Workplace by ownership, 2024 (Percentage)



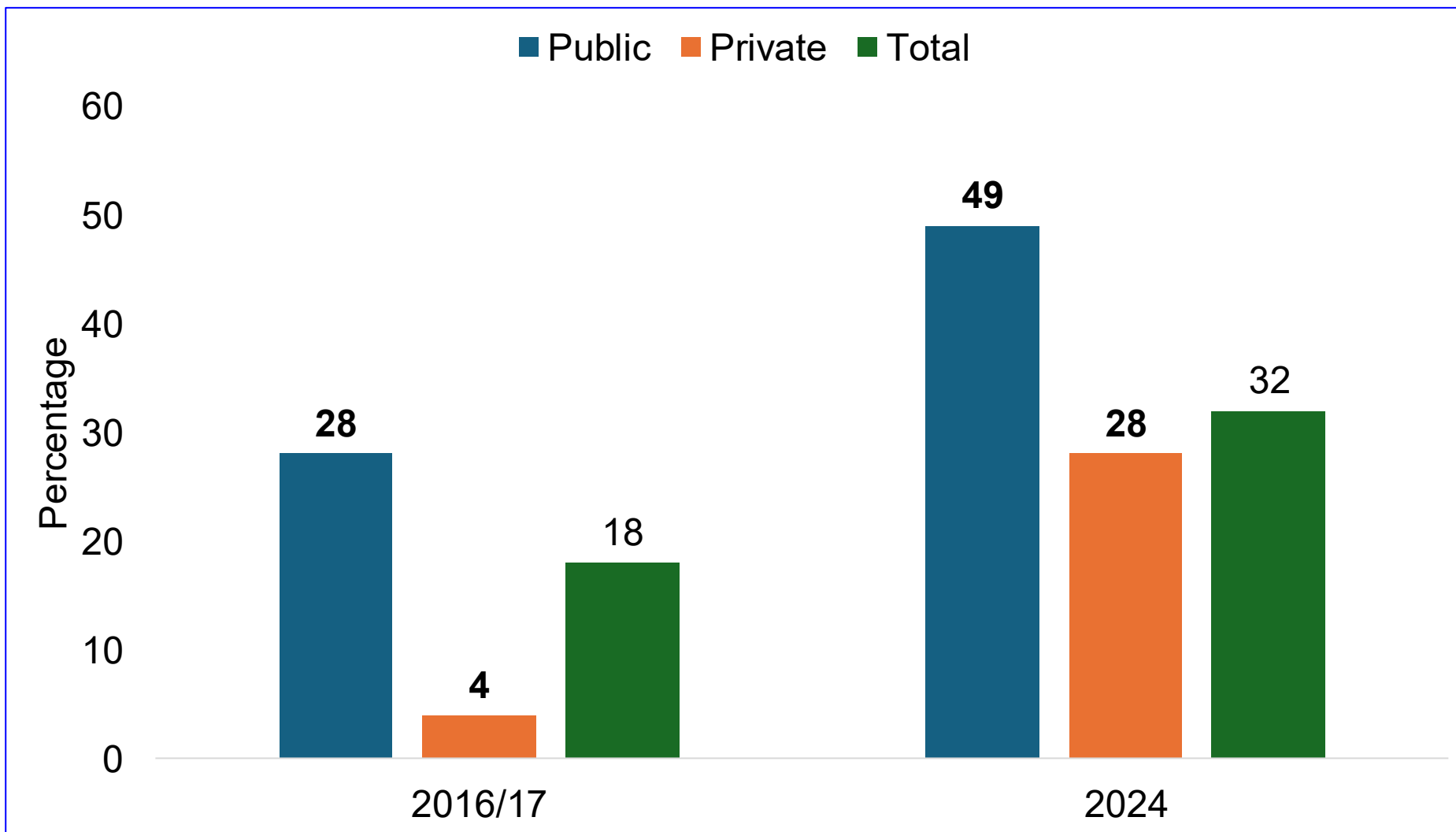
QN:
Does your organization
have measures to
control sexual
harassment?

Availability of a Gender Policy at the Workplace by Sector for 2016/17 and 2024 (Percentage)



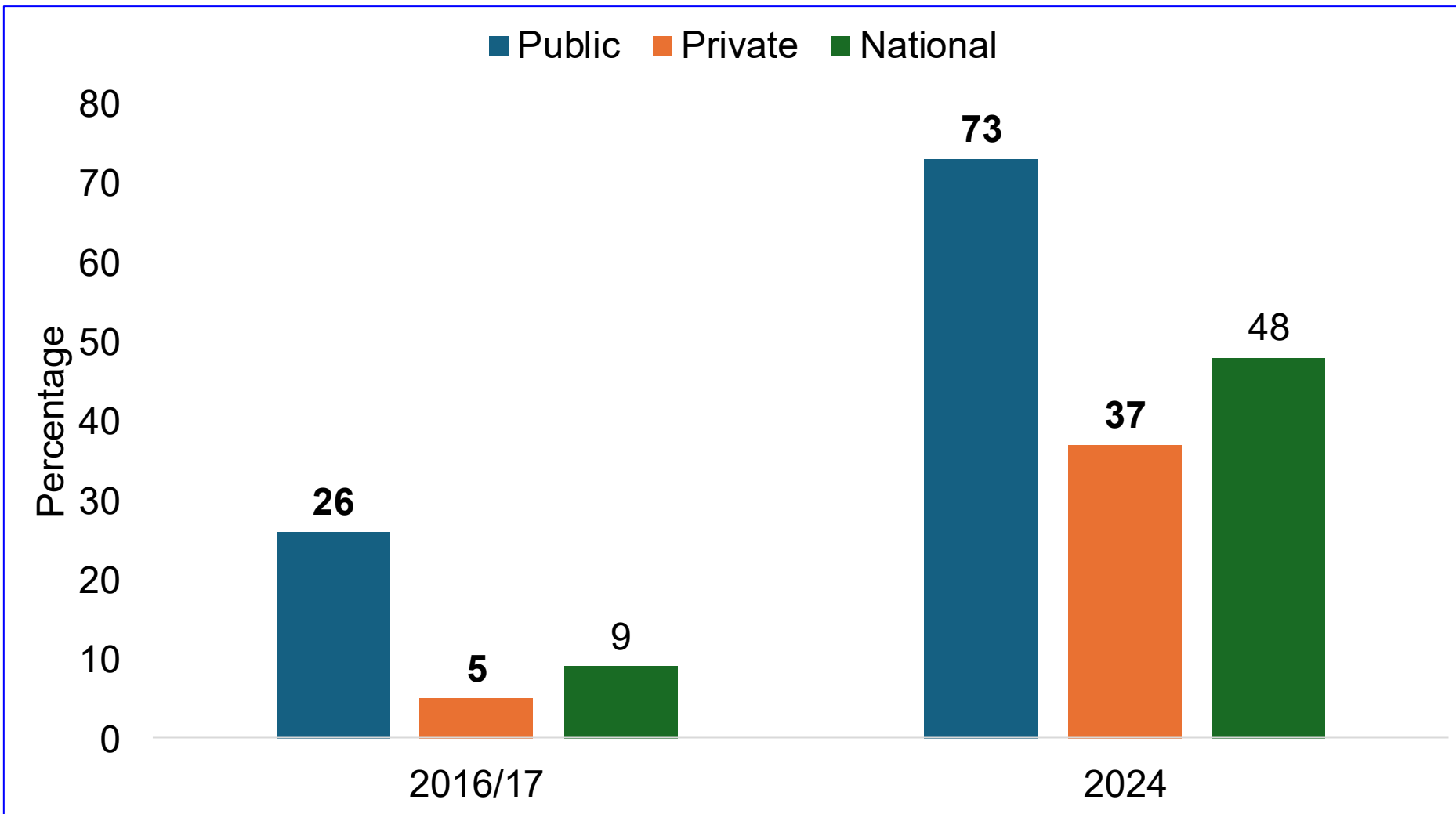
QN:
Does your organization have a gender policy?

Availability of a Disability Policy at the Workplace by Sector for 2016/17 and 2024 (Percentage)



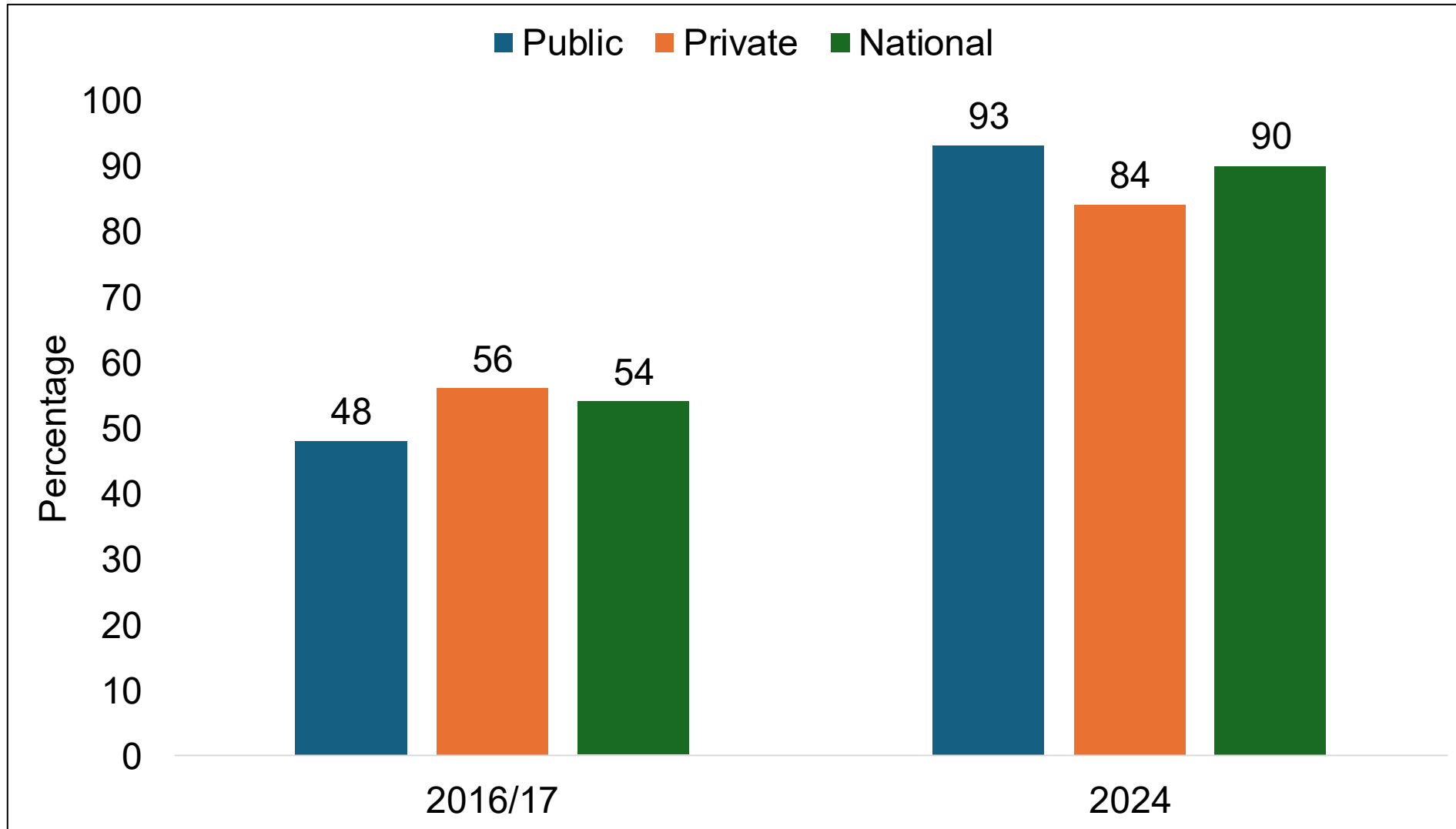
QN:
Does this establishment have a disability policy in place?

Existence of HIV/AIDS Policy at the Workplace by ownership for the years 2016/17 and 2024 (Percentage)



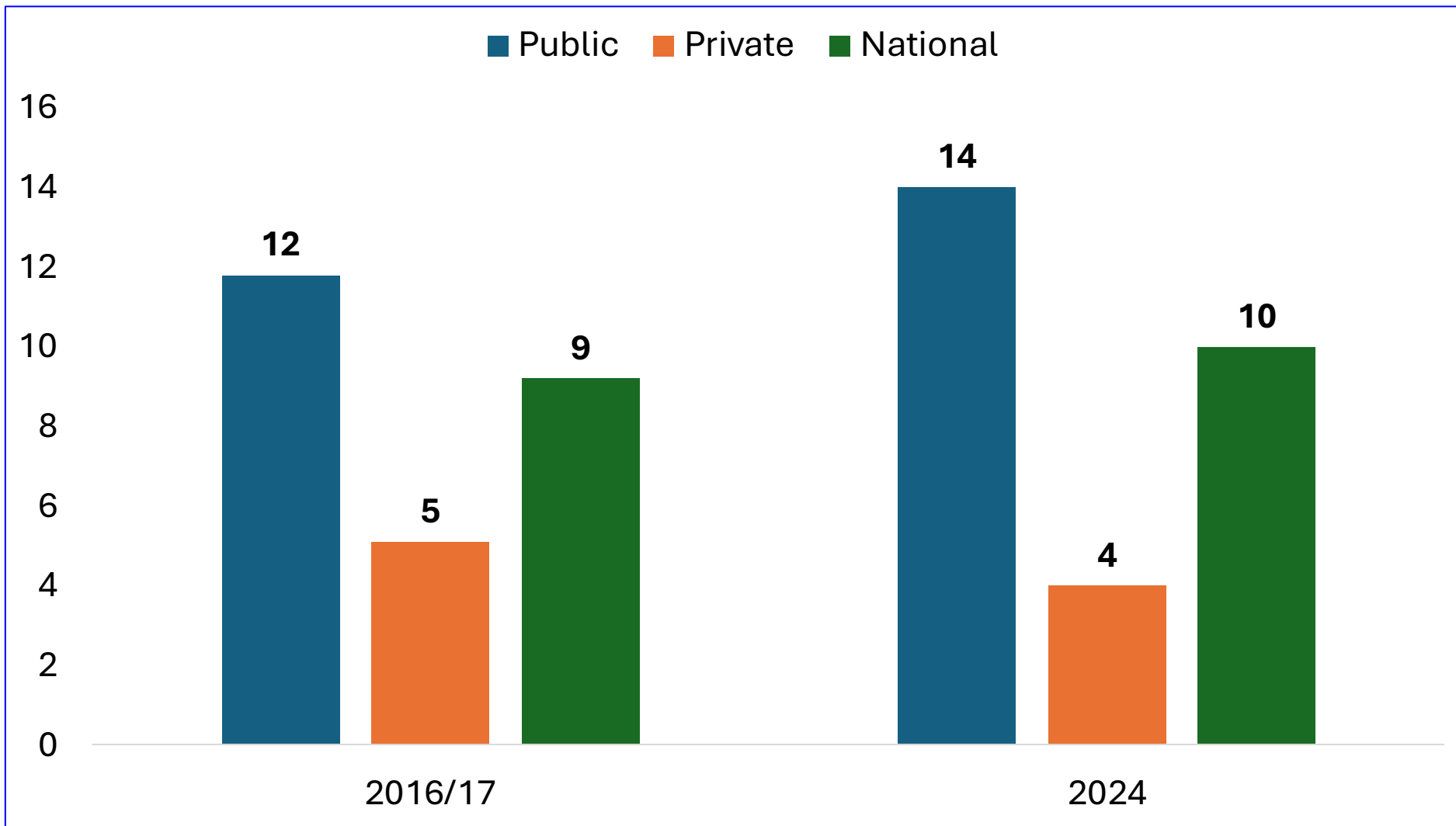
QN:
Does this establishment have a HIV/AIDS policy in place?

Use of Information and Communication Technology (ICT) by ownership of organization for the years 2016/17 and 2024 (Percentage).



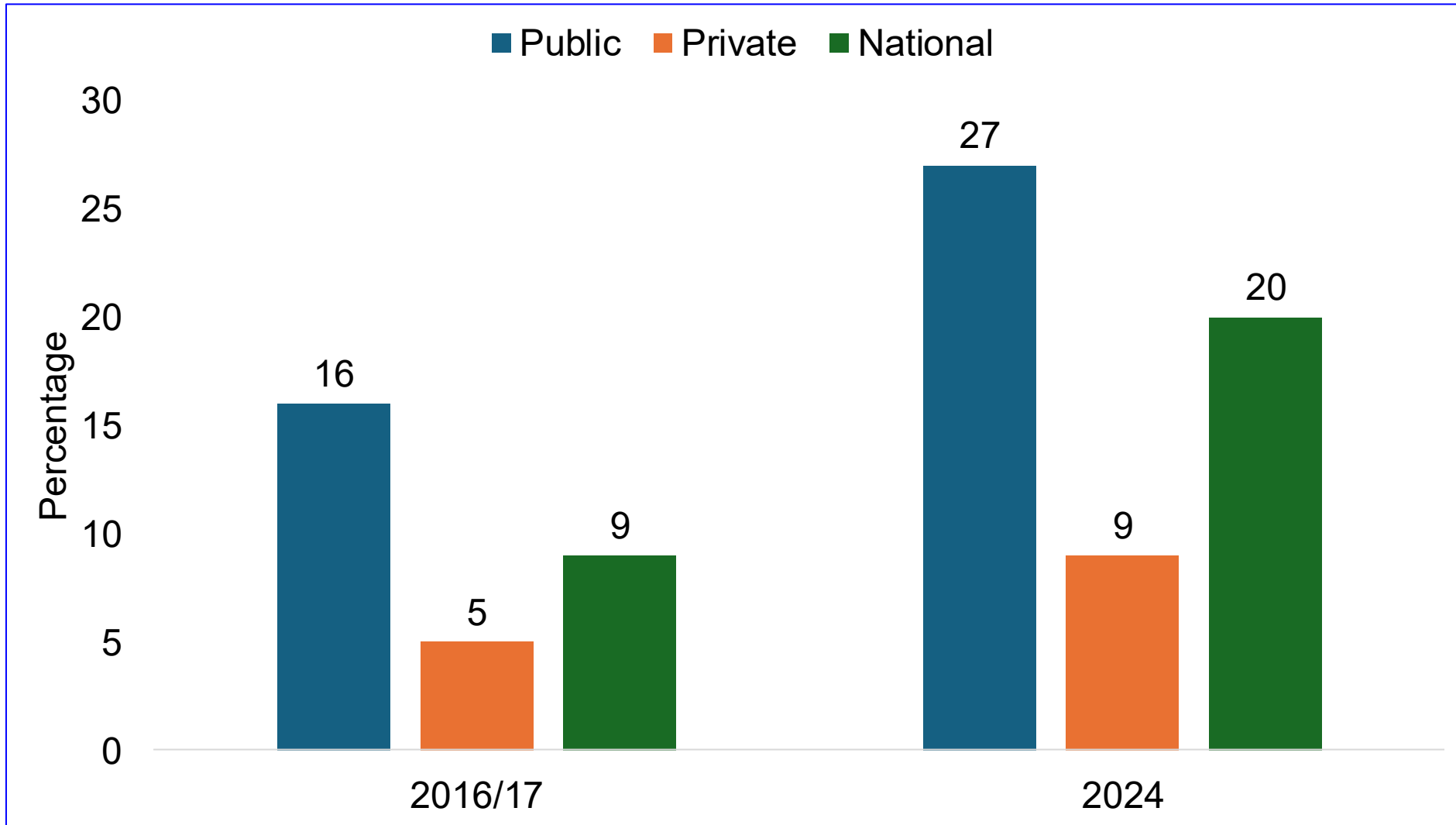
QN:
 Has your Organization introduced use of ICT to improve a given business process/operation?

Status of the Labour Union membership reported by the employees for 2016/17 and 2024 (Percentage)



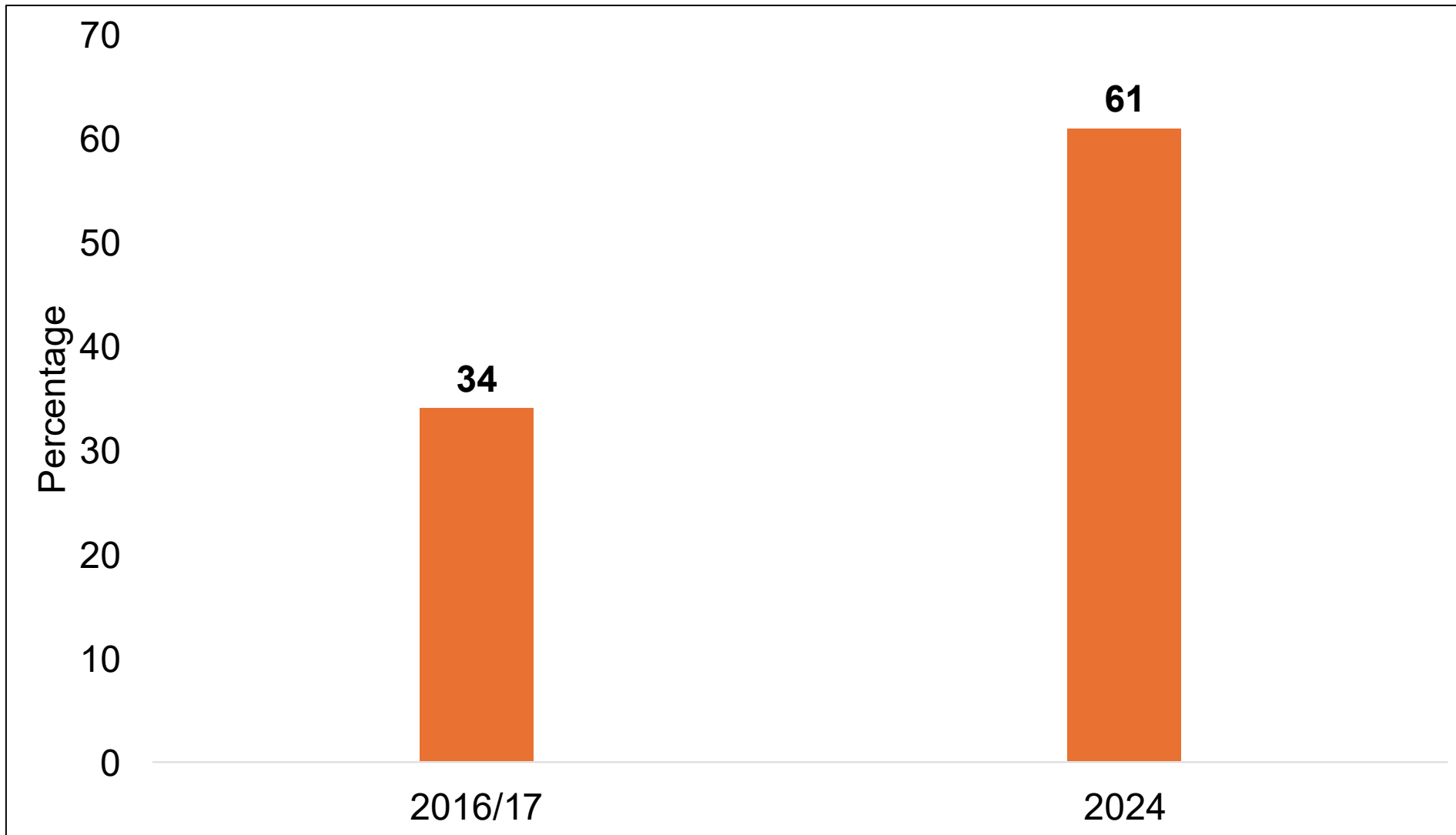
QN:
 Are you a member of any Labour Union or any other collective bargaining association?

Employees who have membership to Professional Associations in 2016/17 and 2024 (Percentage)



QN:
Do you belong to any professional association?

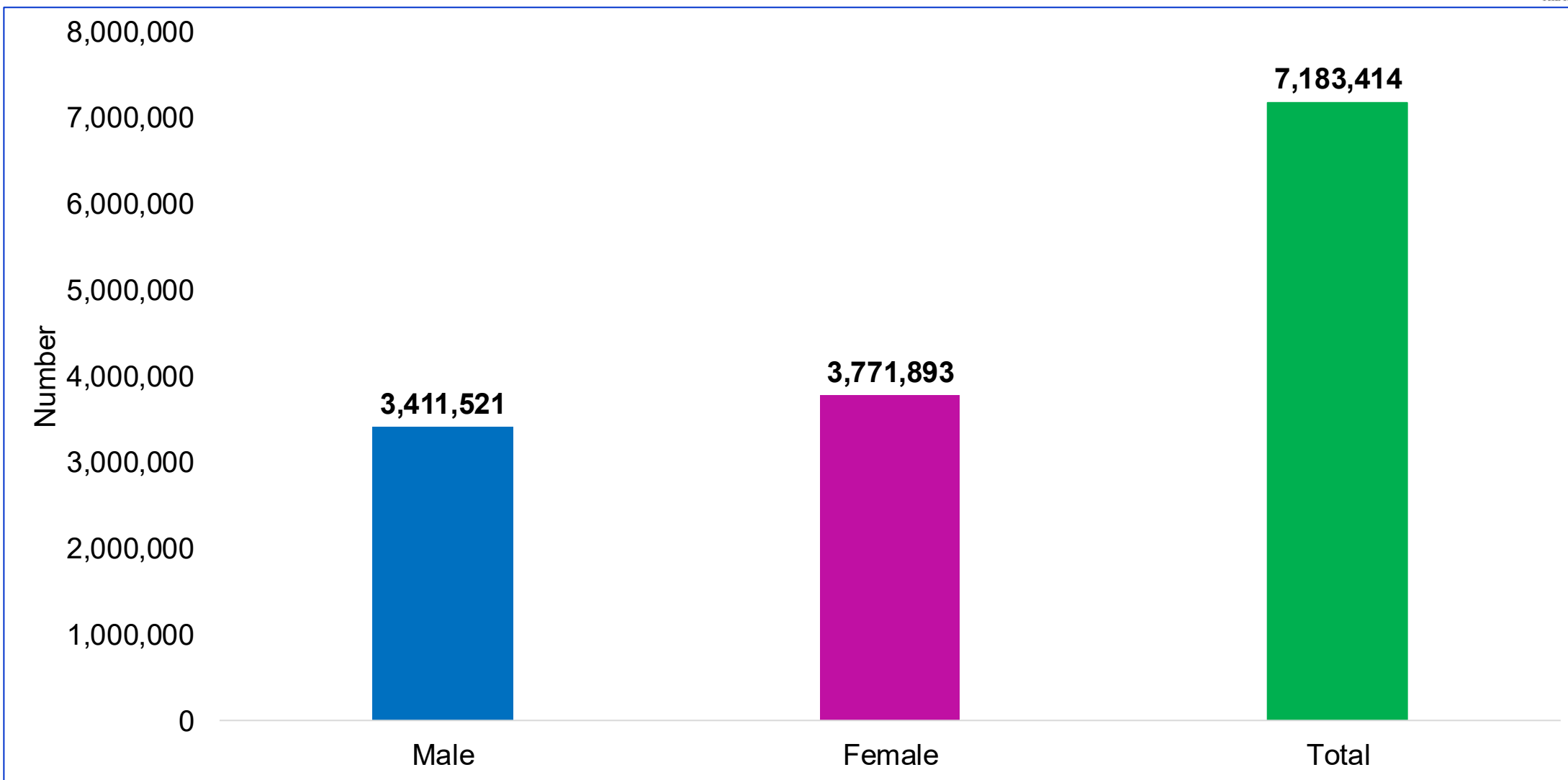
Trend of the employers in the private sector contributing to NSSF in 2016/17 and 2024 (Percentage)



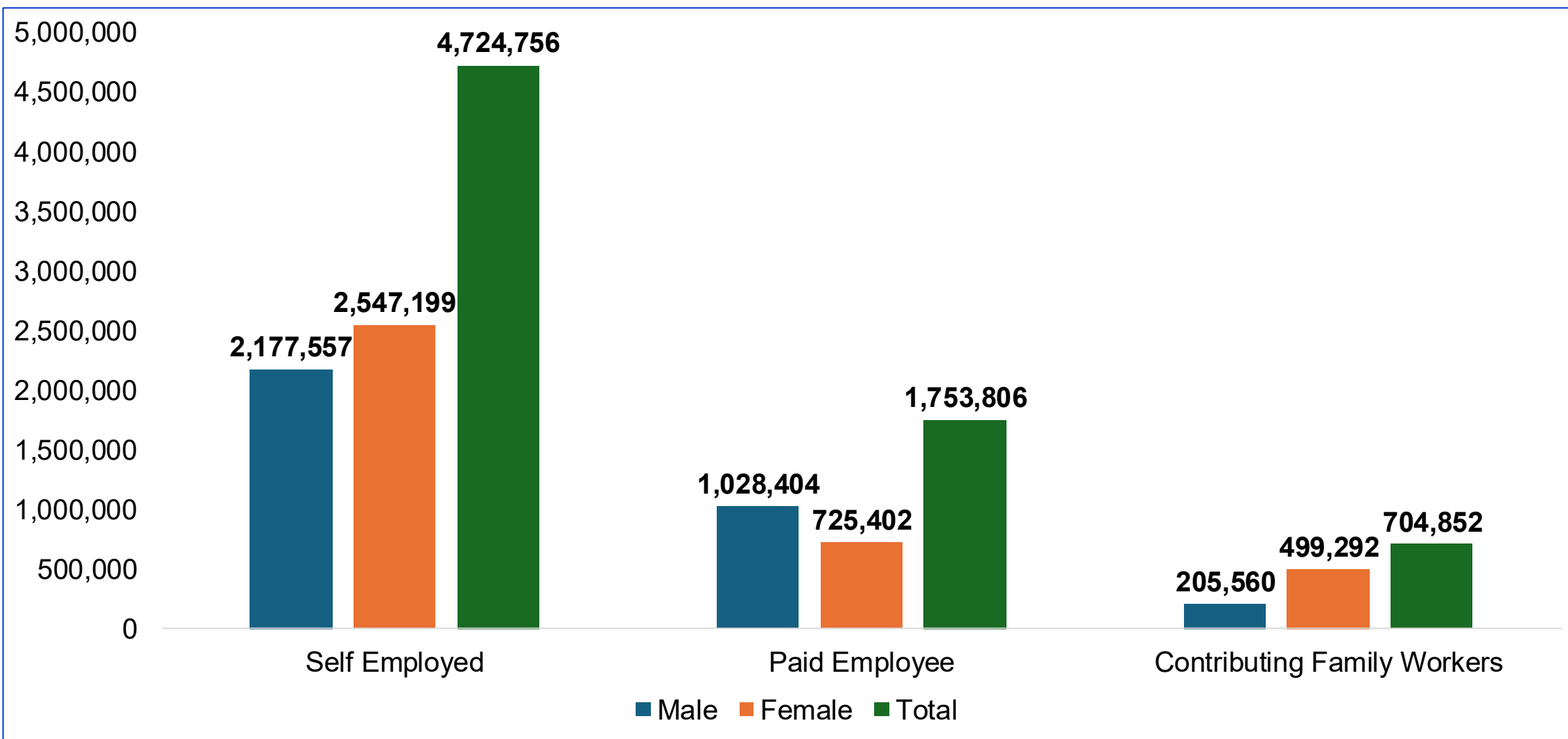
QN:
Is your employer
contributing regularly
to the social security
fund for you?

EMPLOYMENT IN INFORMAL NON-HOUSEHOLD ESTABLISHMENTS

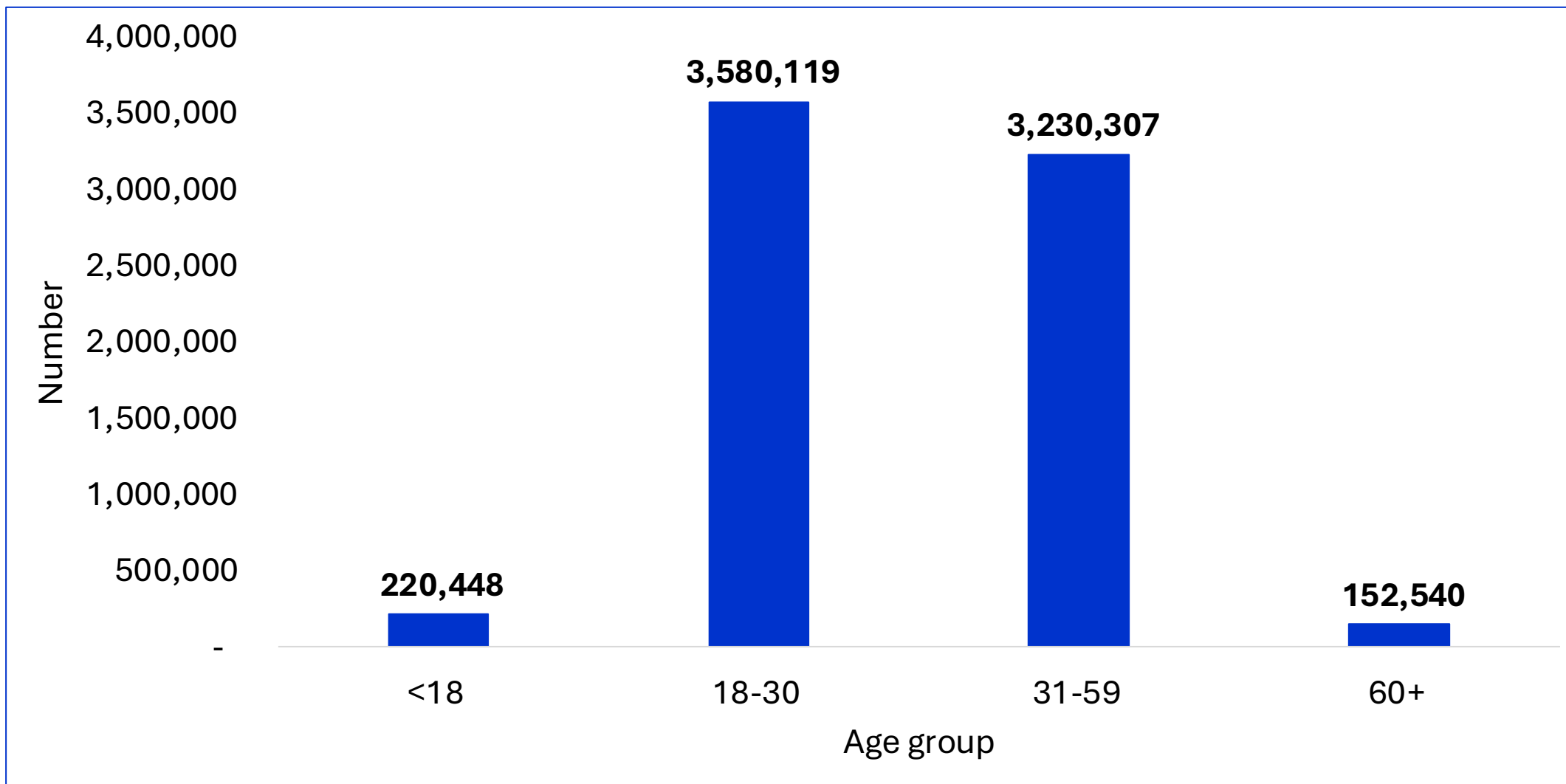
Number of Employees in Informal Non-Household Establishments by Sex, 2024



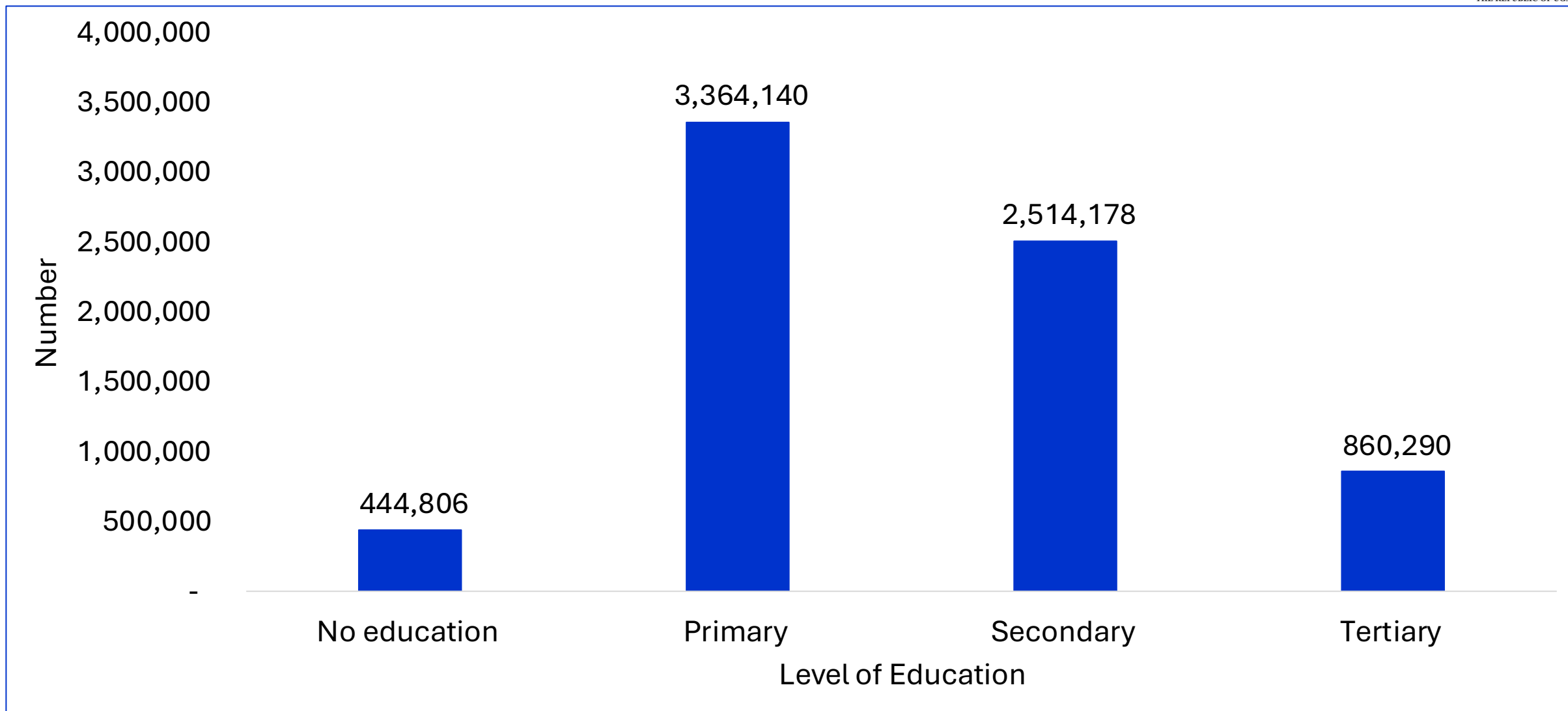
Number of Employees in Informal Non-Household Establishments by Status of Employment and Sex, 2024



Number of Employees in Informal Non-Household Establishments by Age, 2024



Number of Employees in Informal Non-Household Establishments by Level of Education, 2024



- ❖ **Limitation 1:** Formal establishments with 1-4 employees were not covered due to their nature.
 - ✓ **Solution:** A specialized survey will be conducted to address the gap.

❖ **Challenge 1:** Slow-response from formal establishments that delayed timely completion of data collection.

✓ **Mitigation Measures:**

1. Call backs
2. Signing of Non-Disclosure Agreements
3. Use of paper questionnaires.

❖ **Challenge 2:** Incomplete returns from respondents

✓ **Mitigation Measures:**

1. Validation visits to affected establishments

Summary of Findings

▪ Tertiary Training and other Certificate awarding Institutions



1,459

In 2023

Private Owned

1,010

Public Owned

449

▪ Enrolment in Tertiary Institutions:



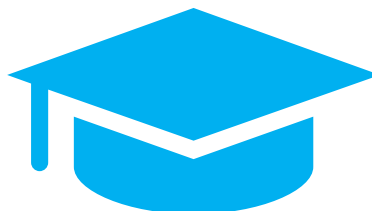
364,617

In 2021

484,746

In 2023

▪ Number of Graduates in Tertiary Institutions:



182,065

In 2021

241,293

In 2023

- Total employment in the formal establishments was **2,204,918 in 2023**,
 - Females 878,093 and Males 1,326,825
- **Proportion of workplaces with Occupation Health and Safety policies** increased from **19%** in 2016/17 to **71%** in 2024
- **Total employment in the informal Non-household establishments** was **7,183,414** in the year **2024**,
 - Females 3,771,893 and Males 3,411,521

Thank You



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