

INTERNATIONAL LABOUR DAY CELEBRATIONS –

MONDAY, MAY 01, 2023, NAMUTUMBA DISTRICT

NATIONAL THEME:

PROMOTING POSITIVE WORK CULTURE AND ETHICS:

A prerequisite for increased investment, employment opportunities and household incomes





**H.E Gen. Yoweri Tibuhaburwa
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 Gen. Yoweri Kaguta Tibuhaburwa 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 the transformation process of our country. We remain committed to delivering on our mandate of producing and disseminating quality official statistics for national development.



Albert Byamugisha (PhD)
UBOS, Board Chairman



Chris N. Mukiza (PhD)
Executive Director

Long live Your Excellency; long live the Workers of Uganda!



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UBOS CELEBRATES THE WORKERS OF UGANDA

At the national level, the theme earmarked for the International Labour day celebrations i.e. **“PROMOTING POSITIVE WORK CULTURE AND ETHICS: A prerequisite for increased investment, employment opportunities and household incomes”** is cognizant of the importance of sustainable employment driven by value laden innovations from the grassroots, as a way of buttressing the economic interventions by the government of Uganda. The day is also celebrated to heighten both national and international consciousness, on the importance of promoting and protecting the rights of workers.

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.

UGANDA'S POPULATION AT A GLANCE

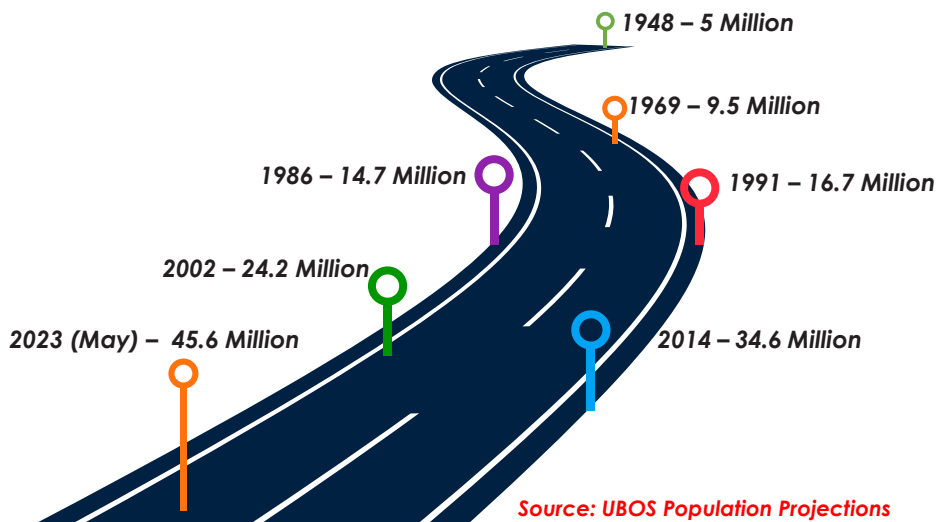
- Uganda's population has grown from 5 million persons in 1948 to 45.6 million persons as of May 2023.
 - Females account for 50.8% of the total population and males 49.2%.
 - Wakiso district remains the most populated with a projected population of 3.5 million persons as of May 2023, followed by Kampala City with 1.7 million persons.
 - Obongi district has the least population, projected at 52,300 persons, followed by Karenga district with 73,100 persons as of May -2023.
- Distribution of population by age-group shows that there are more male children aged less than 19 years compared to females; thereafter, females dominate from age group 20-24 years and above
- About 8 out of every 10 persons is less than 35 years of age
- *There are a total of about 1.1million persons aged 65 years and above, females are the majority (56.6%) compared to males (43.4%)*
- Only 0.4% of the population are aged 80 years and above, and about 3 out of every 5 of them are females.



Table 01: Population by Age Group as of May - 2023

Age group	Male	Female	Total	Percent by Age group
0-4	3,821,300	3,729,200	7,550,500	16.6
5-9	3,407,600	3,293,500	6,701,100	14.7
10-14	2,985,900	2,800,500	5,786,400	12.7
15-19	2,700,900	2,613,200	5,314,100	11.7
20-24	2,294,300	2,325,300	4,619,600	10.1
25-29	1,744,700	1,915,700	3,660,400	8
30-34	1,313,100	1,611,800	2,924,900	6.4
35-39	1,037,900	1,219,900	2,257,800	5
40-44	814,400	941,500	1,755,900	3.9
45-49	650,600	729,200	1,379,800	3
50-54	534,600	573,600	1,108,200	2.4
55-59	383,300	416,000	799,300	1.8
60-64	296,300	362,800	659,100	1.4
65-69	170,600	203,800	374,400	0.8
70-74	135,600	178,900	314,500	0.7
75-79	79,600	103,700	183,300	0.4
80+	81,600	122,400	204,000	0.4
Total	22,452,300	23,141,000	45,593,300	100

Source: UBOS Population Projections Reports, 2015 - 2050



WORKING AGE POPULATION

The Working Age Population (WAP) is a measure of the total number of potential workers within the economy. The international WAP as per the International Labour Organisation (ILO) is 15 years and above. However, given the differences in socio-economic, cultural and demographic characteristics among countries, it was recommended that each country sets the age range for its WAP. Uganda's age-range was set at 14-64 years. On the other hand, working population is the population within the working age that is engaged in the production of goods

and provision of services for others or own final use.

- Overall, 23.5 million (55%) of the population are of working age.
- Of the WAP, 87% (20.5 million) are working, that is, engaged in the production of goods and services for others or for own final use.
- Though there are more of the females (56%) than males (54%) in the WAP, the proportion of working males (90%) is higher than for working females (85%).



Table 02: Distribution of working age (14-64 years) and working population (%)

Background characteristics	Total Population ('millions)	Working Age Population (WAP)		Working Population	
		Number ('millions)	Percent to Total Population	Number ('millions)	Percent to WAP
Sex					
Male	21.1	11.4	54.0	10.2	89.7
Female	21.8	12.1	55.5	10.3	84.8
Residence					
Urban	12.6	7.6	60.0	14.4	90.3
Rural	30.2	15.9	52.6	6.1	80.6
Sub-regions					
Kampala	1.7	1.1	64.3	0.8	73.7
Buganda South	5.7	3.3	57.9	2.4	73.2
Buganda North	4.5	2.4	54.3	2.2	89.0
Busoga	4.4	2.3	53.1	2.1	89.6
Bukedi	2.3	1.3	55.0	1.0	83.0
Elgon	2.2	1.2	54.7	1.1	92.6
Teso	2.3	1.2	52.6	1.1	91.5
Karamoja	1.2	0.5	44.2	0.5	94.1
Lango	2.5	1.4	55.2	1.3	92.4
Acholi	1.8	1.0	53.5	0.9	92.0
West Nile	3.3	1.8	54.9	1.7	91.9
Bunyoro	2.8	1.5	53.5	1.4	92.5
Tooro	3.2	1.7	52.1	1.5	89.2
Ankole	3.4	1.9	56.3	1.7	90.9
Kigezi	1.5	0.9	55.4	0.8	90.2
Uganda	42.9	23.5	54.8	20.5	7.2

Source: National Labour Force Survey (NLFS) Report – 2021



FORMS OF WORK

There are five mutually exclusive **forms of work** distinguished on the basis of the intended destination of the production (for own final use; or for use by others, i.e. other economic units) and the nature of the transaction (i.e. monetary or non-monetary transactions, and transfers). They include:

- i. **Employment work** comprising work performed for others in exchange for pay or profit;
- ii. **Own use production work** comprising production of goods and services for own final use
- iii. **Unpaid trainee work** comprising work performed for others without pay to acquire workplace experience or skills;
- iv. **Volunteer work** comprising non-compulsory work performed for others without pay;
- v. **Other work activities** (not defined in this resolution).



- The majority of the working population are in employment (49%) followed by subsistence agriculture (40%) with the least proportion (0.3%) in doing volunteer work.



- Of the females who are working, 40% are in employment while 46% are in subsistence agriculture. Compared to their male counterparts, 58% are in employment, while 34% are in subsistence agriculture.



- Of the youths (18 – 30 years) who are working, 49% are in employment



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- Regional differentials showed that whereas Kampala has the highest proportion (84%) of the working population in employment, the least proportion (1%) in subsistence agriculture was from Kampala. Relatedly whereas Elgon sub-region has the highest percentage (63%) of its working population in subsistence agriculture, the sub region has the least percentage (28%) in employment



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- Overall, majority of those persons without education or those who have attained only some primary schooling (53%) are engaged in subsistence agriculture while majority of those who completed primary (55%) and other higher education levels are mostly in paid employment. Thus, the higher the education level, the higher the proportion in employment.



Table 03: Distribution of working population by forms of work (%)

Background Characteristics	Employment	Subsistence agriculture only	Unpaid trainee	Volunteer work	Other subsistence work*	Total
Sex						
Male	57.8	34.4	0.5	0.3	7	100
Female	39.8	45.9	0.2	0.2	13.8	100
Residence						
Rural	42.5	48.2	0.3	0.3	8.8	100
Urban	63.5	21.3	0.6	0.3	14.3	100
Special Age group						
18 to 30 years	49.1	38	0.7	0.3	11.9	100
15-24 years	34.7	45.5	0.9	0.3	18.6	100
15-35 years	46.2	39.7	0.6	0.2	13.3	100
Education level attained						
No education	41.3	53	0	0.2	5.4	100
Some Primary	46.1	47.1	0.1	0.1	6.6	100
Completed primary	54.9	38	0.3	0.5	6.3	100
Some Secondary	62.9	28.7	0.6	0.2	7.7	100
Completed Secondary	77.4	15.5	1.2	0.1	5.8	100
Post primary specialized training	71.4	22	0.5	0.7	5.4	100
Post-secondary specialized training	81.3	13.4	0.3	0.3	4.8	100
Degree and above	85.3	9.2	0.1	1.4	3.9	100
Sub-region						
Kampala	83.5	1.4	1.2	0.1	13.8	100
Buganda South	62.1	24.6	1.1	0.5	11.7	100
Buganda North	59.7	29.1	0.1	0.1	10.9	100
Busoga	39.2	48.8	0.2	0.2	11.5	100
Bukedi	28.1	59.3	0.2	0.3	12.1	100
Elgon	28.3	62.5	0.2	0.2	8.7	100
Teso	46.8	46.7	0.3	0.3	5.9	100
Karamoja	62.7	33.2	0	0.4	3.7	100
Lango	41.3	49.7	0.2	0.2	8.6	100
Acholi	55.1	38.4	0.1	0.3	6.1	100
West Nile	40.6	46.4	0.2	0.5	12.4	100
Bunyoro	49.2	38.5	0.4	0.1	11.6	100
Toro	45.7	43.7	0.5	0.1	10	100
Ankole	50.1	40.7	0	0.3	8.9	100
Kigezi	42.1	41.9	0.5	0.2	15.4	100
National	48.8	40.2	0.4	0.3	10.4	100
Number '000	9,996	8,224	74	55	2,124	20,485

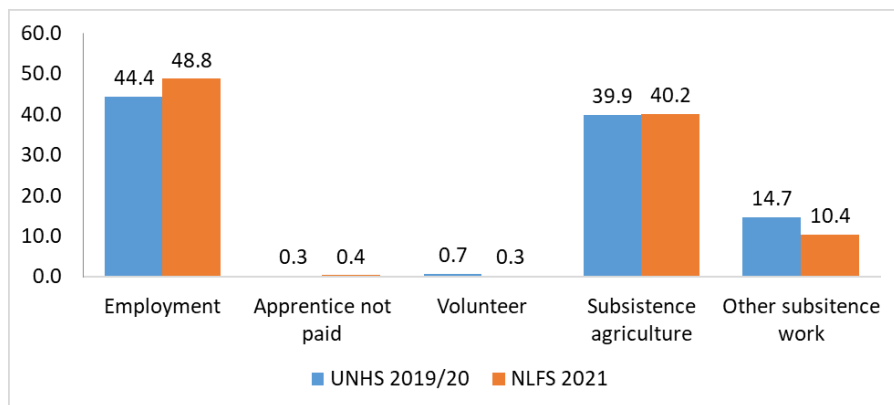
**Other subsistence work includes economic activities classified in the SNA but undertaken for own final use by the household or individual e.g., brick making to build one's own house.*

Source: National Labour Force Survey (NLFS) Report – 2021



- Comparing the trends, the percentage of persons in employment increased from 44% in 2019/20 to 49% in 2021
- The percentage of households engaged in subsistence agriculture remained stagnant at 40% in 2019/20 and 2021

Figure 01: Comparison in forms of work for the working population



Source: National Labour Force Survey (NLFS) Report – 2021



POPULATION IN EMPLOYMENT

Persons in employment refer to all individuals of working age who, during the reference period are engaged in any activity to produce goods or provide services for pay or profit. This implies that work is done as part of a transaction in exchange for payment in form of wages or salaries for time worked or work done or in the form of profits derived from the goods produced and services provided through market transactions.

The status in employment of workers in Uganda can be categorised as follow¹:

→ **INDEPENDENT WORKERS**

These are workers who own the economic unit for which they work and control its activities. They include;



Employers

- Employers in corporations
- Employers in household market enterprises



Independent workers without employees

- Owner-operators of corporations without employees.
- Own-account workers in household market enterprises without employees.



¹ Resolutions of the 20th International Conference of Labour Statisticians



→ **DEPENDENT WORKERS**

These are workers who do not have complete authority or control over the economic unit for which they work. If they are in employment for profit they have no employees, and do not make the most important decisions about the activities of the economic unit for which they work. They include;



Dependent contractors

- Dependent contractors



Employees

- Permanent employees.
- Fixed-term employees.
- Short-term and casual employees.
- Paid apprentices, trainees and interns.



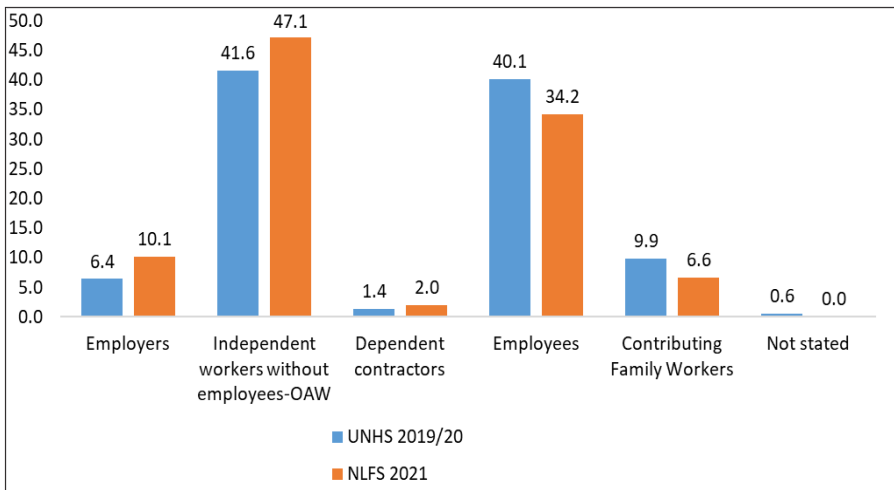


Contributing family workers

→ Contributing family workers.

- 47% of the employed population are independent workers without employees. These are followed by employees accounting for 34% of the population in employment; a similar pattern by sex and residence with the exception of urban residents who are mainly employees (44%).
- Trend analysis shows that the proportion of own account workers i.e 'Independent workers without employees' increased from 42% in 2019/20 to 47% in 2021.
- The percentage of employers remains lowest of the population in employment though it increased from 6% in 2019/20 to 10% in 2021. Impliedly, there is need to promote investment (local and foreign) for job creation and encourage job creators as opposed to job seekers.

Figure 02: Comparison of status in employment, 2019/20 and 2021 (%)



Source: National Labour Force Survey (NLFS) Report – 2021



INDUSTRY AND SECTOR OF EMPLOYMENT

- The highest proportion of employed persons was engaged in Agriculture, forestry and fishing (36%) followed by those in Trade (23%).
- Employment in the trade, Transport and Hotels services is increasing whereas employment in agriculture, education and social work is reducing overtime.

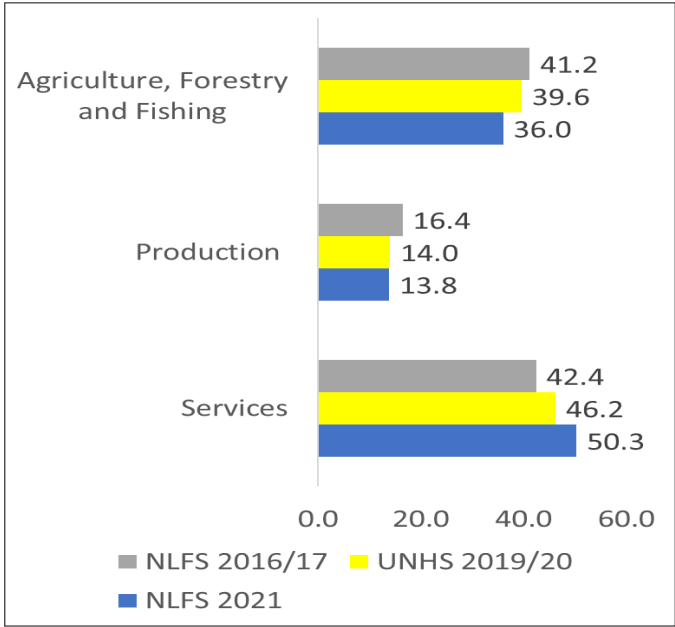
Table 04: Distribution of the Population in employment by Industry (%)

Industry of main job	NLFS 2016/17	UNHS 2019/20	NLFS 2021
Agriculture, forestry and fishing	40.9	39.8	35.9
Trade	18.1	20.2	22.8
Manufacturing	9.8	8.3	8.3
Transport and storage	4.3	5.7	6.2
Hotels, restaurant eating places	3.5	3.3	4.1
Activities of household employers	1.6	1.8	2.5
Education	6.1	5.1	3.9
Other service activities	3.3	4.3	3.0
Human health and social work activities	1.6	1.7	2.2
Construction	4.3	4.6	4.7
Public administration	1.3	1.4	2.2
Other Activities	5.2	3.8	4.0
Total	100	100	100

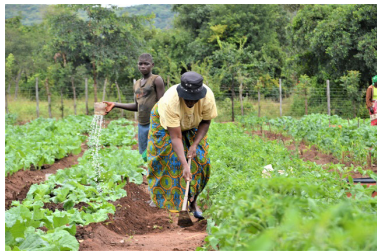
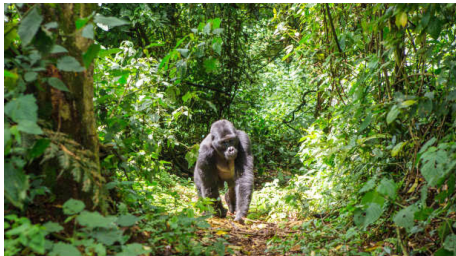
Source: National Labour Force Survey 2021

- The two major sectors of Uganda's economy in terms of employment include the Services sector and Agriculture, forestry and fishing. These two combined, employ 84% of the total employed population as of 2021, with more persons likely to be employed in the services sector.

Figure 03: Trend in Sector of Employment



Source: National Labour Force Survey 2021



LABOUR UNDER-UTILIZATION

Labour Under-utilization refers to mismatches between Labour supply and demand. This in essence is the unmet need for employment. It comprises of unemployed persons, potential Labour force and persons in employment but with unmet need. Labour underutilization focuses on issues of insufficient Labour absorption and gives information that is necessary in broader Labour market monitoring.

The components of Labour underutilization include; *the unemployment rate, the combined rate of time-related underemployment and unemployment, the Combined rate of unemployment and potential Labour Force* as well as *the composite measure of Labour underutilization*.

The current statistics from the National Labour Force (NLFS), 2021 show that:

- About 12% (1.4million people) of the population aged 14-64 years are unemployed with a higher share among females (14%) compared to males (10%).
- The Unemployment rate of the working age population in urban areas of 16% is recorded slightly higher than that of rural residents (13%).
- Bukedi and Bunyoro sub regions have the highest unemployment rate (25% and 17% respectively) and Kigezi sub region has the lowest at 3%.
- Education attainment differentials show that the lowest unemployment rate (11%) is among persons with no education and those that completed primary while the highest is among persons that completed secondary education, Post primary/secondary specialized training and above (17%).
- Persons with disability have slightly lower unemployment rate (10%) compared to those without disability (12%)



Table 05: Unemployment Rate by Sex and other Selected Background Characteristics, 2021

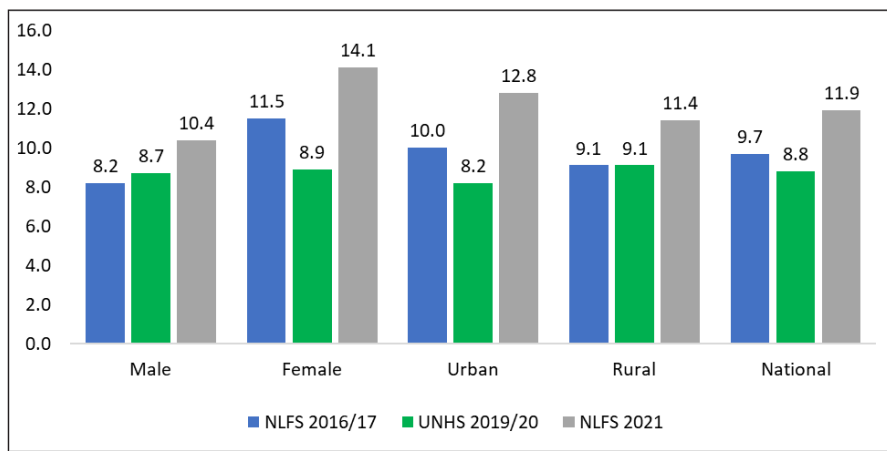
Background characteristics	Unemployment rate (LU1)		
	Male	Female	Total
Residence			
Rural	10.6	12.5	11.4
Urban	9.9	16.2	12.8
Sub region			
Kampala	8.3	21.6	14.6
Buganda South	9.1	15.0	11.9
Buganda North	8.9	13.6	10.7
Busoga	8.6	10.0	9.1
Bukedi	25.0	23.9	24.7
Elgon	13.1	15.4	13.9
Teso	7.1	6.2	6.7
Karamoja	7.1	8.3	7.8
Lango	10.9	14.3	12.4
Acholi	10.4	9.6	10.0
West Nile	13.0	15.2	14.0
Bunyoro	14.4	21.5	17.3
Tooro	13.2	16.8	14.6
Ankole	7.9	9.1	8.4
Kigezi	1.8	3.9	2.5
Education attainment			
No education	7.1	11.0	9.5
Some Primary	11.1	10.8	11.0
Completed primary	7.6	12.2	9.3
Some Secondary	8.5	17.2	12.1
Completed Secondary	12.8	17.0	14.1
Post primary/secondary specialized training	10.4	17.0	13.1
Not stated	2.3	1.7	2.2
Disability status (5+ years)			
With a disability	10.0	10.8	10.3
Without a disability	10.4	14.3	12.0
Age group			
14 - 17	16.8	13.0	15.1
18 - 30	13.5	20.4	16.5
31- 64	7.2	8.5	7.7
Special age group			
15-24	16.8	21.8	19.0
15-35	12.8	17.5	14.9
National	10.4	14.1	11.9
Number (000)	684	669	1,353

Source: National Labour Force Survey(NLFS) 2021



- Overall, the unemployment rate stands at 12%, which reflects an increase from the 9% recorded in 2019/20.

Figure 04: Trend in Unemployment Rate by Sex and residence

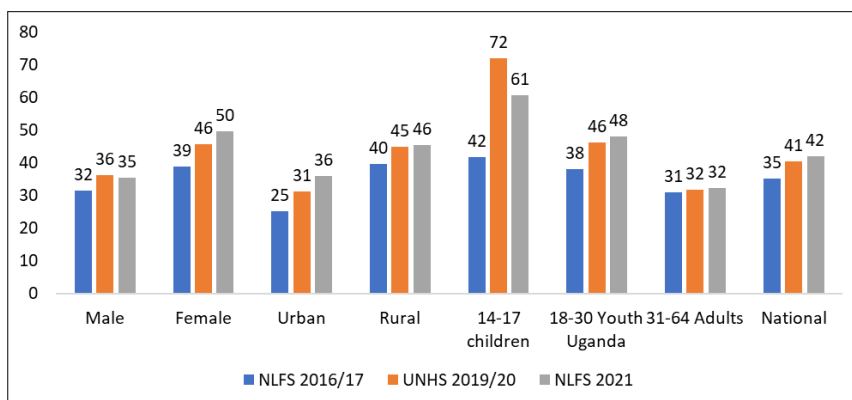


Source: National Labour Force Survey (NLFS), 2021

The composite measure of Labour Underutilisation is composed of the sum of the population in time-related underemployment, unemployment and the potential Labour force expressed as a proportion of the extended Labour force.

- Labour underutilisation has increased over the years from 35% in 2016/17 to 42% in 2021.
- More proportion of females (50%) compared to males (35%) are underutilised.

Figure 04: Trend in Composite measure of Labour underutilization



Source: National Labour Force Survey (NLFS), 2021

EDUCATION MISMATCH

Educational mismatch is defined as the discrepancy between the worker's level of education and the level of education which is required for the job in the Labour market.

- About 43% of the persons in employment are under-educated for the jobs they are holding, while 45% have education requirements matching those on their main jobs.
- Persons residing in urban areas (51%) have education levels matching their jobs while half of those residing in rural areas (51%) are under educated.

Table 06: Education mismatch of the population in employment by selected background characteristics

Background characteristics	Matching	Over educated	Under educated	Not stated	Total
Sex					
Male	45.7	11.8	40.8	1.7	100
Female	42.9	10.5	45.9	0.7	100
Residence					
Rural	40.4	7.9	50.6	1.1	100
Urban	51.0	16.3	31.0	1.6	100
Special age group					
15-24	47.1	10.8	41.9	0.2	100
18-30	47.8	14.0	37.8	0.3	100
15-35	47.0	13.4	38.9	0.7	100
Sector of employment					
Agriculture, forestry and fishing	37.0	8.1	54.1	0.8	100
Production	42.4	17.1	40.1	0.5	100
Services	49.9	11.7	36.6	1.8	100
National	44.6	11.2	42.9	1.3	100

Source: National Labour Force Survey (NLFS) 2021



INFORMAL EMPLOYMENT



Informal employment refers to cases where employment relationships are by law or in practice, not subject to social protection (i.e., no provision for pension or contribution to

National Social Security Fund) and no entitlement to paid annual leave or paid sick leave. Statistics on informality are key to assessing the quality of employment in an economy. This indicator therefore presents the share of employment which is classified as informal employment in the total economy, and separately in agriculture and in non-agriculture.

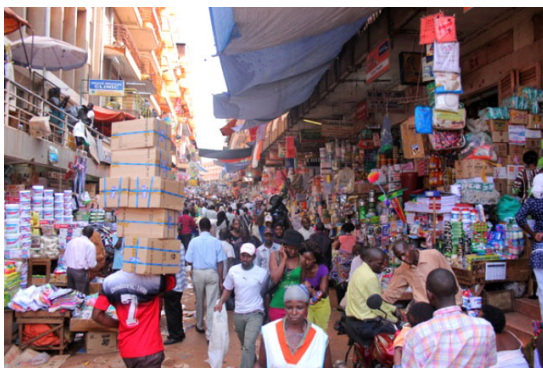
- 92% of the employed population is engaged in informal employment including agriculture; a slight decrease from 93% reported in 2019/20.
- on the other hand; 88% of the employed population is engaged in informal employment excluding those in the agricultural sector; a similar proportion to that recorded in 2019/20
- Overall, informality is high though reducing at a slow rate.



Table: 07 Proportion of employed population in informal employment by background characteristics, (%)

Background characteristics	Informal employment including agriculture			Informal employment excluding agriculture		
	NLFS 2016/17	UNHS 2019/20	NLFS 2021	NLFS 2016/17	UNHS 2019/20	NLFS 2021
Sex						
Male	90.2	91.5	90.3	84.5	86.5	85.6
Female	91.3	94.2	94.0	85.6	90.6	91.2
Residence						
Rural	95.0	95.4	93.8	89.6	91.2	89.0
Urban	82.5	87.5	88.9	80.5	84.9	86.8
Special age group						
15-24	97.4	97.8	97.3	95.7	96.2	95.8
18-30	93.8	95.4	94.2	90.5	92.9	91.8
15-35	92.0	94.3	93.8	95.7	96.2	95.8
Education level attained						
No education	98.2	99.0	98.5	95.0	98.0	97.8
Some Primary	97.7	98.5	97.9	94.1	97.4	96.8
Completed primary	94.3	98.6	97.2	86.2	97.5	95.8
Some Secondary	90.8	89.2	93.4	64.6	85.3	91.7
Completed Secondary	77.6	92.5	86.6	49.5	89.9	84.2
Post primary/secondary specialized training	61.4	71.3	67.4	95.0	67.7	63.4
National	90.7	92.6	91.9	85.0	88.2	87.9
Number ('000)	8,106	7,671	9,182	4,495	4,417	5,629

Source: National Labour Force Survey (NLFS) 2021



INFORMAL SECTOR

Informal sector includes all workers in unincorporated enterprises that produce at least partly for the market though may not be formally registered. It excludes households that produce exclusively for own final use, subsistence agriculture, construction of own dwellings among others. In addition, **Informal Enterprises** are not always registered under Uganda Registration Services Bureau (URSB) as commercial / business establishments or by the Uganda Revenue Authority (URA) for Value added tax / income tax returns. As a result, these enterprises do not always keep complete books of accounts.

- 56% of the employed population work in the informal sector.
- More employed persons in the rural (60%) than urban (52%) areas work in the informal sector.
- Impliedly, the higher the level of education attained, the less likely one is to work in the informal sector.



Table 08: Proportion of employed population in the formal sector, informal sector and household units by selected characteristics, (%)

Background characteristics	Works informal sector	Works in informal sector	Works in household	Total
Sex				
Male	14.4	59.0	26.6	100
Female	8.8	52.1	39.1	100
Residence				
Rural	11.1	52.0	36.9	100
Urban	13.2	60.3	26.5	100
Special age group				
15-24	4.2	66.3	29.5	100
18-30	8.2	61.9	29.9	100
15-35	9.0	59.2	31.8	100
Disability type				
With a disability	8.9	48.7	42.4	100
Without a disability	12.3	56.6	31.1	100
Education level attained				
No education	2.2	35.1	62.6	100
Some Primary	3.2	51.5	45.3	100
Completed primary	4.2	58.5	37.3	100
Some Secondary	8.4	62.1	29.5	100
Completed Secondary	15.8	64.1	20.1	100
Post primary specialized training	26.1	56.5	17.3	100
Post-secondary specialized training	36.0	55.3	8.8	100
Degree+	44.6	46.0	9.4	100
National	12.1	56.1	31.7	100
Number '000	777	3,596	2,032	6,405

Source: National Labour Force Survey (NLFS) 2021



LABOUR FORCE PARTICIPATION RATE

Labour Force Participation Rate (LFPR) is the population in the Labour force (employed and unemployed) expressed as a percentage of the working age population. It indicates the proportion of Working Age Population that is active in the Labour market as either employed or actively looking for employment. This indicator shows the relative size of the supply of Labour available for production of market goods and services in the country.

- The LFPR reduced from 53 % 2016/17 to 48% in 2021.
- The male population have predominately higher LFPR recorded to have reduced from 61% in 2016/17 to 58% in 2021.
- Looking at age composition, the active Labour market is mainly comprised of the persons between 31-64 years, and is recorded at 59% 2021, a slight reduction from the 61% in 2016/17

Table 09: Trends in the Labour Force Participation Rate 2016 - 2021

Background	NLFS 2016/17			UNHS 2019/20			NLFS 2021		
Characteristics	Male	Female	Total	Male	Female	Total	Male	Female	Total
Residence									
Rural	55.7	39.5	47.4	48.2	29.8	38.7	53.1	33.9	43.3
Urban	76.1	58.4	66.6	61.0	43.8	51.8	68.4	50.2	58.7
Education attainment									
No formal education	50.7	37.8	41.4	50.8	36.9	41.1	48.3	35.4	39.5
Some primary	63.6	46.2	54.1	43.5	28.6	35.7	59.6	37.6	47.2
Completed primary	73.5	49.7	62.3	54.3	33.5	43.9	68.3	41.9	55.0
Some secondary	80.3	65.8	73.4	49.3	31.4	40.2	73.9	51.9	63.0
Completed secondary	93.9	70.8	86.4	65.8	45.1	56.6	81.4	68.9	77.1
Post-primary/ secondary specialized training and above	91.1	86.5	89.1	78.6	61.5	71.5	85.5	74.0	80.5
Disability status									
With Disability	62.0	47.0	53.8	47.2	34.1	40.5	59.6	35.5	42.1
Without Disability	61.9	44.9	53.1	52.2	33.9	42.7	58.5	39.6	48.8
Age Group									
14-17	25.1	17.6	21.2	10.6	7.4	9.0	20.9	16.2	18.5
18-30	66.4	49.6	57.2	53.1	34.5	43.0	62.0	41.4	50.8
31-64	71.1	51.3	61.2	68.6	44.6	56.3	70.2	47.3	58.9
Special age group									
15-24	49.5	36.7	42.7	29.8	20.8	25.1	41.8	30.2	35.7
15-35	61.6	45.9	53.3	47.2	31.2	38.8	58.5	39.6	48.8
National	61.1	44.8	52.6	51.8	34.0	42.5	57.9	39.3	48.3

Source: National Labour Force Survey (NLFS) 2021

DECENT WORK INDICATORS

Social protection

- Social protection is a set of interventions whose objective is to reduce social and economic risk and vulnerability, and to alleviate extreme poverty and deprivation. Over three-quarters of the population in paid employment (76%) do not contribute towards any form of social protection

Table 10: Distribution of persons in paid employment by type of social security and selected background characteristics, %

Background Characteristics	Employer					
	Pays for NSSF	Pays for other Provident fund	Pays for pension	None	Don't know	Total
Residence						
Rural	12.0	0.4	6.6	76.3	4.7	100
Urban	17.1	0.4	4.2	74.8	3.4	100
Sector of employment						
Agriculture, forestry and fishing	2.0	0.0	0.1	96.2	1.7	100
Production	8.5	0.1	0.0	87.5	3.9	100
Services	20.6	0.6	8.8	65.0	4.9	100
Type of Institution						
Public	33.3	1.5	29.8	24.8	10.7	100
Private	10.6	0.2	0.2	86.4	2.6	100
National	14.5	0.4	5.4	75.6	4.1	100

Employment benefits at the workplace

Rights at work is one of the strategic pillars of decent work agenda. A benefit is something extra, such as money or goods that is given to employees because of their job in addition to their salary

- overall, 27% of employees receive any workplace benefits with the majority in services, public and formal sector.



Table 12: Distribution of persons in employment by type of workplace benefit and selected background characteristics, %

Background characteristics	Paid annual leave (holiday time)	Paid sick leave in case of illness	Paid Maternity/ Paternity leave	Entitled to Pension/ Old age/ Retirement insurance schemes	Medical/ Health insurance coverage	Any of the benefits	None of the benefits
Sex							
Male	19.2	25.2	19.8	17.1	20.0	26.8	72.6
Female	19.3	24.1	20.3	16.2	17.7	26.4	72.8
Residence							
Rural	17.1	23.9	20.2	19.0	20.1	25.1	73.9
Urban	21.4	25.9	19.8	14.6	18.6	28.4	71.3
Institution type							
Public	59.9	93.1	92.7	91.7	90.5	95.7	4.3
Private	10.6	10.3	4.4	0.8	4.1	12.1	87.8
Sector of employment							
Agriculture, forestry and fishing	1.3	1.8	0.6	0.8	1.2	2.5	95.6
Production	5.8	8.5	4.9	2.2	5.7	9.2	90.1
Services	29.3	37.6	31.0	26.6	29.5	40.3	59.5
Nature of employment excluding agriculture							
Formal employment	94.2	89.9	71.5	58.2	68.6	96.2	3.8
Informal employment	6.9	16.6	13.8	12.0	13.3	17.9	81.7
National	19.2	24.9	20.0	16.8	19.3	26.7	72.6
Number '000	652	845	679	572	657	913	2,486

Source: National Labour Force Survey (NLFS) 2021



VIOLENCE AT WORKPLACE

Violence at workplace denote any acts or threats at the work site and may take a number of different forms such as physical violence, harassment, intimidation, or other threatening disruptive behave.

- Majority of workers (13%) experience financial abuse (non-payment of wages/salaries/benefits).



Table 13: Working population experiencing violence at place of work by form of violence (%)

Background Characteristic	Constantly shouted at	Repeatedly insulted	Physically assault	Sexual abuse	Financial abuse
Sex					
Male	8.0	4.9	1.1	0.2	13.6
Female	5.8	3.3	0.4	1.6	11.2
Residence					
Rural	6.0	3.3	0.9	0.7	11.1
Urban	8.8	5.8	0.6	1.1	15.1
National	7.0	4.2	0.8	0.9	12.5

Source: National Labour Force Survey (NLFS) 2021



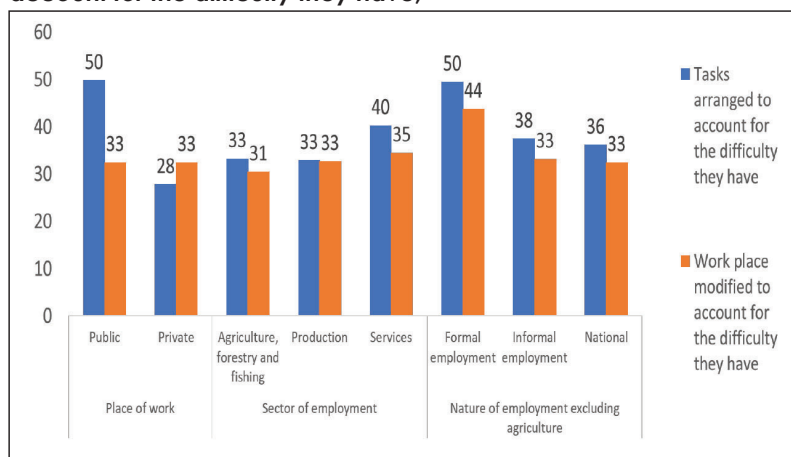
DISABILITY FRIENDLY WORKPLACE

A company's culture should be inclusive of everyone including persons with disabilities. Creating a disability friendly workplace entails eliminating barriers, modification or replacement of equipment, training the employees with special needs, providing the needed information and making the workplace flexible for persons with varying disability types.

- Of the PWDs in employment, a third report that their work tasks fully or partially accommodate for the difficulties they have.



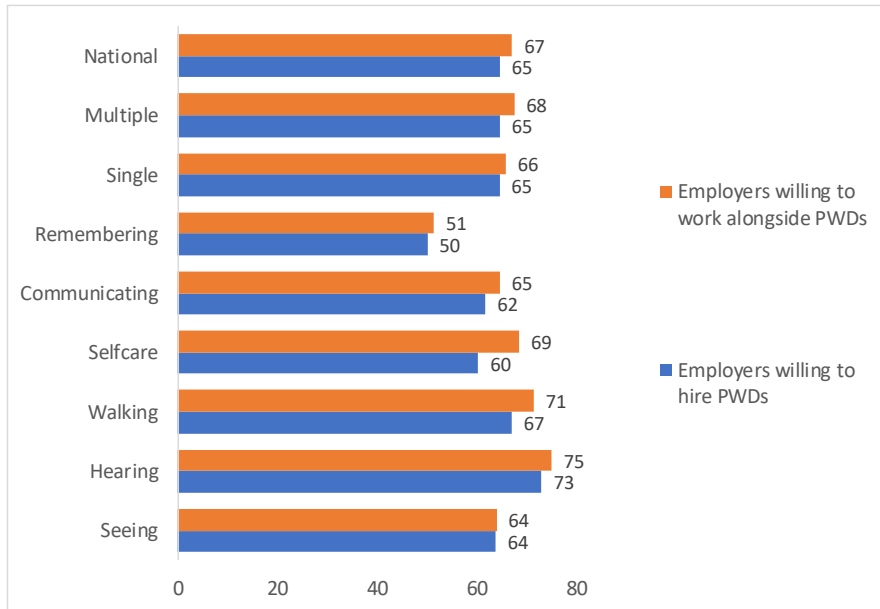
Figure 05: PWDs whose work places and tasks have been modified to account for the difficulty they have,



Source: National Labour Force Survey (NLFS) 2021

- More than half of persons with disability (65%) are comfortable that employers are willing to hire PWDs irrespective of disability type with the exception of those with remembering/concentration difficulties.

Figure 06: Perception of PWDs regarding willingness of employers to employ PWDs and employees' willingness to work with PWDs by selected background characteristics, %



UNPAID WORK

Unpaid Work (UW) refers to activities performed by an individual for self-benefit or for the benefit of others without any pay. The NLFS 2021 made deliberate effort to recognize UW particularly unpaid care work and its contribution to the economy by analysing, producing and disseminating statistics on UW by both women and men, making any gender inequalities in UW visible. The survey categorized UW into three broad categories namely;

- **Subsistence agricultural work.** This includes persons involved in farming, fishing or forestry mainly for home consumption.
 - **Other Unpaid work.** This includes production of goods within the SNA production boundary e.g., making of handcraft, bricks for home use
 - **Unpaid care work;** is a critical, yet hidden dimension of our well-being that provides essential domestic services within households, for other households and to community members. This work is carried out in the person's own home and is unpaid. *Unpaid* means the person carrying out the activity does not receive a wage, and their work is therefore not included in GDP calculations. *Care* means serving people and their well-being; it includes both personal care and care-related activities, such as cooking, cleaning and washing clothes. *Work* means it entails expenditures of time and energy.
- **More than a quarter (27million) of the persons aged 5years and above are engaged in some form of unpaid work. Of these, 41% are in subsistence agriculture followed by other unpaid work (39%) and Unpaid Care work (21%).**
 - a) **More females (85%) than males (67%)were engaged in unpaid care work**

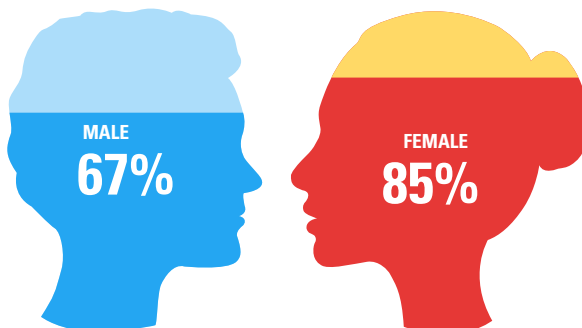


Table 14: Proportion of persons engaged in Unpaid Work, (5+ years)

Background characteristics	Subsistence agriculture	Other unpaid work	Unpaid Care work (UCW)	Total	Proportion (5+yrs) involved in any unpaid work
Sex					
Male	42.6	40.3	17.1	100	66.6
Female	39.1	37.5	23.4	100	84.8
Residence					
Rural	48.2	38.1	13.7	100	77.3
Urban	21.8	40.2	38.0	100	72.4
National	40.6	38.7	20.7	100	75.8
Number '000	11,123	10,606	5,675	27,405	

Source: National Labour Force Survey (NLFS) 2021



YOUTH TRANSITION

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.

Youth transitions refer to young people's journeys from school to post school study and on to employment. This is the time when young people experience rapid biological, psychological and physical changes, as well as changing social and economic situations, as they begin to take on the responsibilities of adulthood.

The International Labour Organization defines Labour market transition as the passage of a young person from the end of schooling (or entry to first economic activity) to the first stable or satisfactory job. The basic criteria for stability of any employment are that it should be based on written contract of duration greater than 12 months or oral agreement with likelihood of retention or has attained a satisfactory temporary job judged on the respondent's willingness to stay on the job. The stages of transition to employment are categorized into three broad groups namely; transited, in transition and not yet started transition. All current students are counted among those "in transition".

From the NLFS 2021 Report, Indicators on Youth Transition to Employment show that:

- Over all, (48%) of the youth were in transition to employment while (26%) had transited in employment.
- The transition to employment rate among the male youth (30%) is higher than that of the female youth (19%).
- Transition into employment rates are also higher among the youth who have completed post-secondary specialized training (40%) and those residing in urban areas (29%).



Table 15: Youth transition to employment by selected background characteristics

Background Characteristics	Transited to employment	In transition	Transition Not Started	Not started	Total
Sex					
Male	30.0	47.8	14.6	7.5	100
Female	19.3	48.1	27.5	5.0	100
Residence					
Rural	21.9	48.0	24.2	5.9	100
Urban	28.5	48.0	16.8	6.7	100
Education Attainment					
No Education level attained	29.8	36.8	32.2	1.2	100
Some Primary	26.9	48.1	23.7	1.2	100
Completed primary	30.8	45.1	22.7	1.5	100
Some Secondary	32.4	45.4	20.8	1.3	100
Completed Secondary	39.6	44.7	12.6	3.1	100
Post primary specialized training	37.0	46.3	13.6	3.2	100
Post-secondary specialized training	40.0	46.8	10.2	3.0	100
Degree	34.9	47.0	10.1	8.0	100
Disability status					100
With Disability	16.6	38.7	39.2	5.5	100
Without Disability	24.5	48.4	20.9	6.2	100
Skills acquired					
With trade or technical skill and specialization	41.1	46.3	9.5	3.1	100
With trade or technical skill only	32.6	51.7	11.7	4.0	100
With specialization only	32.9	48.4	12.3	6.4	100
None	22.3	47.9	23.6	6.1	100
National	24.1	48.0	21.6	6.2	100

Source: National Labour Force Survey (NLFS) 2021

CHILD LABOUR

Child labour is defined in the Uganda National Child Labour Policy as work that is hazardous or exploitative and threatens the health, safety, physical growth and mental development of children and therefore constitutes an urgent policy priority.

Children are child labourers if they are:

- Aged 5-11 years and they are at work in economic activity since they are not expected to work.
- Aged 12-13 years doing work in economic activity other than 'light work'¹ or do work beyond 14 hours a week.
- Aged 14-17 years involved in hazardous forms of work or working for an equivalent of 43 hours in a week or beyond.

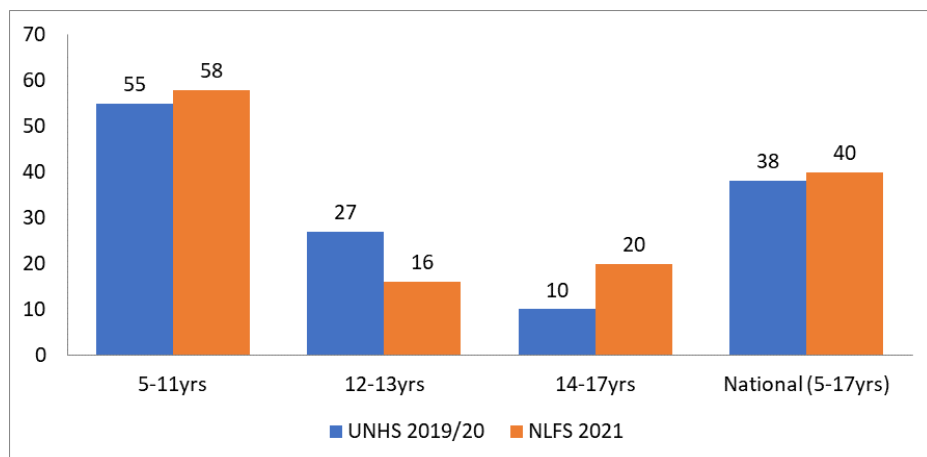
Child labour is an obstacle to achieving equitable quality education and promoting lifelong learning opportunities for all through Universal Primary Education (UPE) and Universal Secondary Education (USE). Children forced out of school into labour to help their families by supplementing available income are denied the opportunity to acquire the knowledge and skills needed for a more gainful future employment and may contribute to the proliferation of the viscous cycle of poverty.



The current statistics show that:

- Overall; 40% of children aged 5-17 years are involved in child labour excluding household chores; an increase from 38% in 2019/20.
- Also, of the children aged 5-11 years, 58% are in child labour excluding household chores, a slight increase from 55% in 2019/20.
- Sex differentials show that more males (41%) than females (38%) of children aged 5-17 years are engaged in child labour excluding household chores.
- About 41% of the children aged 5-17 years currently attending school are also engaged in child labour excluding household chores.
- Karamoja and Lango sub-regions have the highest proportion of children aged 5-17 years in child labour excluding household chores i.e 56% and 52% respectively.

Figure 07: Comparison in child labour estimates excluding household chores (%)



Source: National Labour Force Survey (NLFS) 2021

EARNINGS FROM PAID EMPLOYMENT ON MAIN JOB

Earnings refer to the remuneration in cash or/and in kind paid to employees, as a rule at regular intervals, for time worked or work done together with remuneration for time not worked such as annual vacation and other paid leave or holidays. It includes direct wages and salaries, remuneration for time not worked, bonuses and gratuities, and payments in kind. It excludes Employers' contributions to social security and pension schemes, severance and termination pay (12th ICLS, 1973).

- The median monthly cash wage in Uganda is UGX 200,000. Males earn on average Uganda shillings 250,000 compared to Uganda shillings 140,000 earned by females.
- The highest paying sector is services, Formal and public sector that pay an average median monthly cash wage of UGX 300,000, UGX 612,000 and UGX 560,000 respectively.

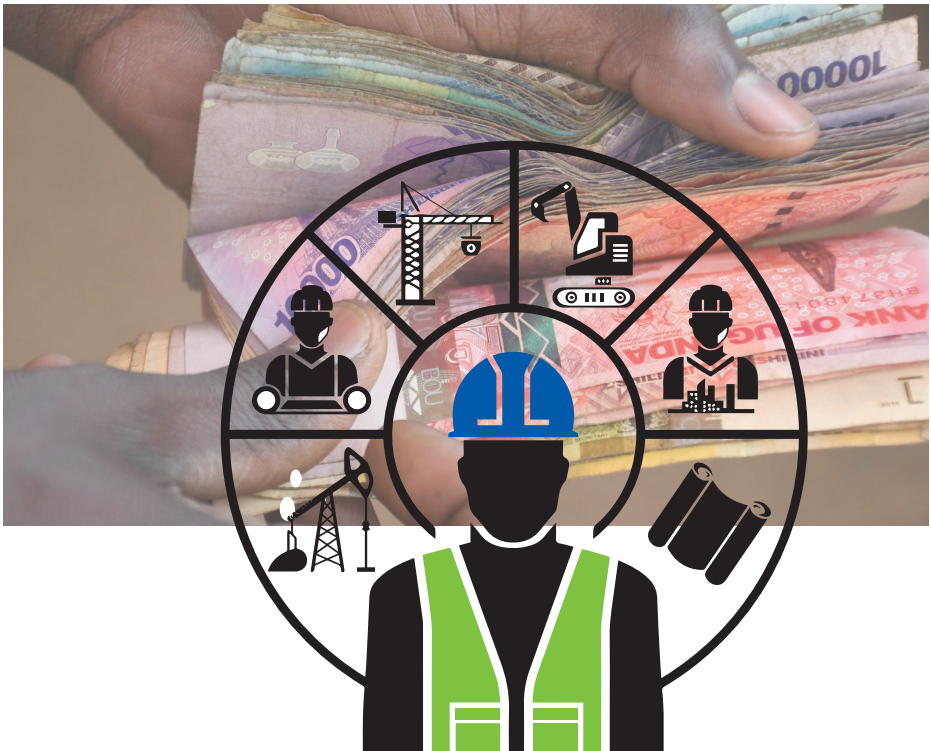


Table 16: Median monthly earnings for persons in paid employment on the main job by type of payment and selected background characteristics ('000 UGX)

Background characteristics	In-Cash			In-Kind			In-Cash & In-kind		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Residence									
Rural	200	100	200	80	100	80	240	130	200
Urban	300	150	250	100	96	100	350	200	285
Sector of employment									
Agriculture, forestry and fishing	100	60	80	72	30	70	110	64	100
Production	240	200	240	60	60	60	264	200	250
Services	350	180	300	100	100	100	400	224	320
Type of Institution									
Private	200	100	170	75	96	80	240	150	200
Public	540	530	532	100	100	100	568	542	560
Nature of employment									
Formal employment	580	600	600	140	120	120	630	610	612
Informal employment	250	140	200	72	96	80	270	190	240
Occupation									
Professionals	568	480	535	150	80	120	600	500	550
Skilled agricultural, forestry and fishery workers	120	80	100	40	150	50	130	80	100
Technicians and associate professionals	500	500	500	100	100	100	500	550	500
Craft and related trades workers	250	160	250	72	100	72	300	200	280
Plant and machine operators and assemblers	250	300	250	80	60	80	280	360	280
Service and sales workers	250	150	200	90	80	80	300	160	240
Elementary occupations	120	80	100	60	100	80	150	100	122
National	250	140	200	90	96	96	300	180	250

Source: National Labour Force Survey (NLFS) 2021



HOUSEHOLD INCOME

- overall, household farming or fishing is the main source of household income /livelihood (48%).
- Higher percentages of households in urban areas have main source of income being from household businesses and paid jobs (34%) and (35%) respectively while 60% of households in the rural areas have their main source of income from household farming or fishing

Table 17: Percentage distribution of households by main source of income in the last 12 months and selected background characteristics

Background characteristic	Households' main source of income /livelihood (last 12 months)					Total
	Household farming or fishing	Household business (other than farming or fishing)	Paid job (held by a household member)	Support from other households in the country	Others*	
Sex of household head						
Male	49.3	23.4	24.0	2.0	1.3	100
Female	43.5	28.1	16.3	8.4	3.8	100
Residence						
Rural	60.4	19.8	15.8	2.9	1.1	100
Urban	21.9	34.3	34.8	5.2	3.8	100
National	47.7	24.6	22.0	3.7	1.9	100

Others includes Support from people living abroad; Income from properties, investments or savings; Private or state pension or [other Government support]; Charity from NGOs or other charitable organizations*

Source: National Labour Force Survey (NLFS) 2021

In order to examine income inequalities within the country, in the UNHS 2019/20, households were categorized into seven groups based on the total annual income (cash and in-kind) received. The findings show that:

- Overall, 76%† of the households receive a total annual household income between UGX 5 million and UGX 10 million, followed by those that earn between UGX 1 million and UGX 5 million annually.
- A similar pattern is observed across sub-regions with the exception of Kampala where the second highest proportion (13%) is for those that earn UGX 25 million and above.

Table 18: Percentage distribution of households by total annual household income groupings (in UGX millions) and sub-regions

Sub region	Less than 1m	1 m- less than 5m	5m - less than 10m	10m - less than 15m	15m - less than 20m	20m - less than 25m	25m and above	Total	Median monthly household income
Kampala	0.5	5.6	64.3	10.0	6.3	0.8	12.5	100	667
Buganda South	0.8	8.5	74.3	6.2	3.1	1.6	5.4	100	302
Buganda North	1.3	11.9	76.0	4.0	2.3	1.5	3.1	100	208
Busoga	2.3	13.8	76.3	3.3	1.4	0.8	2.1	100	136
Bukedi	0.9	14.8	77.0	3.1	1.3	0.7	2.2	100	174
Elgon	1.8	6.5	82.2	5.4	1.8	0.7	1.5	100	192
Teso	0.7	1.7	90.2	4.5	1.9	0.6	0.4	100	263
Karamoja	2.5	17.4	77.2	1.9	0.1	0.1	0.8	100	99
Lango	7.7	27.1	61.7	1.6	1.2	0.3	0.5	100	72
Acholi	2.6	24.4	70.2	1.2	0.3	0.5	0.9	100	105
West Nile	0.4	5.4	89.7	1.8	1.4	0.3	1.0	100	152
Bunyoro	0.4	6.8	79.8	5.3	2.1	1.4	4.2	100	250
Tooro	4.2	18.5	69.7	3.5	1.6	1.2	1.4	100	145
Ankole	3.0	15.2	74.8	2.5	1.5	0.9	2.0	100	195
Kigezi	3.5	23.9	68.4	2.0	0.9	0.4	0.9	100	133
Uganda	2.0	12.6	75.6	4.0	2.0	0.9	2.9	100	190

Source: Uganda National Household Survey (UNHS) 2021

BUSOGA SUB REGION AT A GLANCE

- Busoga sub region is found in the Eastern part of Uganda. It comprises of the districts of **Bugiri, Buyende, Iganga, Bugweri, Jinja, Kaliro, Luuka, Mayuge, Namayingo, Namutumba, Kamuli and Jinja City.**
- As of 2014, the regional total population stood at 3.6 million persons. As of May 2023, the total population for the sub region is projected at 4.6 million people.
- The most populous district in Busoga sub region is Mayuge with a projected population of 615,600 persons as of May 2023.

Other selected indicators for Busoga sub region:

- 51% of the total population are female.
- 29.1% of the households are female headed.
- Primary School attendance (6-12 years) stands at 24.4% and Secondary School attendance (13-18 years) at about 14.6% showing that most of the children do not continue to secondary level.
- The literacy rate stands at 67.4%.
- 6.0% of households have no toilet facility.
- 13.3% of households use electricity for lighting.
- 24.7% of households use tadooba for lighting.

Source: Uganda National Household Survey (UNHS), 2019/20

Table 19: Busoga Sub-Region Population Size and Composition

District	Total Population (2014)	Projected Population (May 2023)	% Female (May 2023)
BUGIRI	382,913	536,800	50.8
IGANGA	339,311	437,100	51.3
JINJA	224,168	255,000	50.6
KAMULI	486,319	596,500	50.5
MAYUGE	473,239	615,600	51.2
KALIRO	236,199	318,100	50.5
NAMUTUMBA	252,557	336,600	50.1
BUYENDE	323,067	468,800	50.4
LUUKA	238,020	281,800	51.9
NAMAYINGO	215,443	247,500	49.6
BUGWERI	164,886	205,700	51.7
JINJA CITY	247,074	281,100	51.2
TOTAL	3,583,196	4,580,600	50.8

Source: UBOS Population Censuses and Projection Reports, 2015 - 2050

NAMUTUMBA DISTRICT AT A GLANCE

- Namutumba District is bordered by Pallisa District to the north, Kibuku District to the northeast, Butaleja District to the southeast, Bugiri District to the south, Iganga District to the southwest and Kaliro District to the northwest. The district headquarters at Namutumba township are located approximately 90 kilometres by road, northeast of Jinja, the largest city in the sub-region.

Selected indicators for Namutumba District (NHPC2014):

- Namutumba's population has grown from 252,557 persons in 2014 to 336,600 persons as of May 2023.
- 50.1% of the total population are female.
- 17.5 % of the households are female headed.
- 6.4% of children aged 10 – 17 years are in child marriages.
- 4.8% of children aged 0 – 17 years are orphans.
- School attendance stands at at 85.8% (6-12 years) and 31.2% (13-18 years).
- Literacy rate (18 years and above) stands at 59.5%.
- 96.4% of households own a mosquito net.
- 7.0% of households have no toilet facility.
- 60.2% of the households get information from radio.
- 24.9% of the households get information by word of mouth.
- 52.7% of households own a bicycle.
- 6.5% of households use electricity for lighting.
- 72.8% of households use tadooba for lighting.

Source: NPHC (2014) and Population Projection Reports, 2015 - 2050

Table 20: MAJOR CENSUS AND SURVEY ACTIVITIES BEING CONDUCTED BY UBOS

Program	Purpose
National Population and Housing Census – 2023	Avail indicators on Uganda's demographic characteristics.
Uganda National Household Survey	Avail socio-economic indicators.
Census Mapping	Demarcation of Enumeration Areas in preparation for the National Population & Housing Census in 2023
Uganda Business Inquiry	Data on main Economic Indicators from Business Establishment's including Value Added, Gross output, Gross Fixed capital Formation
<ul style="list-style-type: none"> Uganda Harmonized Integrated Surveys-Panel Uganda Harmonized Integrated Surveys-Agricultural 	Provide high quality and up-to-date indicators on agricultural, social and other key outcomes
7 th Uganda Demographic and Health Survey (UDHS)	UDHS collects information on fertility levels, marriage, sexual activity, fertility preferences, breastfeeding practices, awareness and use of family planning methods
Informal Cross Border Trade	Indicators on the contribution of informal trade to total international merchandise trade and growth trends overtime.



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ON OUR ONGOING AND UPCOMING
ACTIVITIES....**



**REMEMBER, THE
CENSUS NIGHT
IS GAZZETED FOR
24/25TH AUGUST,
2023...**

“IT MATTERS TO BE COUNTED”



It Matters to be Counted

HOW WELL DO YOU KNOW THE HISTORY OF 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.



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