



MINISTRY OF GENDER, LABOUR AND SOCIAL DEVELOPMENT

OCCUPATIONAL SAFETY AND HEALTH PROFILE FOR UGANDA

AUGUST 2004

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ACRONYMS

ACGHI American Conference of Governmental Industrial Hygienists

FUE Federation of Uganda Employers

GDP Gross Domestic Product

MGLSD Ministry of Gender, Labour and Social Development

HIV/AIDS Human Immune Virus/Acquired Immune Deficiency Syndrome

ILO International Labour Organisation

IPEC International Programme for Elimination of Child Labour

LOU Laws of Uganda

NEMA National Environment Management Authority

NGOs Non Governmental Organisations

NOTU National Organisation of Trade Unions

NRM National Resistance Movement

PEAP Poverty Eradication Action Plan

SAPs Structural Adjustment Programmes

UBOS Uganda Bureau Of Statistics

UNHCR United Nations Height Commission for Refugees

UNICEF united Nations Children Fund

UPE Universal Primary Education

UPPAP Uganda Participatory Poverty Assessment Process

USAID United States Agency for International Development

1 OSH LEGISLATIVE FRAMEWORK

Uganda has old but straightforward legislation on safety and health. The origin of this legislation is the British law when Uganda was a British Protectorate. All the British laws were adopted with minor modifications in 1964 just after independence in 1962. Recent efforts have been made to bring the legislation into conformity with the current phenomena and concerns.

1.1 The Constitution of the Republic of Uganda

The parent legislative framework is **The Constitution of The Republic of Uganda (1995)**. This has several articles referring to decent work:

- i. **Article 25(1):** *No person shall be held in slavery or servitude.*
- ii. **Article 25(2):** *No person shall be required to perform forced labour.*
- iii. **Article 29(1):** *Every person shall have the right to – (c) freedom of association which shall include the freedom to form and join associations or unions, including trade unions and political and other civic organizations.*
- iv. **Article 34 (4):** *Children are entitled to be protected from social or economic exploitation and shall not be employed in or required to perform work that is likely to be hazardous or to interfere with their education or to be harmful to their health or physical, mental, spiritual, moral or social development.*
- v. **Article 39:** *Every person has a right to a clean and healthy environment.*

vi. **Article 40(1):** *Parliament shall enact laws –*

(a) to provide for the right of persons to work under satisfactory, safe and healthy conditions;

(b) to ensure equal pay for equal work without discrimination; and

(c) to ensure that every worker is accorded rest and reasonable working hours and periods of holidays with pay, as well as remuneration for public holidays.

vii. **Article 40(2):** *Every person in Uganda has the right to practice his or her profession and to carry on any lawful occupation, trade or business.*

viii. **Article 40(3):** *Every worker has a right –*

(a) to form or join a trade union of his or her choice for the promotion and protection of his or her economic and social interests;

(b) to collective bargaining and representation; and

(c) to withdraw his or her labour according to law.

ix. **Article 40(4):** *The employer of every woman worker shall accord her protection during pregnancy and after birth, in accordance with the law.*

As regards support for the institutions responsible for service delivery, **The National Objective V** of the Constitution states:

Fundamental and other human rights and freedoms:

i. *The State shall guarantee and respect institutions which are charged by the State with responsibility for protecting and promoting human rights by providing them with adequate resources to function effectively.*

ii. *The State shall guarantee and respect the independence of non-governmental organisations which protect and promote human rights.*

The Department of Occupational Safety and Health is one such institution. Among others are The Department of Labour, Employment and Industrial Relations and The Uganda Human Rights Commission.

1.2 The Labour Laws

The framework of labour laws in Uganda covers the following broad areas: labour, employment and industrial relations. The following laws exist:

- **The Employment Act Cap 219 LOU and The Employment Regulations, Statutory Instrument No. 41 of 1977;**
(Formerly known as The Employment Decree No. 4 of 1975).
- **The Minimum Wages Advisory Boards and Wages Councils Act Cap 221 LOU.**
- **The Workers Compensation Act Cap 225 LOU**
(Formerly known as The Workers Compensation Act No 8 of 2000).
- **The Trade Disputes (Arbitration and Settlement) Act Cap 224 LOU**
(Formerly known as The Trade Disputes (Arbitration and Settlement) Act as amended by Decree 18 of 1974.)
- **The Trade Union Act Cap 223 LOU**
(Formerly known as the Trade Union Decree No 20 of 1976);
- **The Factories Act and subsidiary legislation Cap 220 LOU**
(Formerly known as The Factories Act Cap 198)
- **The National Social Security Fund Act Cap 222 LOU**
(Formerly known as The National Social Security Fund Act No.8 of 1985).

1.2.1 The Factories Act

The principle law for occupational safety and health is **The Factories Act Cap 220 LOU (2000)** (*Formerly known as The Factories Act Cap 198*) and Subsidiary Legislation (The Gas Rules, The Fire Rules, The Electricity Special Rules, etc.)

The aim of the Factories Act is to make provisions for the health, safety and welfare of persons employed in factories and other related places.

Among others, it deals with the steps to be taken before operating a factory, the guarding of dangerous machines, the emissions to the working environment, the handling of dangerous materials, the use of appropriate protective clothing, the training of persons to work at any machine, which may cause injury and the obligations of both employers and the employees to ensure safety at work places.

In particular Part VII, Health, Safety and Welfare (Special Provisions and Rules) Section 51 sub-section 1 provides for any dust or fume or any other impurity of such character and to such extent as to be likely injurious or offensive to workers; then all practical measures shall be taken to protect the persons employed against inhalation and accumulation of such dust or fume in the work area.

As regards dangerous machinery and equipment, it spells out the following:

- i. Notification of use and registration of a factory: One intending to operate a factory is required to notify the Chief Factories Inspector in writing of his or her intentions and must obtain a certificate of Registration before commencing operations.

If one is taking over premises, which have been used as a factory before, but proposes to carry on a different kind of work, then he or she must notify the Chief Factories Inspector in writing at least a month before one commences operation.

- ii. Steam-boilers, steam receivers, air receiver and lifting machines must be properly tested, examined and a certificate obtained before they are

put into use for the first time. The same machinery is required to undergo periodical examination specified in the law by someone authorised by the Commissioner for Occupational Safety and Health, also called the Chief Factories Inspector.

1.2.2 The Workers Compensation Act

Closely related to the Factories Act is **The Workers Compensation Act Cap 225 LOU** (*Formerly known as The Workers Compensation Act No 8 of 2000.*)

This is a fairly new law and replaces the old Workman's Compensation Act of 1964.

- i. The main aim of this law is to provide for compensation to workers for injuries suffered in course of their employment. It deals with matters like persons entitled to compensation, notice of accident and insurance.
- ii. Generally, an employee is entitled to compensation for any personal injury from an accident or disease arising out of and in the course of his or her employment even if the injury or disease resulted from the negligence of the employee.
- iii. The Employer is immediately required to report to the Labour Officer of the area the accident causing injury or death of a worker. It is an offence to fail to report an accident. (A written report of the accident is made using a standard form - The Labour Department LD. Form 31 - otherwise the original report may be made by telephone or telegram as the urgency demands).
- iv. Employers are obliged to insure and keep themselves insured against any liability, which they may incur to any of their employees under the Act. It is an offence to fail to insure against such liability.
- v. Under this Act, compensation is automatic. The compensation is to be paid by the employer whether the worker was injured as a result of his or her own mistake or not.
- vi. For an injury leading to death the formula is:

$$\text{Compensation} = \text{Earning per month} \times 60 \text{ months}$$

The definition of earning includes wages and allowances paid by the employer to the worker.

For an injury leading to permanent incapacity but not death, the formula is:

$$\text{Compensation} = \text{Earning per month} \times 60 \text{ months} \times \% \text{ incapacity}$$

1.2.3 The Employment Act Cap 219 And Employment Regulations of 1977

These are the basic laws that regulate employment and other matters connected with labour. They replace the old Uganda Employment Act, the Employment of Children Act and the Employment of Women Act.

The Employment Act and Employment Regulations cover the following aspects of employment:

Contract of Service;
Termination of contract;
Termination notices;
Protection of Wages;
Hours of work;
Rest and holidays;
Employment of Women;
Employment of Young persons and
Care of employees.

The areas of direct relation to safety and health at work include:

1.2.3.1 Hours of work Rest and Holidays

Section 38 sets out an 8-hour working day. Normal working hours will not exceed 48 hours in a week. The following should be noted:

- i. The normal daily hours of work in an industrial undertaking for any employee must not exceed nine hours and ten hours in any other undertaking.
- ii. Weekly hours of work of any employee must not exceed 48 hours. Any overtime worked must be paid at one and half times the normal rate of pay.
- iii. An employee whose hours of work exceed six hours a day should be given a break of at least an hour or more so that he does not work continuously for more than five hours.

- iv. An employer is required to give a weekly rest of at least 24 hours, which where possible should include Sundays.
- v. An employer is required to give his employee holidays with full pay at the rate of at least one and half working days for every month of actual service. The law does not allow any agreement to forego holidays. Actual service is deemed to include: days of weekly rest, public holidays and days of absence from work due to sickness not exceeding 30 days per year.
- vi. Parties can agree on a longer period of leave as seen in some collective agreement.

1.2.3.2 Employment of Women

Section 46, women workers are entitled to a paid maternity leave of 6 weeks and an extension of one month in case of complications. Many employees have adopted the 45 days given to civil servants while others give as many days as they can agree on through collective bargaining. The employer is not allowed to dismiss a woman during her maternity leave.

The law does not allow the employment of women underground except those holding positions of management and are not performing manual work. The minister can however waive this provision on advice of the Labour Advisory Board.

1.2.3.3 Employment of Young Persons

Child labour is a phenomenon that requires to be dealt with firmly. **Part IV Sections 49 to 56** contain provisions controlling employment of young persons.

In particular:

- **Section 49** prevents employment of children below 18 years. Generally a contract of service cannot be made with persons who are below 18 years of age. Any employer employing young persons in any industrial undertaking is required to keep a separate register for such young persons showing their age and conditions and nature of their employment.
- **Section 50** prohibits the employment of children less than twelve years.

- **Section 51** prohibits the employment of persons below sixteen years underground unless they are under apprenticeship training.
- **Section 52** prohibits night work for persons below sixteen years in any industrial undertaking.
- **Section 54** prohibits hazardous employment.

1.2.3.4 Care of Employees

Section 15 requires the employer to give medical care for the workers at no cost to the worker. **Rule 35** requires the employer to establish a medical service at the workplace where the employment is more than 40 persons and less than 500. Employment in the range 500 to 2000 requires a correspondingly competent service. Employment beyond 2000 workers requires a hospital. Employment in dangerous types of work and activities requires a pre employment medical examination. Dangerous activities are listed as the following:

- Mining, quarrying and ore processing.
- Taxidermy and hide processing.
- Wood preservation.
- Metal pickling and galvanising.
- Soldering and electroplating.
- Textile dyeing and bleaching.
- Pesticide work, e.g fumigation, spraying, etc.
- Tar and bitumen surfacing.
- Tyre manufacturing and retreading.
- Viscos rayon manufacturing.
- Welding and smelting.
- Motor vehicle mechanics.
- Fire extinguishing.
- Clothes dry cleaning.
- Dry and acid battery manufacturing.
- Fertiliser manufacturing.
- Safety match processing.
- Acid manufacturing.
- Paints and ceramics manufacturing.
- Work involving ionising radiation.
- Asbestos manufacturing.

- Cotton fibre processing.
- Building cement manufacturing.
- Sewage work.
- Oil Extraction.
- Industrial works involving combustion or carbonaceous materials.
- Foundry work.

Rule 27 prescribes the content and requires a medical certificate for such examination. Further more:

- i. Employees injured in the course of their employment are paid their wages and compensation. An employer is required to take reasonable steps to provide for the medical care of sick or injured employees (Collective Agreement normally spell out what medical benefits one is entitled to).
- ii. When an employee dies, notification of wages due and any other property are brought to the attention of the Labour Commissioner.
- iii. Every employer is required to keep a muster roll of all employees engaged by him.
- iv. The law requires every person employing more than twenty employees to notify the Labour Officer of the area of any vacancy whenever it occurs in his employment.

1.3 Other related laws

A summary of the laws and regulation related to occupational safety and health can be found in the following laws.

- | | |
|---------------------------------|---------------|
| a. The Public Health Act | Cap 281 L.O.U |
| b. The Water Act | Cap 152 L.O.U |
| c. The Land Act | Cap 227 L.O.U |
| d. The Investment Code Act | Cap 92 L.O.U |
| e. The National Environment Act | Cap 153 L.O.U |

A summary of the review shows that there are some scanty provisions contained under various legal instruments as shown below. These legal requirements for factory owners and occupiers are enforced by a variety of authorities at the moment and sometimes enforcement is not adequate, leaves gaps and causes overlap and duplication of efforts in other areas.

1.3.1 The Land Act

The Lands Act thereof reserves all rights in the water of any spring, river, stream water course, pond or lake on or under public land to the Government and no such water shall be abstracted, dammed, diverted, polluted or interfered with except on permission granted by the Minister. Reasonable use is accepted. The Act is enforced by the Minister of Water, Lands and Environment.

1.3.2 The Public Health Act

The Public Health Act thereof prohibits throwing or emptying any matter likely to injure public sewers or drain or interfere with the free flow of the contents of sewers into a public sewer. Any chemical refuse or waste steam, or liquid of a temperature higher than 100° F, which is dangerous or can cause a nuisance or is prejudicial to health is prohibited.

Of particular interest, petroleum spirit or carbide of calcium are prohibited (petroleum spirit means only crude petroleum, coal, shale, peat or bituminous substances or product of petroleum or a mixture containing petroleum).

A person who contravenes any of the provisions is guilty of an offence and liable on conviction to a fine not exceeding Shillings 1000 for each day on which the offence continues after conviction. The shillings 1000 is currently under review.

- Under **Section 82 of the Public Health Act**, an owner or occupier of a premise is entitled as of right to have his drains made to communicate with any available public sewer and discharge soil and waste water and storm water from those premises.

No entitlement is given to discharge any liquid from a manufacturing process or any liquid from a factory except by agreement with the local authority.

- **Section 105 of the Public Health Act**, imposes a duty on the local authority to take measures to prevent any pollution dangerous to health of any water supply which the public has a right to use for drinking or domestic purposes.
- **Section 139 of the Public Health Act**, prescribes for contravention of any provision of the Act by a company. The Manager or Secretary may be held liable for such contravention.
- Under **Rule 15 of the Public Health Rules (Statutory Instrument 269-11)** no person is allowed to cause or permit discharge or overflow from any septic tank or any like receptacle of sewage or drainage to communicate in any way with a public sewer.
- Under **Rule 76**, no person is permitted to construct or carry out any drainage work unless in possession of a license from the licensing authority (the Kampala City Council). The Act is enforced by the local authorities and urban authorities.

(The Drainage and Sanitation Rules apply to municipalities, towns, trading centres and factories wherever situated. The Rules provide how to connect to a public sewer and spell out specifications and detailed requirements.)

1.3.3 The Water Works Act

The Water Works Act provides for and regulates supply of water to the public. A Water Authority has power to prohibit the use of water for any purpose or specified purposes.

- **Under Section 34** thereof, any person who pollutes, or causes risk of pollution by any foul liquid gas or other noxious matter to enter into a waterworks shall be liable on conviction to a fine not exceeding shillings 500 and to a further fine of shillings 20 per day while the offence continues. The Act is enforced by the National Water and Sewerage Corporation and the Water Development Directorate.

This act is in the final stages of revision. In the revised Act there is a requirement for a "works approval" and a "discharge permit." These are to be obtained from the Director (Water Development Directorate). Waste discharge fees are established. The first schedule gives a list of prescribed substances while schedule 2 gives physical characteristics for discharge. The consequences of a breach are withdrawal of the permit.

1.3.4 The Investment Code

The Investment Code Section 19 thereof provides that an investment license may also contain an undertaking by the investor to take necessary steps to ensure

that the operations of his business enterprise do not cause injury to the ecology or environment. The Code is enforced by the Uganda Investment Authority. The investment licence is to be obtained from the Authority. There is no charge.

This code sets up the Investment Authority to promote and supervise investments in Uganda (Section 7).

- **Section 11** prohibits any investor to operate any business without an investment licence. The licence has to be applied for in writing from the Executive Director of the Authority (Section 12) giving details of the investment and nature and size of the investment.

- **Sections 22 to 25** create incentives for the investor in form of tax relief. The incentives Section 25 have been amended by the Finance Statute of 1995 to exempt the investor from tax on corporation profits earned from the project and to exempt the investor from withholding tax on the dividends for a period of 5 years for an investment greater than US\$ 300,000. The amendment also gives concessional rates of import duty on importation of any plant, machinery, equipment, vehicles or construction materials. According to Section 24 the foreign investor who makes a capital investment over US\$ 500,000 and if this is stated in his application for investment license will also get a certificate of incentives.
- **Section 29** gives protection of the investment. It shall not be compulsorily taken possession of or acquired by Uganda.
- **Section 37** spells out a two years prison sentence or a fine of 1,000,000 U Shs or both for giving false information.

1.3.5 The Town and Country Planning Act Cap 246

Under **Section 2** of this, no person shall erect any building or development on any public land therein unless he first obtains from the planning committee permission to do so. Application for permission must be made to the planning committee in quadruplicate i.e. 4 copies of 1:1,000,000 site plan and 4 copies of small sketch of any building proposed to be erected.

This Act is enforced by the local authorities (Districts).

1.3.6 The Public Health Act: Building Rules

Under Rule 6, every person who intends to erect or make any alterations to a building shall give notice to the local authority in writing of his intentions. This should specify the class or nature of the building and its use, materials to be used sanitary fittings, water fittings, and machinery intended to be installed. Elevation drawings are required.

No construction is permitted until approval is obtained.

1.4 Ratification of ILO Conventions

Uganda has been a member state of the ILO since 1963 and has ratified 28 conventions to date as follows:

No.	Convention	Date
C.11	Right of Association (Agriculture) Convention, 1921 (No. 11)	4.06.1963
C.12	Workmen's Compensation (Agriculture) Convention, 1921 (No. 12)	4.06.1963
C.17	Workmen's Compensation (Accidents) Convention, 1925 (No. 17)	4.06.1963
C.19	Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)	4.06.1963
C.26	Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)	4.06.1963
C.29	Forced Labour Convention, 1930 (No. 29)	4.06.1963
C.45	Underground Work (Women) Convention, 1935 (No. 45)	4.06.1963
C.50	Recruiting of Indigenous Workers Convention, 1936 (No. 50)	4.06.1963
C.64	Contracts of Employment (Indigenous Workers) Convention, 1939 (No. 64)	4.06.1963
C.65	Penal Sanctions (Indigenous Workers) Convention, 1939 (No. 65)	4.06.1963
C. 81	Labour Inspection Convention, 1947 (No. 81) (Excluding Part II	4.06.1963
C. 86	Contracts of Employment (Indigenous Workers) Convention, 1947 (No. 86)	4.06.1963
C. 94	Labour Clauses (Public Contracts) Convention, 1949 (No. 94)	4.06.1963
C. 95	Protection of Wages Convention, 1949 (No. 95)	4.06.1963
C. 98	Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	4.06.1963
C. 105	Abolition of Forced Labour Convention, 1957 (No. 105)	4.06.1963
C. 122	Employment Policy Convention, 1964 (No. 122)	23.06.1967
C. 123	Minimum Age (Underground Work) Convention, 1965 (No. 123)	23.06.1967
C. 124	Medical Examination of Young Persons (Underground Work) Convention, 1965 (No. 124)	23.06.1967
C. 138	Minimum Age Convention, 1973 (No. 138) Minimum age specified: 14 years	25.03.2003 (New)
C. 143	Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)	31.03.1978
C. 144	Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	13.01.1994
C. 154	Collective Bargaining Convention, 1982 (No. 158)	27.03.1990

C. 158	Termination of Employment Convention, 1982 (No. 158)	18.07.1990
C. 159	Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)	27.03.1990
C. 162	Asbestos Convention, 1986 (No. 162)	27.03.1990
C. 182	Worst Forms of Child Labour Convention, 1999 (No. 182)	21.06.2001

The one which is directly of concern to occupational safety and health is C162 on asbestos.

2.0 NATIONAL POLICY REVIEW MECHANISMS

There is a draft National Employment Policy, which contains policies in all aspects of employment including occupational safety and health. This policy is at the highest level of governmental process of approval. In its section containing occupational safety and health, under the heading: **Improving Occupational Safety and Health** the policy has the following:

2.1 Objective

To ensure the protection, maintenance and promotion of safety, health and well-being of all workers, in all occupations and that the working conditions and environment are conducive to good health and productivity.

2.2 Main Strategies

- i. Develop occupational health services for all workers in all sectors of the economy and in all enterprises, as well as for the self-employed. A comprehensive occupational health service will employ first of all a

multidisciplinary preventive element, including surveillance of the safety of work environment and health of workers and curative and health promotion elements;

- ii. Extend occupational safety and health services through primary health care at affordable cost to the operators/entrepreneurs in both the rural sector and the urban informal sector;
- iii. Provide adequate training and information to both the entrepreneurs and the self-employed with a view to improve the safety and health of small scale informal sector workers and rural farm workers;
- iv. Intensify awareness raising campaigns on occupational safety and health together with private sector employers. Training in the basic principles of occupational safety and health for workers will be provided;
- v. Put in place appropriate training programmes which have been proven to improve working conditions, enhance productivity and the quality of products such as the ILO Work Improvement in Small Enterprises (WISE);
- vi. Institute a comprehensive rehabilitation programme for injured workers so as to make them employable once again;
- vii. Ensure the training of occupational physicians, hygienists, nurses, and psychologists for the multidisciplinary occupational safety and health team. In line with this, give basic training to Primary Health Care workers in the districts in occupational safety and health;
- viii. Enact effective occupational safety and health legislation.

3.0 COORDINATION, COOPERATION AND COLLABORATION

The coordinating body is the ministry responsible for labour. This is the Ministry of Gender, Labour and Social Development. The minister gives the political and executive leadership. The Permanent Secretary and the Commissioner for Labour, Employment and Industrial Relations and the Commissioner for Occupational Safety and Health give the technical leadership. In all matters of labour administration, these liaise directly with the Federation of Uganda Employers and the National Organisation of trade Unions and indirectly through the Labour Advisory Board. They also liaise directly with the other centres of power in government namely other lead agencies such as the Ministry of Health, The ministry of Trade, Tourism and Industry, The ministry of Education, and The Ministry of Finance, Planning and Economic Development, the ministry of Justice among others. Further still the Commissioner for Labour, Employment and Industrial Relations who is also the Registrar of Trade Unions has direct access to every trade union and participates with them in negotiating their collective bargaining agreements and in conciliation, mediation and settlement of disputes.

In this respect, there are 21 independent trade unions in Uganda, and these are shown in Table 1 below:

Table 1: Trade Unions in Uganda

No	Name of Trade Union	Name of General Secretary	Address
1.	Amalgamated Transport And General Workers Union	David Baliraine	Universal House Plot 6 Luwum Street P.O. Box 30407 Kampala Tel: 232508 Fax: 314541
2.	Uganda Beverages, Tobacco And Allied Workers Union	Nadab Kamya	Universal House P.O. Box 4341

No	Name of Trade Union	Name of General Secretary	Address
			Kampala Tel: 258775
3.	Uganda Building, Construction Civil Engineering, Cement And Allied Workers' Union	Mesulam Oloka	Namulanda Entebbe Road P.O. Box 30623 Kampala Tel: Mobile 077-502918
4.	Uganda Government And Allied Workers' Union	Bob Sifuna	Parliamentary Avenue, Ministry of Water, Lands And Environment Plot 15 P.O. Box 1078 Kampala Tel: 347431
5.	National Union Of Clerical, Commercial And Professional And Technical Employees' Union	M.K. Mukasa	Nakivubo Road Plot 94 P.O. Box 3762 Kampala Tel: 254629 Fax: 344526
6	National Union of Cooperative movement Workers	Theopista Ssentongo	Nabukalu Zone Kawempe P. O. Box 1227 Kampala
7	National Union Of Educational Institutions	Justus Cadribo	Salim Bay Road Ntinda Plot 17/19 P.O. Box 16086 Kampala Tel: 347304
9	Uganda Hotels, Food And Allied Workers' Union	Stephen Mugole	P.O. Box 3799 Kampala Tel: 230311
10	Uganda Medical Workers' Union	Dr. Sam Lyomoki	Nakulabye P.O. Box 22407 Kampala

No	Name of Trade Union	Name of General Secretary	Address
			Tel: 554276 Mob: 075 69633
11.	Uganda Mines, Metal And Allied Workers' Union	Vincent Ojiambo	Main Street Jinja P.O. Box 1735 Jinja Tel: 043 121517 Jinja Fax: 043 112322
12	National Union Of Plantation And Agricultural Workers	Joram .B. Pajobo	Lugazi Plot 27 Ntenga Road P.O. Box 6902 Kampala Tel: 044 48276
13	Uganda Communication Employees' Union	David Nkojjo	Old Kampala P.O. Box 1410 Kampala Tel: 256591
14	Uganda Printers, Journalists, Paper And Allied Employees' Union	Mr. G.O. Ouku	Bweyogerere P.O. Box 865 Kampala Tel: 077 500765
15	Uganda Public Employees Union	Jolly Aripa	Nakulabye P.O. Box 7060 Kampala Tel: 245550
16	Uganda Railways Workers Union	Sam Gubanza	Railway Station P.O. Box 1996 Kampala Tel: 342160
17	Uganda Textiles, Garment, Leather And Allied Workers Union	P.A. Amandrua	Main Street, Jinja P.O. Box 1354 Jinja
18	Media Union	Dominic Opigo	City House 2 nd Floor
19	Uganda Fisheries And Allied Workers' Union	Kakule Kasule	Commercial Street P.O. Box 553 Jinja Tel: 256-041-448172 Fax: 256-043-121512

No	Name of Trade Union	Name of General Secretary	Address
20	The Uganda Teachers Union	Mrs Mayanja-Birungi Teopista	Uganda National Teachers' Union (UNATU), P.O. Box 377, Kampala. Tel. 041 346917 Physical Location: UTA House, Bat Valley.
21	The Uganda Nurses and Midwives Union	Edith Nassana	P. O. Box 8322 Kampala

Source: Office of the Registrar of Trade Unions (The Commissioner for Labour, August 2004)

The trade unions operate independently at both the national and plant levels. They are required to affiliate to the National Organisation of Trade Unions (NOTU) a body established by law, **The Trade Union Act Cap 223 LOU**.

3.1 Enterprise based and other related councils

The only operational professional association is the Uganda National Association for Builders and Construction Engineers and Architects. This association focuses on the building and construction industry and does not extend to any other sector. It carries out surveys and advises the employers on health and safety measures in the undertaking.

4.0 OSH TECHNICAL STANDARDS, GUIDELINES AND MANAGEMENT SYSTEMS

Uganda has no developed standards of her own but uses a mixture of ILO standards and those of the United States. Both ILO exposure limits and the American Conference of Governmental Industrial Hygienists (ACGIH) threshold limit values (TLVs) are used. The NIOSH standards and criteria of measurement are used in evaluation of hazards and reporting.

ILO guidelines and codes of practice are also applied in guiding employers and workers to achieve adequate safety in the workplace particularly in the management of noise, radiation, and technological disasters. For chemicals the criteria and Guidance Notes of the Health and Safety Executive of the United Kingdom are used.

As for the development of legislation, the ILO Conventions have been the basis for provisions contained in the laws.

4.1 ILO Occupational Safety and Health Management Systems

Uganda is aware of the management systems and effort is in place to institute them through the development of legislation and policy to support them. All activities on this area are within the development of the national employment policy and the revision of labour laws.

5.0 OSH SYSTEM IMPLEMENTATIONS AND TOOLS

The institutional framework is set up following Uganda's ratification (1963) of the Convention Number 81 on labour inspection.

The Ministry of Gender, Labour and Social Development is the governmental agency with the mandate to promote dialogue and to ensure good labour administration that prevents injuries, diseases, strikes and industrial unrest.

Within the ministry, administratively, there is the *Directorate of Labour* with two departments both dealing with labour inspection whose capacity has continued to improve.

These are:

- The *Department of Labour, Employment and Industrial Relations* and
- The *Department of Occupational Safety and Health*.

Among these there are 26 general inspectors deployed in 26 districts located in high population density areas of Uganda. In addition there are 27 specialist labour inspectors operating at the centre.

5.1 The Department of Occupational Safety and Health.

The origin of The Department of Occupational Safety and Health is traceable back to 1952 when the **Factories Inspectorate Section** in the then Department of Labour was established with three inspectors. It later developed into a fully-fledged department headed by a commissioner.

The inspectors derived their powers from the Factories Ordinance of 1952. Their role was to ensure safety and health of workers in factories. A wider Ordinance in scope came in force in 1953 replacing the 1952 Ordinance and remained in force until 1964. With minor amendments at independence of Uganda (1962), this Ordinance became the Factories Act, and its subsidiary legislation Chapter 198 of the laws of Uganda and now the Factories Act Chapter 220 Laws of Uganda (2000).

In 1964's, a sister section called **Occupational Health and Hygiene** was formed to focus on occupational health and hygiene in all workplaces and not just factories. This section too developed into a fully-fledged department headed by a commissioner.

In the Civil Service Reform exercise of 1994, the two Departments namely The Factories Inspectorate and Occupational Health and Hygiene were merged into one "Occupational Safety and Health" in the former Ministry of Labour and Social Affairs.

This ministry too was restructured into the now Ministry of Gender, Labour and Social Affairs during the Civil Service Reform exercise of 1996. The Occupational Safety and Health Department is now in the Directorate of Labour, of the Ministry of Gender, Labour and Social Development.

5.1.1 Mission of the Department

To ensure the existence of safety and health at all workplaces and work environments. The same is mandated to evaluate and control the physical, chemical, psychological, physiological, social and technical factors that affect a person at work and the working environment.

5.1.2 Mandate

Evaluating and controlling the physical, chemical, physiological, social and technical factors that affect a person at work and working environment.

5.1.3 Departmental Objectives

- To minimise occupational accidents, diseases and disabilities
- To promote good health of the worker at the workplaces
- To promote good working environment
- To promote the construction of environmentally friendly workplaces
- Protection of workplaces for persons at work against contamination arising out of or in connection with the activities of persons at work
- Control the keeping and use of chemical substances which may be explosive or highly flammable or toxic, otherwise dangerous substances or generally preventing the unlawful acquisition, possession and use of such substances at work
- Control the emission of dangerous levels of physical forms of energy such as radiation, heat, noise, vibration and light that are likely to be harmful and dangerous to health
- Encourage a worker to participate in his/her own safety and health care

- To ensure that all new work methods, processes, construction, machinery and substances in an undertaking be it indigenous or imported are assessed for safety, health and environmental effects before they are allowed to be used in the country
- To educate the worker, employer and public about occupational safety and health matters:- "knowledge is power"

5.2 Enforcement and inspection systems

The Department is the only Government agency responsible for enforcement of the Factories Act and other Subsidiary legislation, by way of inspections of workplaces, advising and creating awareness among workers and employers and the public about occupational issues. It carries out occupational medical examinations and inspections, occupational hygiene monitoring of workplaces and information dissemination on occupational safety and health.

5.3 Administration and Structure

The department according to 1998 post-Constitutional restructuring of the Ministry of Gender, Labour and Social Development, carried out by the Ministry of Public Service is established with a total number of 54 staff (36 professional plus 18 support staff). Currently there are 27 Safety Inspectors.

The department activities are centralised with only one Principal Safety Inspector stationed in the town of Mbale, east of the country. The 26 Safety Inspectors are stationed at the centre in Kampala.

The Inspectors are required to carry out their duties in all parts of the country and report back to Kampala, the centre. The only field office up country is in Mbale but it also reports to the central office in Kampala.

5.4 Professional Staff

The edtablissement of the department is as follows:

- Engineers
 - Civil Engineer
 - Electrical Engineer
 - Mechanical Engineer
- Chemists:
 - Industrial Chemist
 - General Chemist
- Occupational Physician: Medical Doctor
- Hygienist: Chemists/Biochemist
- Health Inspector: Health Inspector
- Laboratory Technician: Medical Laboratory Technician
- Occupational Nurse: Registered Nurse

The currently there are 27 Safety Inspectors (full time professionals) are deployed as follows:

- Commissioner 1
- Assistant Commissioner 1
- Principal Safety Inspectors; General 3

• Principal Safety Inspector;	Specialised	1
• Senior Safety Inspectors;	Specialised	1
• Senior Safety Inspectors;	General	5
• Senior Health Inspector		1
• Senior Occupational Physician	(Doctor)	1
• Senior Occupational Hygienist		1
• Occupational Physician	(Doctor)	1
• Occupational Hygienists		2
• Safety Inspectors;	General	3
• Safety Inspectors;	Specialised	4
• Laboratory Technician		1
• Occupational Nurse		1.

Total

27

5.5 Basic Duties of a Labour Inspector

It is the duty and function of the inspector to:

- Visit on routine, on call or on planned survey the undertakings or any area of interest with a view to inspect it for compliance with established legal regulations instituted in the law, **The Employment Act** and **The Factories Act**;
- Conduct investigations, studies, surveys, research and analyses of particular events or phenomena in the working environment for deleterious effects or occurrences including entry of dangerous pollutants;
- Carry, or cause to be carried out, on spot measurements and laboratory examinations of samples collected from field surveys of environment;

- Gather timely and authoritative information and compile statistics of all working environment measurements and analyses, health statistics, and deduce overall trends of the state of degradation or contamination of the working environment and their physiological outcomes;
- Recommend medical examination of exposed persons or any other specific examination of any member of the ecological system or any necessary investigation in places where exposure to dangerous contaminants has been found to be excessive;
- Prescribe measures, which, as far as is reasonably practicable, should be taken to improve the quality of the working environment and prevent disease or impairment to health or any further degradation or indeed cause restoration of the working environment;
- Compile and keep an up-to-date inventory of all industrial processes in which materials likely to cause working environment damage or health hazards are used; and to compile a hazardous material data sheet for each material that includes the nature of hazard and control measures for such hazards; and to compile analytical methods required for speedy identification of such hazards;

- Carry out audits of industrial processes and advise Government on measures to take in protecting the working environment, and develop methods of prevention and mitigation of any undesired effects of such processes;
- Carry out research, often jointly with lead agencies, into the causes of working environment degradation, health outcomes, mechanisms of action of dangerous agents and ways of safe-guarding the workers;
- Write the inspection reports, monthly, and annual reports to the management of the institution as regards activities and findings of the inspectorate;
- Give technical opinion, advice or information to the investor/entrepreneurs/development partner, to the workers and to Government on matters of working conditions;
- Prosecute or cause the prosecution of persons who are non compliant.
- Develop, recommend, assist and advise Government on the national policy to foster and promote the improvement of working conditions to meet the social, economic, health and other requirements and goals of Uganda.

5.6 Specific duties of a medical inspector

The specific function of the occupational medicine component of the department is to carry out **surveillance of the health** (degree of physical, mental and social well-being) **of the worker** and of the community, which is under the influence of the

undertaking; evaluate it; and control it in order to remove any impairment to health and well-being.

The activities involved include: -

- Organisation and supervision of the medical examinations necessary at work such as pre-employment examination to ensure correct assignment; periodic medical examination, after illness medical examination; special examinations for surveillance and research; and biological monitoring.
- Organisation and supervision of first aid teams, emergency surgery and treatment services at the undertaking with view to ensure rapid cure;
- Surveillance of workers diet, supervision of workers feeding; and nutritional programmes and social services including housing and sanitation.
- Maintenance of personal medical records and medical registers to enable the undertaking's health standards to be periodically checked and to evaluate the achievement of goals in health,
- Supervision of the application of the measures as prescribed by the provisions in the law, and ensure compliance.
- Giving expert opinion and arbitration on, for example, the assessment of medical impairment after an accident or occupational disease,
- Occupational disease control, notification of cases and action taken therein and collation of all information required for the assessment of the workers degree of health,

- Supervision of the conditions under which, health and fitness for work examinations are carried out in regard to vulnerable groups of workers such as young persons, aged workers, disabled workers, women and workers exposed to special hazards; rehabilitation of disability to restore functions; and to re-evaluate worker capacities of such persons,
- Protective therapy, vaccination and immunisation against infectious disease for workers and communities of interest at work,
- Carrying out programmes of education and publicity of all workers and employers and the general public on matters of occupational medicine,
- Investigation or arranging the investigation of serious accidents or occupational diseases and to carry out research relevant to occupational medicine,
- Any other duties that may be deemed relevant to the fulfilment of the obligations made by the law.

5.7 Powers of Inspectors

The inspectors have the power to:

- Enter freely without previous notice at any hour of day or night.
- Enter by day any premises that they have reasonable cause to believe is liable to inspection.
- Carry out any examination, test or inquiry they consider necessary.
- Interrogate, alone or in presence of witness.
- Require the production of any necessary documentation.
- Enforce the posting of notices.
- Take or remove samples for analysis.
- Seize any item or stop any process not in compliance.

- Temporarily close a workplace when there is cause to believe that imminent danger exists if the premises continue to operate in the obtaining dangerous circumstances.
- Cause arrest of any person committing an offence.

5.8 Policy oversight

At policy level there is the Minister responsible for labour to give guidance. Below the minister, there is a tripartite Labour Advisory Board appointed by the minister, which advises the minister responsible for labour on all aspects of labour including aspects of occupational safety and health. The scope of advice ranges from policy, legislative, administrative and technical matters.

The composition of the Board is 5 workers' members, 5 employers' members, 10 government members representing various power centres with interest in labour matters. The Department of Labour, Employment and Industrial Relations is its secretariat.

In addition to the Labour Advisory Board there is a Medical Arbitration Board that resolves disputes arising from medical assessments of occupational injuries and diseases. The Workers Compensation Act sets this up. The composition of the Board is one physician specialist in chest conditions, one orthopaedics specialist, and one occupational physician. The Board can co-opt any other speciality as they see fit for any particular case at hand. The Department of Labour, employment and Industrial Relations is its secretariat.

5.9 OSH Research Institutes and OSH Laboratories

There is one agency, The Uganda National Association for Community and Occupational Health (UNACOH), in Uganda with the capacity for research,

assessment work related to the determination of worker exposure to various occupational hazards (analysis of air samples, biological samples, audiometry testing, etc.), awareness creation and giving advice to all the parties on the subject of occupational safety and health.

It is also capable of rendering occupational health services at district and community levels.

5.10 OSH Information Centres

The Department of Occupational Safety and Health itself operates a CIS Centre. It links with the FUE information Centre and the NOTU information Centre. All operate libraries and websites. The NOTU information Centre links with the 21 unions listed in Table 1 above.

The other relevant information centre is the School of Public Health of Makerere University, which itself is part of the national medical school. This has a library and a website devoted to public health. A further information centre is the National Council of Science and Technology with ether same kind of facilities but more focussed on science than the medical aspects.

5.11 Occupational Health Services

As mentioned above, the Employment Act requires the employer who has more than 40 persons to put in place a health care system commensurate to his establishment. An employer with more than 2000 persons located in one workplace is required to put in place a competent hospital. These health services form the base of occupational health services at the enterprise level.

They provide care, treatment and prevention to the enterprise. They collect data and through the notification and reporting system communicate these to the Department of Occupational Safety and Health. They are required to keep an

accident register (LD Form OH5), and infectious disease register (LD Form OH3, a death register (LD Form OH4) available for inspection by the inspectors.

The mandatory notifiable diseases are:

1. Cholera
2. Enteric Fever (Typhoid and Paratyphoid).
3. Bacillary Dysentery
4. Acute Food Poisoning
5. Amoebiasis (all forms)
6. Tuberculosis (all forms)
7. Plague
8. Anthrax
9. Brucellosis (Undulant/Malta fever)
10. Leprosy
11. Diphtheria
12. Whooping Cough
13. Meningococcal Meningitis
14. Acute Poliomyelitis and its after-effects
15. Smallpox
16. Chickenpox
17. Measles
18. Yellow Fever
19. Viral Encephalitis and its after-effects
20. Infectious Hepatitis
21. Rabies

22. Mumps

23. Typhus

24. Kala-azar

25. Trypanosomiasis (sleeping-sickness)

26. Relapsing Fever

27. Leptospirosis (Weil's disease/Spirochaetal jaundice).

The general diseases to be recorded are listed in Table 2 below:

Table 2: Notifiable Diseases

Abdominal internal injuries	Epilepsy	Pregnancy haemorrhage
Abortion	Eye (a. o. d.)	Prophylactic treatment
Abrasion	Eye – Foreign body	Puerperium
Alcoholism	Eye – Inflammation	Rabies
Amoebiasis	Examination – pre-employment	Relapsing fever
Anaemia	Fracture and Dislocation of Spine	Respiratory System (a. o. d.)
Ankylostomiasis (Hookworms)	Fracture of lower limbs	Rheumatic fever and effects
Animal bites	Fracture of Pelvis	Salivary glands (a. o. d.)
Ankylosis	Fracture of Skull	Scabies
Antenatal	Fracture of Trunk bones	Scalds
Anthrax	Fracture of Upper limbs	Schistosomiasis (Bilharzia)
Appendicitis	Food Poisoning	Skin and subcutaneous tissue infections
Arthritis	Gall bladder (a. o. d.)	Smallpox
Ascariasis (Roundworms)	Gangrene	Sprains and strains
Asthma	Genito-Urinary System (a. o. d)	Sterility

Avitaminosis	Gonorrhoeal infection	Stomach (a. o. d.)
Bacillary Dysentery	Gum (o. d.)	Superficial injuries
Back pain	Hearing impairment	Synovitis
Blindness – acquired	Heart (a. o. d.)	Syphilis
Blindness – colour	Hepatitis – infections	Taeniasis (Tapeworms)
Blood Pressure – high	Hernia	Teeth (a. o. d.)
Bones (a. o. d.)	Hydrocoele	Teeth – mottled
Bronchitis	Industrial substances – toxic effects	Tetanus
Brucellosis (Undulant fever)	Insect stings – effects	Tinea (Ringworm)
Bruises	Intestinal obstruction	Tongue (a. o. d.)
Burns	Intestine (a. o. d.)	Tonsilitis
Cataract	Jaws	Trachoma
Central Nervous System (a. o. d.)	Kala-azar	Trypanosomiasis
Chemical Toxic effects	Lacerations	Tuberculosis
Chest – internal injuries	Leptospirosis	Typhus
Chickenpox	Leprosy	Upper Respiratory infection
Childbirth – complications	Liver (a. o. d.)	Urethral stricture
Child welfare	Malaria	Urethritis – non venereal
Cholera	Mastoid bones – infection	Vericose Veins of lower extremities
Circulatory System (a. o. d.)	Measles	Venereal diseases (a. o. d.)
Cirrosis of Liver	Meningitis	Vision impairment
Congenital anomalies	Menstruation disorders	Whooping cough
Contusions	Mental disorders	Worm diseases (a. o. d.)
Deafness	Morbidity – ill-defined causes	Wounds – open
Delivery – natural	Mouth (a. o. d.)	Yellow fever
Dental caries	Mumps	

Dermatitis – occupational	Musculo-skeletal System (a. o. d.)	
Diabetes mellitus	Nasopharyngitis	
Diarrhoea	Neoplasms	
Diphtheria	Nephritis	
Dislocation	Nerve injuries and affections	
Dracunculus medinesis (Guinea worms)	Nose (o. d.)	
Drug addiction	Nutrition – defective	
Duodenum (a. o. d.)	Onchocerciasis	
Dysentery	Orchitis	
Ear (a. o. d.)	Pelvis – internal injuries	
Ear – External inflammation	Peptic Ulcer	
Ear – Internal infection	Plague	
Eczema – occupational	Plant stings – effects	
Encephalitis	Pneumoconiosis	
Enteric fever	Pneumonia	
Epididymitis	Poliomyelitis	

Note: a. o. d. Means all other diseases of;

o. d. Means other diseases

5.12 Workmen's compensation services or insurance schemes (occupational accidents and diseases).

The Workers Compensation Act mentioned above gives the following responsibilities to the employer: Get the worker medically examined, pay the cost of medical examination, pay the cost of medical care (temp total incapacity), and pay burial costs where death occurs (Section 12); Insure against any liability

under the Act (Section 19), and Provide information about insurance to the Commissioner. Failure to insure is an offence with a penalty. It warns the employer not to under-insure his or her risks. If he or she does this, the correct liability will be recovered any way and a fine will be imposed. There is protection of insurance policy (Section 21) – in the event of bankruptcy, rights transfer to worker; liability transfers to the insurer, and the policy should be equal to liability. The amount due is to be recovered as a priority debt. Compensation is not to be attached in anyway.

5.13 Poison control centres

There is no existing poison control centre. There is one under plan to be set up in the Government Chemist Laboratory to serve all purposes. All the stakeholders of this have been participants in the INTOX Programme of the International Programme on Chemical Safety (IPCS) and are working together with the Depart of Occupational Safety and Health.

6.0 PROMOTION AND ELIMINATION PROGRAMMES

Elimination programmes that are in place do not cover all the areas of interest under this topic. The few areas dealt with are discussed in the sections below.

6.1 Elimination of hazardous child labour

Child labour is work, which by its nature or the circumstances under which it is performed is likely to jeopardise the health, safety and moral development of the child, thereby denying children the opportunity to go to school and develop into knowledgeable and skilled adults. The fundamental causes of child labour are structural problems directly linked to the socio-economic structure of society,

where despite significant improvements in the country's macro-economic situation, most Ugandan households continue to suffer from poverty and deprivation. This, coupled with increasing levels of orphan-hood due to HIV/AIDS and armed conflicts, has increased the levels of deprivation for many families. Other contributing factors are related to social and cultural attitudes and practices.

These include early marriages, traditional attitudes towards girls, parents' attitudes towards education, bad child rearing practices that are related to irresponsible parenthood, as well as the general lack of understanding and appreciating of the rights of children. According to the Demographic and Health Survey (UBOS 2000/2001) 2.7 million children aged between 10 and 14 years are engaged in child labour.

Uganda has been implementing child labour elimination programmes under ILO/IPEC since 1999 with reasonable success. Several studies have been carried out to establish the nature and size of the problem.

So far the most authoritative study of child labour was done by UBOS (2001) based on the Uganda Demographic and Household Survey of 2000-2001. The study estimated that, out of the total 7.9 million children in the country aged 5-17 years, 2.7 million¹ were at work. The study however, shows that majority of the working children in absolute numbers are within the age bracket of 10-14 years, totalling up to 1.46 million. These account for over 46% of the total number of children (3,160,200) in the same age group. Children aged 5-9 and 15-17 years have a work ratio of about 23% and 30% respectively. And surprisingly, for all children aged 5-17 years, up to 76% reside in urban areas – suggesting a strong link to work in the urban informal sector.

In the lower age bracket for children aged 5-9 years, more girls (26%) than boys (21%) are at work, while in the upper age bracket of 15-17 years it is more boys at work (33%), than girls (27%). By implication, more girls start work earlier than boys, but fewer can hold on to work as they grow, risking unemployment and greater vulnerability

¹ Recent approximation of economically active children based on the Labour Force Survey again by UBOS (2003), this time provides a much lower estimate of 1.5 million of the economically active children. Children aged 10-14 are estimated to be 752,000 in total. It is difficult to say which is the most accurate figure, although the study based on the 2000-2001 appears to be more comprehensive.

The risks and hazards to which children are exposed however, are not adequately documented in Uganda; let alone, the most risky occupations within the informal sector. It is necessary to examine the effect of child labour on the health and safety of children, to identify the gender differentials of children in the informal sector within the selected study areas. Of particular importance, is the need to examine the nature and magnitude of child labour, including the conditions of child labourers and the strategies put in place to address the problem.

6.1.1 Uganda's development context in relation to child labour

The prevalence of child labour within Uganda in general and the urban informal sector in particular is symptomatic of the general state of the economy. The rapid population growth of 3.4% per annum is compounded by a high poverty rate.

A total of 39% of Ugandans live in absolute poverty according to UBOS (2003) based on the Uganda National Household survey 2002/2003, which indicates an increase of 4% from earlier estimates of 35% for 1999/2000 of the absolute poor. For the 1999/2000 estimates, 62% of the absolute poor were children below 18 years. The high level of child poverty thus forces children into child labour (Save the Children 2002). Poverty is accentuated by unemployment. The labour force survey of 2003 by UBOS shows that 12% of the urban residents aged 10 years and over are unemployed, a proportion higher than the national average of 3.2%. Majority of the unemployed though are in the 20-29 age brackets. The labour force participation rate is 64% with nearly 90% of all persons aged 10 years and above 'were usually active in the last 12 months' and of which 60% were own account workers and 25% un-paid family workers (UBOS 2003:ix).

Poverty and unemployment, which underpin the child labour phenomenon, are occurring despite the economic progress attained in a little less than two decades with GDP averaging above 5% since mid 1980s. For Uganda's case however, there is a meagre income per capita of US dollars 296. All these have implications for child labour. Moreover, the incessant civil wars and the rampant HIV/AIDS pandemic have left many children without parents to provide for them. All these have forced children into exploitative child labour.

6.1.2 Legislation framework

The actual provisions are given in section 1.2.3.3 above

6.1.2.1 International legal instruments

The first is the ILO Conventions 138(1973), which sets the minimum age for admission to work and thus seeks to protect the young children from being enrolled into work, which is beyond their mental and physical capabilities. The second instrument is the ILO Convention 182 (1999) on the worst forms of child labour. This convention urges member states to ensure that children are protected from activities, which endanger their general well-being and development. It specifically targets activities such as child slavery, commercial sexual exploitation of children, forced labour, involvement of children in armed conflicts, among others. The two conventions are ratified by Uganda. The United Nations Convention on the Rights of the Child, Article 32, also provides for ratifying states to protect children from hazardous work (UNICEF, 1990). The UNCRC further urges “states parties” to regulate employment for children as and when necessary and ensure service provisions to children. Added to the above, is the OAU Charter on the rights of children. Uganda is a ratifying party to these conventions. The accession to these international conventions by the Government of Uganda has created an enabling environment to address child labour problems.

6.1.2.1 National legislation/legal framework

The Government of Uganda has for long recognized the necessity to protect children from hazardous employment. As mentioned in section 1.0 above, there are several legal instruments, which have been issued to protect children from socio economic exploitation and ensure that they develop to their fullest potentials. These include the Constitution of the Republic of Uganda, enacted 8th October 1995, the Children Act Cap 59 LOU, and the Employment Act Cap 219 LOU.

6.1.2.2 Existing policies to address child labour

There is no operational policy relating to child labour although several drafts have been developed and are undergoing the process of approval by Government. *The National Child Labour Policy* prepared by the Ministry of Gender Labour and Social Development, aims at giving a picture of the child labour situation, its magnitude, and responsive actions undertaken by government to address child labour. The National Employment Policy makes an analysis of the employment situation in the country and seeks to secure adequate and relevant employment for all job seekers and to stimulate economic development. This policy recognizes the problem of child labour as endangering the development and well being of the child.

The National Steering Committee of the Ministry of Gender Labour and Social Development has adopted a plan of action (2001-2005) to eliminate child labour. This plan of action has also been disseminated to the district level and the monitoring of its implementation is being done by the Child Labour Unit of the Ministry of Gender Labour and Social Development.

One more policy undergoing the approval process of Government for the protection of children is the *Orphans and Other Vulnerable Children Policy*. This aims at protecting vulnerable children including those in difficult circumstances such as conflicting with law, armed conflict, conflict with parents, etc.

6.1.2.3 Interventions to address child labour at the national level

In addition to the policies discussed above, the government of Uganda and partners, have initiated a number of interventions to address child labour.

The Ministry of Gender Labour and Social Development is the country's primary agency for handling all child labour issues. The national steering committee on child labour and the Child labour Unit are all housed within the Ministry. The Ministry of Gender, Labour and Social Development and the ILO/IPEC Country Office, have championed the development of the National Policy on child labour, and the drafting of the National Action Plan for the period 2001-2005.

In addition, both institutions have undertaken to oversee the implementation of a number of pilot interventions for elimination of child labour in selected activities including commercial sex, informal sector, children on the streets and commercial agriculture. The activities largely funded by the ILO and partner organisations have in Uganda been implemented by NGOs.

The other practical step towards addressing the problem of child labour is the Universal Primary Education (UPE) programme conceived by government in 1997. Studies have indicated that one reason why children engage in child labour is because of failure to raise school fees. Attempts to offer free primary education to children especially the poor vulnerable ones could go a long way in eliminating child labour. However, if the government fails to introduce universal access to secondary education as promised, the impact of UPE will be limited,

owing to the fact that only a handful of children (less than 50%), can make it beyond primary school if no further sponsorship is extended. Hence, children dropping out at primary level seven (P.7) are likely to be further drawn into exploitative labour.

Another practical intervention is the Poverty Eradication Action Plan, (PEAP). Its purpose is to generate economic growth and improve the conditions of living of poor people and promote access to opportunities, which would enable the poor to raise their income level (Republic of Uganda, 2003:2). The PEAP however seems to be having a bias towards the rural sector. Much as the greater majority of the poor people live in rural areas, the incidence of urban poverty cannot be underestimated. Transforming the livelihood of the poor both in urban and rural areas would also contribute significantly to eliminating child labour.

While a number of interventions have been initiated by the Government of Uganda and partners towards elimination of child labour, specific action programmes for the informal sector such as developing skills training strategies are yet to be well developed and thoroughly operationalised.

6.2 Programmes to combat HIV/AIDS at the workplace

In Uganda, cases of HIV/AIDS were officially recognised and reported as early as 1982 in Kooki, Rakai district and by the year 2003 an estimated 510,000 people between the age of 15 – 49 were estimated to be living with HIV/AIDS (MOH 2003). In 1990, Government adopted a multi-sectoral approach to mitigate the impact of HIV/AIDS and in 1994, a 5 year National Operational plan for HIV/AIDS was adopted. In 1997, a 5 year National Strategic Framework was developed. The Framework was reviewed in 2000 to come up

with the current National Strategic Framework (2000/1 – 2005/6). This has recently undergone a mid term review and revision.

Uganda's success in reversing the National HIV/AIDS prevalence rate from 18.6% to 5% between 1992 and 2003 has been internationally hailed. Although a number of achievements have been realised, this rate of 5% is still a cause for alarm and requires further intervention. It is increasingly becoming evident that HIV/AIDS continue to have a disastrous impact on the social and economic development of Uganda and has proved to be one of the biggest obstacles for the government to achieve its goals of the Poverty Eradication Action Plan (PEAP). The HIV/AIDS scourge has drastically affected the performance of the private and public sectors. This, therefore, poses a big challenge to Human Resource Managers in the enterprises.

As regards the workplace, there is inadequate data on prevalence and available programmes on HIV/AIDS. The country has been focussing on the general community action. Quantitative information is only available for the public service.

6.2.1 Impact of HIV/AIDS on the public service

The Baseline Survey on the Trends and Impact of HIV/AIDS in the public service in Uganda (2000) conducted by the Ministry of Public Service revealed that from 1995 to 1999, between 3.1% - 3.4% of public officers were estimated to have died of HIV/AIDS related illness. This implies that there is increased morbidity and mortality among public officers since the onset of the HIV/AIDS epidemic in Uganda. Public Officers in advanced stages of HIV/AIDS infection find their work stamina and mobility impaired owing to ill health.

The effects of HIV/AIDS on the performance of the Public Service can be summed up as including among others; loss of skilled human resource, increased recruitment and training costs, distortions in manpower planning, absenteeism, increased health care expenditure, decline in performance, erosion of work ethics and interruptions in career progression. This undermines the ability of the public

service to serve the common interest of national service delivery and development. The same can be said of the private sector entities.

Government, being a major employer with an estimated workforce of 330,000 public officers, designed a number of strategic interventions through information and education of public officers on the causes, effects and management of HIV/AIDS. It is estimated that at least 10,000 officers need HIV/AIDS care and support and a programme has been designed to avail them treatment, care and support.

6.2.2 The private sector

The organised private sector is estimated at 444,000 workers. In order to address their needs on HIV/AIDS, government has developed a *National Policy on HIV/AIDS in the World of Work*, which is currently undergoing governmental procedures of approval.

This policy was developed with the participation of the employers and workers and with the assistance of ILO and takes into account the concerns of the *ILO Code of Practice on HIV/AIDS*.

The National Policy on HIV/AIDS and the World of Work provides the principles and a framework for mounting an optimum response to HIV/AIDS in the entire Ugandan world of work. It forms the basis for the development of workplace policy guidelines, which address the more specific issues related to the workplace HIV/AIDS response. The policy applies to all employers and workers, including applicants for work, within the public and private sectors. It also applies to all aspects of work, both formal and informal.

The policy on HIV/AIDS and the world of work covers the following areas:

- Non-discrimination on the basis of known or perceived HIV status
- Confidentiality
- HIV testing within the workplace
- Greater involvement of people living with HIV/AIDS
- Promotion of prevention, treatment, care and support
- Gender concerns in the world of work

The goal of the national policy is to provide a framework for prevention of further spread of HIV and mitigation of the socio-economic impact of HIV/AIDS within the world of work in Uganda.

As a result of this policy NOTU, which is the central organisation of trade unions has acquired funds from the Global Funds to carry out programmes on HIV/AIDS in the world of work in Uganda.

6.3 Persistent Organic Pesticides (POPs)

Government appreciates the role of these chemicals in degrading the environment. The management of POPs is done through two different agencies of government:

First there is the Agricultural Chemicals Control Board of the Ministry of Agriculture, Animal Industry and Fisheries. This agency authorises through a licencing procedure the importation and marketing of all agricultural chemicals in the country. No unauthorised chemicals are permitted in the market. The Board is multisectoral and multidisciplinary. An officer of the Occupational Safety and Health Department sits on the Board as a member. The Board derives its powers from the *Control of Agricultural Chemicals Act Cap 29 Laws of Uganda (2000)*. There are penalties for non compliance. Through this process the organochlorine pesticides have been removed from use in Uganda over the last 10 years.

The second agency is the National Environment Management Authority (NEMA). This too is set up by law, The *National Environment Act Cap 153 Laws of Uganda*. In this case the main thrust of the Act is to control the pollution of the environment by hazardous chemicals and to ensure safety and health of the public. NEMA through the Act has established environmental standards which have to be complied with any enterprise. The processes of environmental impact assessment and environmental audits are established and through these the use of hazardous chemicals is identified and prevented.

Currently there is a topical debate on the proposed use of dichloro diphenyl trichloro ethane (DDT) to control malaria, which is proposed and advocated for by the Ministry of health. The debate will be settled by a technical environmental impact assessment.

6.4 Gender equality

Under the Ministry of Gender, Labour and social Development is the Department of Gender culture and Community Development. This department has the mandate to empower and mainstream gender equality issues into national development and to systematically eliminate social cultural practices of discrimination against women. It has carried out surveys and analyses of gender situations especially in employment, education and rights in the communities.

Despite the efforts of Government to ensure that gender issues are addressed through various programmes overall gender responsiveness is still poor. This is because of the tendency to perceive gender as a separate issue for which the Ministry of Gender, Labour and Social Development and other women's organisations are responsible. There is need to articulate gender issues in local government plans and programmes and to formulate gender responsive budgets.

The national budget has unequal benefits for men and women (established by the study of "who benefits from the budget?" done by the Ministry of Finance,

Planning and Economic Development in 2002.) More men than women are taking the advantage of the opportunities created by the Poverty Eradication Action Plan (PEAP) expenditures because inequalities in the capabilities and empowerment levels.

The key issues are:

- Unequal gender relations reduce overall rate of economic growth. This is because of unequal access to and control of productive resources and therefore the distribution of benefits affects the supply response and productivity of men and women.
- The poor, especially the poor women, still have limited access to justice, rights and awareness and protection of their rights by the law enforcement bodies.

- Women have limited access to and control of productive resources particularly land. This is a hindrance to modernisation of agriculture and therefore development since agriculture is the mainstay of the country's economy.
- High dropout rate for girls in upper primary and secondary education – this is because relations between men and women determine access to and use of services such as family planning; and heavier workload for women owing to long distances for water and firewood which force girls to assist their mothers early.

Various studies have emphasised the linkage between gender inequalities and poverty. The National Gender Policy commits government to tackle gender issues in all national development processes. Consequently the Poverty Eradication Working Group of the ministry of Finance Planning and Economic Development has developed guidelines for mainstreaming gender into the PEAP revision process, Uganda Gender Forum has established a task force to support the ministry in mainstreaming gender issues into the PEAP revision process

As regards labour, the main focus of gender mainstreaming efforts is economic rights and maternity protection.

Economic rights are linked to ones qualifications yet women are less qualified than men as far as labour market skills and techniques are concerned. This situation arises from the education and training system in the country, which has favoured men. The provision in the law giving equal pay for work of equal value is therefore defeated from the start. The majority of women therefore are unemployed or characterised as unpaid family workers.

Maternity protection as a reproductive right is inadequately observed in Uganda. Most employers in the informal sector, and this is where most of the women

work, do not offer maternity protection. Casual female workers do not get maternity leave and have no job security as they are advised to resign on getting pregnant. Those in the formal sector do not get adequate maternity leave.

7.0 EDUCATIONAL, TRAINING AND AWARENESS RAISING STRUCTURES

There is no institution giving full formal training in any subjects of occupational safety and health.

Under the training curriculum of medical officers at Makerere University Medical School, there is a module on occupational health in the fourth year of training. Under the School of Public Health, for postgraduate students of public health studying for the award of the master's degree in public health, there is also a module in occupational health and a module in toxicology and a module in labour laws. Many students have done dissertations in subjects of occupational safety and health.

Occupational hygiene measurement techniques are not at all taught. Hygienists have to undergo full training outside the country. Sandwich courses are run by the Department of Occupational Safety and Health for both the workers and employers organisations.

8.0 STATISTICS OF OCCUPATIONAL ACCIDENTS

8.1 Year: 2001

In the year 2001, **209** occupational accidents in Kampala District resulted in death or serious injury (injury requiring more than two days of absence from work). Of these occupational accidents, **91 (44%)** resulted in occupational fatalities.

Looking at the statistics by industry, the manufacturing sector was the most hazardous i.e. caused most occupational fatalities (with 84% of the occupational fatalities and only 3% of the occupational injuries), followed by the construction sector (with 12% of the occupational fatalities and 29% of the occupational injuries). The services industry had 3% of the occupational fatalities and 56% of the occupational injuries. Other sectors accounted for only 1% of the occupational fatalities and 12% of the occupational injuries.

8.2 Year 2002

In the year 2002, the number of occupational accidents increased by 69% i.e. there were **354** occupational accidents in Kampala District, which resulted in death or serious injury (injury requiring more than two days of absence from work). The reported occupational accidents in 2002 resulted **34** occupational fatalities, a 63% reduction in the number of deaths, compared to the previous year.

Looking at the statistics by industry, the services industry was the most hazardous i.e. caused most occupational fatalities (with 34% of the occupational fatalities and 17% of the occupational injuries), followed by the manufacturing sector (with 21% of the occupational fatalities and 55% of the occupational injuries). The construction sector also had 21% of the occupational fatalities and 18% of the occupational injuries. Other sectors accounted for 24% of the occupational fatalities and 10% of the occupational injuries.

8.3 Year 2003

In the year 2003, there was a 33% reduction in the number of reported occupational accidents. In total, there were **236** occupational accidents in Kampala District, which resulted in death or serious injury (injury requiring more than two days of absence from work). Of these occupational accidents, **22** (9%) resulted in occupational fatalities.

Looking at the statistics by industry, the Manufacturing Sector was the most hazardous i.e. caused most occupational fatalities (with 41% of the occupational fatalities and 61% of the occupational injuries), followed by the services industry (with 41% of the occupational fatalities and 17% of the occupational injuries). The Construction Sector had 9% of the occupational fatalities and 18% of the occupational injuries. Other sectors accounted for 9% of the occupational fatalities and 8% of the occupational injuries.

The Agriculture Sector is one of the sectors in Uganda that accounts for many accidents, however due to the largely informal system of employment in the sector, many of these go unreported. The occupational accidents that were reported under this sector have thus been covered under the 'other sectors' category.

The statistics quoted above, are compiled using data obtained from reported cases in Kampala District only. Kampala District is assumed to be representative of the other districts of Uganda.

Statistics Of Occupational Accidents And Diseases

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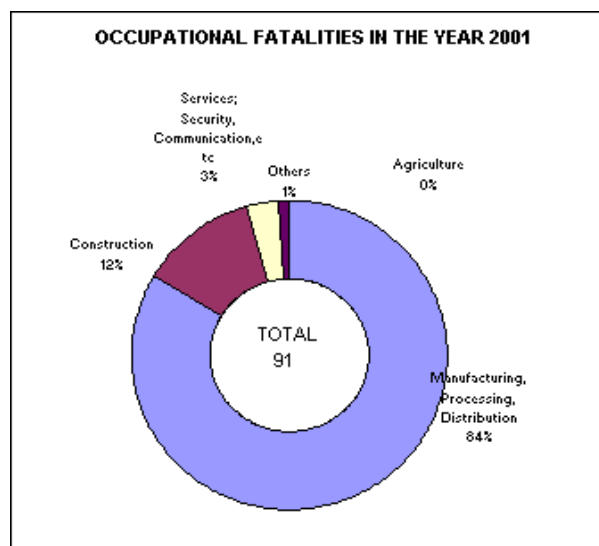
Estimated Number Of Occupational Fatalities Per Year

Year: 2000

	Industry	No. of Fatalities
1	Manufacturing, Processing, Distribution	-
2	Construction	-
3	Services; Security, Communication, etc	-
4	Agriculture	-
5	Others	-
	Total	0

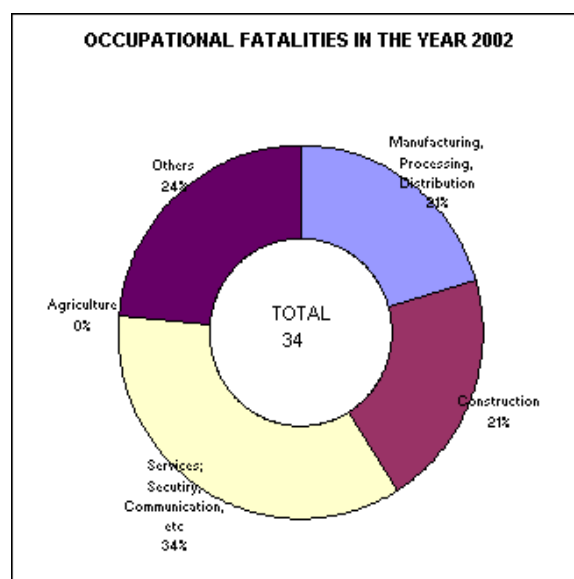
Year: 2001

	Industry	No. of Occ. Fatalities
1	Manufacturing, Processing, Distribution	76
2	Construction	11
3	Services; Security, Communication, etc	3
4	Agriculture	0
5	Others	1
	Total	91



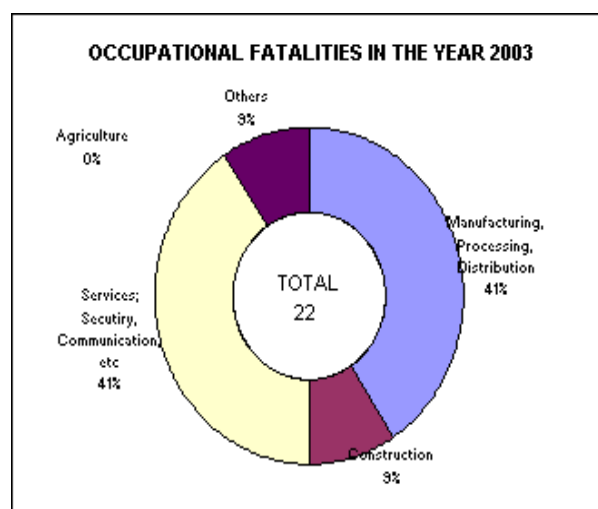
Year: 2002

	Industry	No. of Occ. Fatalities
1	Manufacturing, Processing, Distribution	7
2	Construction	7
3	Services; Secutiry, Communication,etc	12
4	Agriculture	0
5	Others	8
	Total	34



Year: 2003

	Industry	No. of Occ. Fatalities
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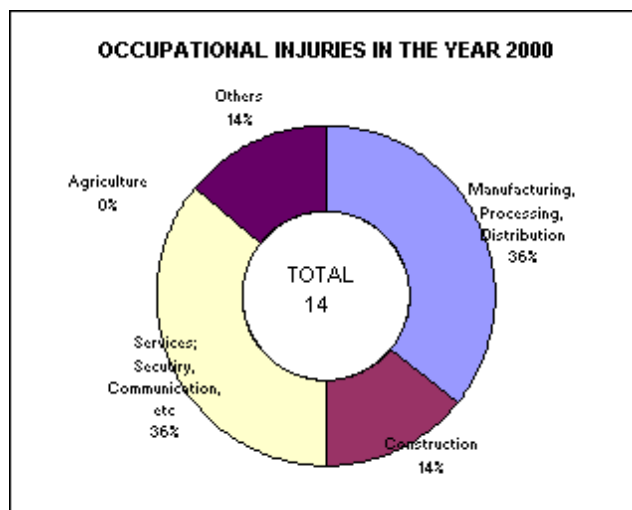


		Fatalities
1	Manufacturing, Processing, Distribution	9
2	Construction	2
3	Services; Secutiry, Communication,etc	9
4	Agriculture	0
5	Others	2
	Total	22

Estimated Number Of Occupational Injuries

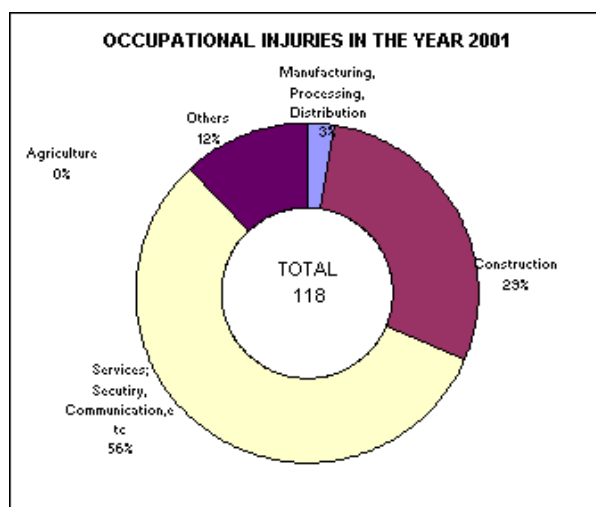
Year: 2000

	Industry	No. of Occ. Injuries
1	Manufacturing, Processing, Distribution	5
2	Construction	2
3	Services; Secutiry, Communication,etc	5
4	Agriculture	0
5	Others	2
	Total	14



Year: 2001

	Industry	No. of Occ. Injuries
1	Manufacturing, Processing, Distribution	3
2	Construction	34
3	Services; Security, Communication, etc	67
4	Agriculture	0
5	Others	14
	Total	118

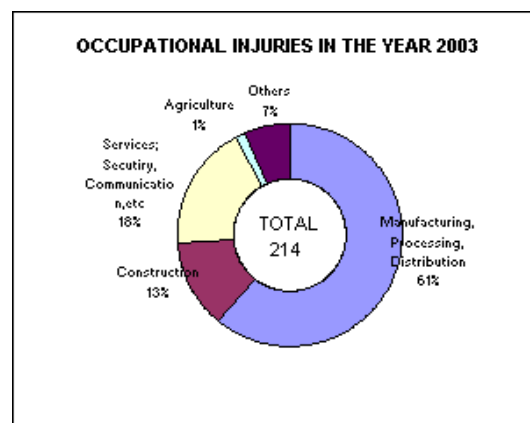


Year: 2002

	Industry	No. of Injuries
1	Manufacturing, Processing, Distribution	178
2	Construction	56
3	Services; Secutiry, Communication,etc	55
4	Agriculture	2
5	Others	29
	Total	320

**Year: 2003**

	Industry	No. of Injuries
1	Manufacturing, Processing, Distribution	130
2	Construction	28
3	Services; Secutiry, Communication,etc	39
4	Agriculture	3
5	Others	14
	Total	214



Notes:

- 1 Statistics Compiled using data obtained from Kampala District only
- 2 Kampala district assumed to be representative of other districts of Uganda
Accident cases compiled only from reported cases; using the LD31 (Accident
3 Compensation) forms.
Agriculture Sector has many accidents, most of which go unreported, mainly
4 because of the largely informal system of employment in the sector.
- * Estimate of under reporting as percentage could not be calculated/
established; refer to note (3) above.

9.0 POLICIES AND PROGRAMMES OF EMPLOYERS AND WORKERS ORGANISATIONS

The parties operate under the guidance of the Convention No on tripartite cooperation

9.1 Employers' organisations

As has been mentioned above, the employer's organisation operational in labour matters is the Federation of Uganda Employers (FUE). It is one of the social partners in labour administration. It guides employers in all aspects of labour administration including employment, industrial relations and safety and health at work. It further promotes and advocates for the concerns of employers in the development of labour policies and legislations.

As mentioned above it is a member of the Labour Advisory Board, and a member of the Labour Law Review Committee. It is also a member of the Steering Committee for Child Labour and the Social Sector Transition Group (STG) a body that is reforming the social security system in Uganda.

FUE has in the past pioneered the subject of awareness of HIV/AIDS and in 1995 made an award winning film on the subject. It continues to create awareness on the subject. FUE has also initiated district and sector based projects on child labour and further assisted caretakers of such children to generate incomes that is focussed on taking the victims of child labour to school. They have initiated a programme on occupational safety and health in the construction industry

9.2 Workers' organisations

The umbrella organisation for workers is the National Organisation of Trade Unions – a body set up by law – as mentioned above. All trade unions are required by the said law to affiliate to it. The objective of NOTU is to advocate for, promote and protect the interests of workers at work.

Also mentioned above NOTU is also a member of the Labour Advisory Board, and a member of the Labour Law Review Committee. It is also a member of the Steering Committee for Child Labour and the Social Sector Transition Group (STG) a body that is reforming the social security system in Uganda.

NOTU in particular has focus on occupational safety and health. It developed a policy and action plan on the subject in 1997. It has encouraged its affiliates to integrate occupational safety and health concerns into all their collective agreements.

Particularly active is the National Union of Plantation and Agricultural Workers in the area of child labour and safety in the use of chemicals in agriculture. In this they have carried out a survey on child labour in agriculture and succeeded in taking children out of work and placed them into school. They have also carried out a wide sensitisation programme on chemical safety among rank and file. Amalgamated Transport And General Workers Union has carried out massive sensitisation work among its rank and file in HIV/AIDS and work.

10.0 REGULAR AND ONGOING ACTIVITIES RELATED TO OSH

The Department underwent dilapidation between 1975 and 1986. Consequently some action was put into place to pull it out of this situation. The following programmes have been operational:

i. Revival of occupational safety and health services: Capacity Building

This programme envisaged the establishment of occupational hygiene (analytical laboratory), a medical laboratory, acquire vehicles and acquire portable equipment necessary for coverage of factories in rural areas such as new mobile clinic/laboratory and X-ray vehicles. It also contains the training element. Funding for this programme is still being sought. Little success has been registered so far.

ii. Re-establishment of First-Aid services in workplaces

This programme aims at:

- Reviving and intensifying first-aid training for workers.
- Availing workplaces with First-aid equipment.

- Intensifying First-Aid training in institutions preparing persons for the labour market - example technical schools and vocations Training Institutions.
- iii. **Maternal and child health and health education (including family planning HIV/AIDS and nutrition)**

The worker's family circumstances cannot be divorced from his health. So all measures taken to improve the health of the worker or the health of his or her family have a significant effect on his work.

Therefore the programme aims at:

- Encouraging all occupational health services to give health education to workers on matters affecting their health, be they occupational or general.
- Workers need adequate nutritious food to produce maximally; so nutrition should be an important responsibility of occupational health services.
- Since most workers are husbands, mothers or fathers, they need to appreciate the importance of utilising available health care services to maximum advantage. So men should get health education encouraging them to send their wives and children to maternal and child clinics. Women workers should be encouraged to attend or to take their children to maternal and child health clinics.
- According to this programme the advantages of Family Planning to family health and therefore to workers' health should be explained to the workers.
- In large workplaces maternal and child health/family planning clinics should be encouraged.
- According to this programme the department should acquire audio-visual production equipment and audio-visual aids, so that we can teach the teachers.

Some success has been registered here. Funds were obtained from USAID to run a family planning HIV/AIDS project for workers in industries. This is the Service Extension And Technical Support (SEATS) Family Planning Sub

Project. Through this, 25 family planning clinics have been established, equipped and their health care personnel trained in the service delivery. This project ended in June 2003.

iv. Chemicals and pesticide safety

In Uganda there are many chemicals particularly pesticides in use. These are handled during transportation, storage, use or even after use and disposal. In many cases this handling is occupational. These chemicals are recognised as useful but rarely is the public alerted that they can also be very dangerous. In fact many cases of poisoning have been registered and reported in newspapers. Concern over these events resulted into this programme.

This programme aims at:

- Establishing a system of acquiring knowledge of all chemicals and pesticides handled occupationally.
- Educating all concerned about the dangers involved in the use of these substances.
- Investigating causes of unsafe handling of chemicals and also in investigating cases of poisoning.

This programme is envisaged as multi-sectoral and multi-ministerial since so many economic sectors and ministries are involved between the importation or manufacture and the final use of discarding of Chemicals and Pesticides. The Sectors most affected are the agricultural, veterinary, (health) vector control, industrial and commercial sectors, and their corresponding departments in research and higher learning institutions. Under this programme, it is proposed to form a National Chemical and Pesticide Safety Committee to screen all hazardous and highly toxic chemicals.

In addition under this programme the Department implemented the East African Pesticide Research Network Project in 10 districts in the country. The project was funded by IDRC. This project has been operational since 1990 and ended in June 1996. It quantified the size of problem in the use of pesticides in the country

The Department is also liaising with the National Environment Management Authority (NEMA) in formulating the national strategy on chemical safety as part of this programme.

v. Organic dust monitoring

Being an agricultural country and therefore processing products such as coffee in coffee hulling and grading factories, cotton in cotton ginneries and textile factories, sugar in sugar cane crushing and sugar manufacturing factories, tobacco, tropical hard wood etc, excessive dust is a major problem. The department therefore has a major interest in monitoring occupational hazards arising from these.

From time to time comprehensive surveys to establish status of both the dust and their outcomes are carried out. The programme aims at:

- Measuring the concentration of dusts, characterising it and establishing the weaknesses in dust control measures in the respective factories.
- Evaluating the health outcomes – measuring hearing loss (audiometry) and carrying out lung function (vitalograph) tests.

Surveys have so far been carried out in the cotton and coffee sectors.

11.0 INDICATORS OF ABSENTEEISM

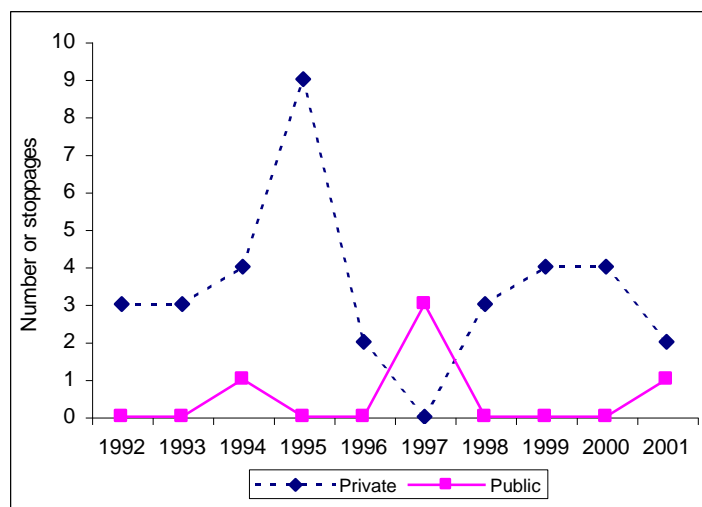
Data on absenteeism is inadequate. The only available data leading to loss of man-days is on strikes and lockouts.

Stoppages that ended in the year ended 30 December 1994, resulted in the highest loss of 41,736 person-days of work compared to other years. During the same period 5,126 employees involved in stoppages that ended December 1994 than in any other years.

The Industrial Relations Section of Ministry of Gender, Labour and Social Development collects information from clients who report strikes and lockouts at their workplaces with the aim of settling them.

Figure 2.3.1 reveals that for the period 1992 to 2001, there were more stoppages in the private sector compared to the public sector.

Figure 1: Number of stoppages by sector



No lockout or Partial Strike was reported in this period (1992 –2001)

Work Stoppages for all industries

Year	No. of stoppages Complete strikes	Number of Employees Involved	days of work lost	Average no. of days lost per employee involved
1992	3	261	174	0.67
1993	3	75	630	8.40
1994	5	5,126	41,739	8.14
1995	9	2,413	8,149	3.38
1996	3	1,800	7,736	4.30
1997	4	220	1,980	9.00
1998	4	380	8,910	23.45
1999	6	810	4,330	5.35
2000	5	682	1,144	1.68
2001	3	354	984	2.78

Note: 1. This information refers to only strikes that are reported to MGLSD.

The number is very small probably the Employers are ignorant of the reporting mechanisms.

2. No Lock out or Partial strike was reported

Source: Directorate of Labour (MGLSD)

Causes of strikes (Number)

Year	Failure/delay to pay salary	Demand for wage increase	Suspension of allowances	Demand for protective wear	Victimization/ Abusive language	Others
1992	0	2	3	1	0	0
1993	1	2	0	0	0	1
1994	3	5	1	0	0	0
1995	1	3	3	0	0	5
1996	1	3	0	0	2	2
1997	4	0	1	0	0	0
1998	2	0	1	2	1	2
1999	1	2	2	1	3	1
2000	1	1	1	0	2	2
2001	2	1	1	0	1	0

Notes: 1. Strikes were caused by more than one reason

2. There were more than one reason that were reported

Source: Directorate of Labour (MGLSD)

12.0 GENERAL DATA

Uganda is a small country with a total area of 236,040 square kilometres of which the land area is 199,710 and water makes up the remaining 36,330 square kilometres. It is a landlocked country of fairly high elevation in East Africa. At the lowest level, Lake Albert, the elevation is 621 meters above sea level, while at the highest, Mount Rwenzori, it is 5,110 meters. Uganda, a country of comfortable climate and good soil, is an agricultural country. The population is estimated (2002 Census) at 25.2 million of which 51% is female and 49% is male. Most of the economic activity is geared to the production, processing, handling and marketing of crops, livestock, wood and other products arising from these.

The society is largely rural. Rural population densities are generally lower than 100 per km² and most people are concentrated in a wide area band around lakes Victoria, Kyoga and Albert. This is because of the abundant rainfall and very fertile soil in the lake region.

The Uganda Labour Force Survey (Uganda Bureau of Statistics 2003) shows that 86.6% of the population derives their income from agriculture. Most of this agriculture is carried out by small landholder peasants, using simple traditional methods on farms averaging 2 hectares. However, there are some large plantation estates for tea, sugarcane and coffee mainly concentrated in the south and west of the country. The people are largely unorganised, unsupervised and underserved. They are exposed to occupational hazards. The processing of primary agricultural products such as coffee, cotton etc is characterised by excessive dust emissions leading to high risk of respiratory system disorders. Further still, the use of traditional and basic agricultural implements predispose workers to ergonomic and pesticide hazards. Being a tropical country straddling the equator the common

diseases such as malaria and water washed and water borne diseases cannot be left out.

12.1 Demographic data

In Table 3 the age distribution of the population is provided. The total population in Uganda is estimated to be 25.2 million. Females out number males by about 800,000 persons, they thus constitute 52 percent of the population. The regional distribution is shown in Table 4. The proportion of the population aged 14 and below is about 52 percent. Children aged less than 4 years account for almost 20 percent of the population. The proportion share of each age group decreases consistently as one makes progress from the younger to the older groups. Table 3 also shows that the population aged less than age 10 years is 37 percent. This implies that the population in the labour force i.e. those aged 10 and above is estimated to be 63 percent of the population in Uganda, which is about 15.9 million people.

Table 3: Age Distribution of the Population

Age group	Sex		
	Male	Female	Total
0-4	20.2	18.8	19.4
5-9	17.8	17.5	17.8
10-14	15.4	15.3	15.3
15-19	10.1	9.4	9.8
20-24	6.9	9.2	8.1
25-29	6.8	8.1	7.5
30-34	5.8	5.8	5.8
35-39	4.5	4.5	4.5
40-44	3.2	3.1	3.1
45-49	2.5	2.5	2.5
50-54	1.8	1.9	1.8
55-59	1.2	1.2	1.2
60-64	1.3	0.9	1.1
65+	2.4	2.0	2.2
0-9	38.0	36.1	37.0
10+	62.0	63.9	63.0
0-14	53.3	51.4	52.4
15-64	44.3	46.6	45.5
65+	2.4	2.0	2.2
Total Population	12,200,000	13,000,000	25,200,000

Source: Uganda Labour Force Survey 2003

Table 4: Regional and Rural-Urban Distribution of the Population (%)

Region/Area	Sex		
	Male	Female	Total
Central	29.5	29.7	29.6

Eastern	27.8	27.1	27.4
Northern	17.6	18.8	18.2
Western	25.0	24.4	24.7
Urban	13.4	14.0	13.7
Rural	86.6	86.0	86.3
Total Population	100.0	100.0	100.0

Source: Uganda Labour Force Survey 2003

Table 5 Selected Labour Market Indicators from 2002/03 Labour force survey

Indicators	Male	Female	Total
Labour Force Participation rate			Percentage
Rural	68	68	68
Urban	66	60	67
Total	68	67	67
Status in Employment			
Employers	0.4	0.1	0.3
Own account Workers	59.6	48.5	54
Unpaid Family Workers	19.9	43.3	31.6
Government permanent	3.4	1.5	2.5
Govt. Temporary/casual	0.8	0.2	0.5
Government Casual	0.1	0.1	0.1
Private permanent	2.7	1.3	2
Private Temporary/Casual	13.3	5.1	9.2
Total	100	100	100
Numbers ('000)	4,618	4,642	9,260
Employment by sector			
Agriculture Hunting and Forestry	60.1	75.4	67.8
Fishing	1.7	0.1	0.9
Mining and quarrying	0.4	0.2	0.3
Manufacturing	7.3	4.9	6.1
Electricity Gas and Water	0.1	0	0.1
Construction	2.5	0	1.3
Sale, Maintenance, Repair of M/Vehicles & Personal H/hold goods	13.8	9.4	11.6
Hotels and Restaurants	1.4	3.8	2.6
Transport, Storage and Communications	3.8	0.1	1.9
Financial Intermediation	0	0	0
Real Estate, Renting and business activities	0.5	0.2	0.4
Public administration and defence	1.4	0.2	0.8
Education	3.3	1.8	2.6
Health and social work	0.7	0.8	0.8
Other community, social & Personal Service Activities	2.1	1.2	1.6
Private Households with employed Persons	0.6	1.7	1.2
Total	100	100	100
Numbers ('000)	4,618	4,642	9,260
Informal Sector Employment			

Activity status				
Working proprietor	59.4	40.6	100	
Paid regular employee	87.7	12.3	100	
Paid casual workers	91.6	7.8	100	
Unpaid helpers	54	46.2	100	
Total	61.1	38.9	100	
Numbers ('000)	1,578	1,005	2,583	

Source: Labour force survey Report 2002/03

Table 6: Selected labour market indicators from 2002/03 labour force survey

Indicator	Male	Female	Total
Unemployment Rate			
Residence			
Rural	7.5	16.3	12
Urban	1.6	1.8	1.7
Educational Attainment			
No schooling	2.5	1.5	1.8
Primary	1.6	3.1	2.3
Secondary	4.5	11.2	7.2
Above Secondary	3.6	7.4	5
Total	2.5	3.9	3.2
Youth Unemployment			
Residence			
Rural	2.8	2.8	2.8
Urban	10.4	21.8	16.6
Total	4.2	6.2	5.3
Underemployment			
Residence			
Rural	18	14	16
Urban	9	9	9
Total	16	13	15

Source: Labour force survey Report 2002/03

12.2 Literacy levels

12.2.1 Literacy status of household members

One is expected to acquire literacy after completing 3 grades of formal primary education. The recommended age for entry in primary one is 6 years by the end of primary three, these children should be 9 year. When computing literacy, persons aged 10 years and above are considered following the international convention. It is also important to analyse the adult literacy rates since after the

introduction of Universal Primary Education (UPE) different persons enrolled in different classes whether adult or young.

Table 7 shows that the literacy status for Uganda is currently 65 percent, an improvement from 63 percent recorded during the 1997 survey year and 61 percent recorded in the survey year 1995/96.

In the urban areas, the literacy status is higher than in rural areas with 86 and 62 percent respectively. Overall, males have a literacy rate of 74 percent while females are at 57 percent. Considering regional distribution, Central region recorded the highest literacy rate of 77 percent while Northern region has the lowest at 47 percent.

Table 7: Literacy rates by sex (10 + years)

	1995/96			1997			1999/00		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Ugandan	71	51	61	72	54	63	74	57	65
Urban	86	77	81	89	79	83	92	82	86
Rural	88	47	57	70	49	59	72	54	62
Central	78	71	75	79	72	75	81	74	77
Eastern	66	43	54	67	47	57	72	52	62
Northern	71	36	53	72	38	55	64	33	47
Western	67	48	57	70	51	60	74	61	67

Source: Uganda Labour Force Survey 2003

12.2.2 Adult literacy

In Uganda, any persons 18 years and above is considered an adult and this is the lower age limit we use when computing the adult literacy rate.

There is a big difference between rural and urban adult literacy rates with the urban rate at 87 percent while the rural adult literacy rate is at 59 percent as depicted in Table 8. Within the regions, central has the highest rate of 77 percent compared to 46 percent for Northern region.

The gender disparity is worst in the Northern region here males have a literacy rate of nearly three times that of females. Generally at all levels, males have higher literacy rates than their female counterparts. There has been some small increase in the adult literacy rate between the reported survey years.

Table 8: Adult literacy rates (%)

	1995/96			1997			1999/00		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total	75	48	61	75	51	62	77	51	63
Urban	90	79	84	91	80	85	93	82	87
Rural	72	43	57	73	46	58	75	47	59
Central	83	70	76	82	71	76	84	71	77
Eastern	70	40	54	67	42	54	74	45	59
Northern	76	34	53	77	37	54	71	27	46
Western	70	44	56	75	48	61	76	55	65

Source: Uganda Labour Force Survey 2003

Tables 7 and 8 show that in 1990/00 female adult literacy rate of 51 is lower than the general literacy and 57 percent. This means that there are more literate females in the age group 10—18 years and this may be as a result of UPE programme. Among the males, the adult male literacy rate was higher at 77 percent compared to the general of 74 percent.

The deployment of Uganda's labour force is shown in Table 9 below.

12.3 Types of sectors of economic activity and percentage (%) of workforce employed

Table 9: Number of Businesses and Employment, by Industry Group, 2001/2002

ISIC Group	Number of Businesses	Employment		
		Total	Male	Female
Agriculture	449	14,783	9,736	5,047
Fishing	174	999	903	96
Mining and Quarrying	427	1,609	1,235	374
Manufacturing	11,968	87,131	70,588	16,543
Utilities	23	3,444	2,829	615
Construction	247	7,340	6,633	707
Wholesale and Retail Trade	107,486	178,275	102,222	76,053
Hotels, Restaurants and Bars	20,483	54,131	16,269	37,862
Transport and Communications	834	13,898	10,161	3,737
Finance	417	7,023	4,107	2,916
Insurance	122	1,077	635	442
Real Estate and Business Services	2,414	20,179	15,871	4,308
Education	479	9,603	5,873	3,730
Health and Social Work	3,273	17,396	7,480	9,916
Community, Social and Personal Services	12,086	27,230	16,706	10,524

Not Defined	1	0	0	0
Total	160,883	444,118	271,248	172,870

Source: Uganda Bureau of Statistics

12.4 Overall economic status

With a per capita income of less than three hundred dollars, Uganda is a poor country, but making systematic improvements. The national economy relies heavily on agriculture and agricultural related activities, which constitute the largest sector of the economy and the major source of income for most people, including the very poor.

Government recognises that sustained economic growth requires prudent macroeconomic policies. Therefore, Government set itself to achieve an annual GDP growth of 7%, contain inflation to not more than 5% per annum, contain foreign exchange reserves equivalent to five months of imports and maintain a competitive real exchange rate that can support export growth.

12.4.1 Overall GDP growth and structural shifts in production

For the last decade or so, Uganda has achieved an impressive record of growth, transformation and poverty reduction by maintaining a stable macroeconomic environment. The World Bank's World Development Indicators record an average growth rate of 6.7% over 13 years 1986 – 1999. Coupled with the reported figure for population growth over the same period of 3.1%, this translates into per capita income growth of 3.5%. This growth has been accompanied by substantial structural shifts. Between 1986 and 2002, the GDP share of agriculture fell from 54.1% to 39.2%, industry from 10.2% up to 19.6% and services from 35.9 to 41.2%. There have been dramatic increases, relative to GDP, in investment from 8.4% to 20.7%, exports from 5.8% to 11.8%, imports from 8.6% to 17% and Government revenue from .6% to 12.1%. The trend is shown in Table 10 below.

Table 10: GDP contribution by sector, 1999/00 – 2003/04

	1999/00	2000/01	2001/02	2002/03	2003/04
Agriculture	40.9%	40.7%	39.7%	38.7%	38.5%
Industry	18.6%	18.7%	19.0%	19.5%	19.4%
Services	40.5%	40.6%	41.2%	41.8%	42.0%

Source: Background to the budget 2004/2005

These shifts are largely a response to a wide-ranging set of reforms. Collier and Renikka (2002) in their "Uganda's Recovery; The Role of Farms, Firms and Government," stress three components as being particularly crucial for this achievement: re-establishing a reasonable degree of internal security, liberalization (especially the removal of taxation of exports) and achieving fiscal discipline. The improvement in the macroeconomic picture is illustrated by the fall in inflation from an annual rate around 150% in 1986 to an average of 4.8% per annum over the past decade and the rapid expansion in private investment, which has arise from 9.1% of GDP in 1990/91 to 17% in 2002/03.

12.4.2 A slow-down in GDP growth and poverty reduction

More recently, however, there has been concern about a growth slow-down. For example, over the years 1992/93 – 1996/97, growths averaged 8.1%, whereas over the years 1997/98-2002/03, it averaged 6.0%. Dramatic shift in the structure of production was also achieved before 1997/98, but remained almost stable over the period 1997/98 – 2001/02. For example, in the years 1997/98 – 2001/02, the share of agriculture has shrunk by only 1.6% from 40.8% to 39.2%, the share of services has increased by only 0.7% from 40.5% to 41.2%, while the share in industry has only shifted by 0.8% from 18.8% to 19.6%.

Uganda's annual real GDP growth rates over the past 4 years have remained below the 7% annual real GDP growth target set out in the PEAP to meet its poverty eradication goals by 2017 (Table 11). The rates began to slow down in 1999 as a result of falling world coffee prices and raising oil prices, which constrained GDP expansion. These lower than targeted GDP growth rates over the past 4 years imply a slower rate of poverty reduction.

It is, however, important to emphasise that to sustain rapid growth over the next couple of decades, studies reveal that the investment ratio would need to increase substantially from the current level of 17%. It would also require substantial structural transformation in production.

Table 11: Real GDP Growth Rates at Factor Cost (constant 1997/98 prices) from 1997/98 - 2002/03 FY

	Industry Group Monetary	97/98	99/00	00/01	2001/02	02/03
1.	Agriculture	6.6	5.2	4.2	5.8	3.9
2.	O/W Cash Crops	9.3	7.0	-4.9	6.7	9.0
3.	O/W Food crops	7.5	5.9	7.7	6.2	2.2
4.	Mining and quarrying	14.5	6.3	10.1	11.0	11.5
5.	Manufacturing	14.2	3.7	8.8	6.3	6.6
6.	Electricity & Water	5.3	7.9	8.3	5.4	3.9
7.	Construction	10.9	7.3	1.8	7.8	9.7
8.	Wholesale & Retail Trade	10.5	1.8	6.4	7.6	6.3
9.	Hotels & Restaurants	7.3	5.3	6.1	4.9	7.3
10.	Transport & Communication	6.9	8.7	9.7	10.0	9.7
11.	Community Services	4.4	8.5	5.7	5.8	5.2
12.	Total monetary	7.9	5.8	5.8	6.5	5.9
13.	Non-monetary	5.4	6.3	5.4	4.2	1.3
14.	Total GDP	7.3	5.7	5.9	6.0	4.9
15.	Per capita GDP	3.8	2.4	2.2	2.5	1.4

Source: Government of Uganda's Background to the Budget FY 2003/04

Data from the recently conducted National Household Survey show that the national headcount poverty, which declined from 56% in 1992 to 35% in 2000, has gone up to 38%. The data show that poverty is highest in the North, and has worsened in the East (see Table 12 below).

The recent poverty analysis² in Uganda also indicate that while the rate of GDP growth from 1986/87 – 2002/03 contributed to a significant reduction in headcount poverty as a percentage of the total population, it failed to reduce significantly the absolute number of people living in poverty, which fell only marginally from 9.3 million in 1992 to 9 million in 2003. There is also evidence to suggest that the poor, whilst benefiting from the economic growth, have not been its main beneficiaries.

Although this situation is attributed to a decline in international commodity prices, rising oil prices, poor weather and increased inequality in the distribution of income mainly as a result of the war in the North and recently in the North-East, combined with rapid growth in population of 3.4% per annum, more analysis is being made in order to get the actual cause of the situation.

Table 12: Head count of Poverty in Uganda, 1992-2002

	Population 2003	1992	1997/98	1999/00	2002/03
Headcount Poverty %					
National	100.0	55.7	44.4	33.8	37.7
Rural	86.2	59.7	48.7	37.4	41.7
Urban	13.8	27.8	26.7	9.6	12.2
Central	29.6	45.6	27.9	19.7	22.3
East	27.4	58.8	54.3	35.0	46.0
West	24.7	53.1	42.8	26.2	31.4
North	18.2	72.2	59.8	63.7	63.3

Note: Figures for 1999/00 and 2002/03 were made comparable by adjusting for the four Districts that were in conflict and could not be surveyed in 1999/00 (Kitgum, Gulu, Bundibugyo and Kasese)

Sources: Appleton, S. (2001), MOFPED (2000), Okidi, J. And Ssewanyana, S. (2003)

² J. Okidi and S. Ssewanyana, 2003; Income Poverty in Uganda 1992 – 2003. Economic Policy Research Centre, Makerere University.

12.4.3 Debt stock and debt service

Total external debt stock is projected to be approximately US \$3.90 billion as at 30th June 2003, compared to US \$3,785 billion at the end of June 2002. Total payments due on public debt during 2002/03 amounted US \$172.5 million compared to US \$155.06 million due in 2001/02. However, actual cash debt service after HIPC relief and deferred payments on those debts where relief agreements are not yet in place, amounted to US \$61m in 2002/03, as compared to US \$53m in 2001/02.

Over the years from 1998/99 to 2002/03, total HIPC relief per annum, has almost doubled from US \$45 million to US \$88 million. This is reflected in a corresponding fall in the ratios of total debt service after HIPC to both exports and domestic revenue from 16% in 1998/99 to 8% in 2002/03.

During the month of November 2002, Ministry of Finance and Bank of Uganda with funding from Debt Relief International (DRI) and Macroeconomic and Financial Management Institute of Eastern and Southern Africa (MEFMI) carried out an update sustainability analysis of Uganda's external debt.

Results of the analysis indicate that Uganda's present value of debt to exports was 185.5%, which was higher than the threshold value of 150% used under HIPC initiative to classify countries' external debt positions as unsustainable. According to Ministry of Finance, Planning and Economic Development, Uganda's NPV debt/export ratio has since increased to 305% as at the end of 2002/03, indicating a worse position than that of 2002.

The major causes of this unsustainable position are reported to be a sharp drop in export earnings to below an average of US \$700 million, non-delivery of HIPC debt relief by some creditors and payment of court awards on law suits against

government by some creditors and dependence on donor funds to finance Government expenditure (external loans account for about 40% of donor inflows in any given year).

Among the recommendations of the study, were that; Government should continue to pursue the current external debt strategy but aim for maximum HIPC relief negotiation and lobbying in all for a; continued acceptance of grants and only concessional loans and seeking a legal framework for HIPC which can enforce participation of non – Paris Club and commercial creditors. Table 13 below shows the External Debt as a Share of GDP for the years from 1992/93 FY to 2001/02 FY.

Table 13: External debt as a share of GDP, 1992/93 – 2001/02 FY

	1992/93	1993/94	1994/95	1995/96	1996/97	1997/98	1998/99	1999/00	2000/0	2001/0
									1	2
Total inflows	16.3	12.5	11.8	9.3	9.3	9.8	9.9	10.4	13.3	14.6
Loans	7.7	6.8	6.6	4.7	4.4	4.0	4.5	4.1	4.4	6.0
Grants O/w HIPC	8.6	5.7	5.3	4.6	4.9	5.8	5.4	6.3	8.9	8.6
							0.8	1.0	1.7	1.7
Projects Budget/Import Support										
Private	3.4	7.6	5.7	7.0	5.1	8.3	6.3	1.6	2.2	3.0
Inflows External	81.9	75.0	58.8	58.7	58.4	55.6	58.6	58.5	55.1	51.9
Debt Total	54.5	45.4	37.5	41.5	42.4	42.3	47.4	47.3	51.4	48.6
Multilateral										
Bilateral	20.2	17.5	12.7	13.1	12.0	12.2	12.5	11.0	3.2	2.9
Commercial	7.5	5.3	2.9	2.8	2.3	2.1	1.3	1.4	0.7	0.5
Banks/Non Banks										

Source: World Bank: Poverty Reduction Support Credit in Uganda, Results of a stocktaking study by Peter Miovic, 2004

Table 14: Selected economic and social welfare indicators

Indicator	Status	When
Economic Indicators		
GDP growth rate	6 %	2003
Inflation rate	1.7 %	2003
Debt service (% of total government expenditure)	70%	2003
Real GDI (PPP) per capita (USD)	\$1,460	2001
Social Indicators		
Total population (millions)	25.2	2002
Population annual growth rate (%)	3.4%	2002
Dependency ratio (%)	119.8%	2003
Population living in absolute poverty (%)	38%	2003
Number of persons internally displaced	800,000	2002
Labour force in agriculture (% of total)	44.4%	1999
Labour force in industry (% of total)	17.8%	1999
Health Indicators		
Infant mortality rate per 1000 live births	88.3	2003
Under-5 mortality rate per 1000 live births	142.9	2003
Total fertility rate	6.4	1999
Maternal mortality rate per 100,000	550	2000
Infants (12-23 months) fully immunised (%) (DPT 3 & Polio3)	72%	2002
Total expenditure on health (% of total GDP)	9.6%	2003
Life expectancy at birth (years)	44.9	2003
Estimated number of persons with HIV/AIDS	1.1 million	2001
Stunted children below 4 years (%)	39.1%	2000
Access to safe water (% of rural populations)	60%	2004
Access to sanitation (% of urban populations)	96	2000
Population per doctor (Physicians per 1000 people)	0.04	2001
Birth attended by trained personnel (%)	39%	2000
Education Indicators		
Net primary school enrolment	7.64 million	2004
Adult literacy rate age 15 + (%)	61%	2003

Literacy rate female (% of total)	51%	2003
Total expenditure on education (% of total GDP)	24.9%	2003
Number of Schools		

Source: Ministry of Finance, Planning and Economic Development,

13.0 ELEMENTS FOR INPUT IN THE SITUATION ANALYSIS

Uganda is a poor country faced with HIV/AIDS, poverty, unemployment and disasters (see Table 14). It is a country that has undergone economic mismanagement. Uganda's history of economic mismanagement and political turmoil during the 1970's and early 80's is classical and does not warrant retelling here. Suffice to say that by the time the NRM Government, the present government, came to power in 1986, the economy was in ruins. It therefore required courage, determination and a sense of patriotism, as well as a clear economic and political program to embrace Structural Adjustment Programs (SAPs) and make them work generally successfully as has been the case in Uganda.

These measures have been successful in attaining high rates of economic growth and macro-economic stability. However, despite progress in economic reforms resulting in a high growth rate and low inflation, Uganda remains a poor country. As is shown above, 38% of the population is living below the poverty and some workers are working under appalling working conditions according to the *Uganda Participatory Poverty Assessment Process (UPPAP 2002)* study.

The challenge arising from this situation therefore is “doing more and more with less and less resources” since there isn't enough money for all the priority concerns. The first aspect of this is inadequacy of resources (personnel, equipment, training and operational funds) necessary for quality inspections. The second aspect is that unemployment forces people to accept to work in poor

condition since it is better to work in poor conditions and have food on the table than to be unemployed and no food on the table. The employers have seen this as a weakness and therefore used it to “save” for profits expenditure on safety and health.

During the period 1985 to 1995 there was close collaboration of the occupational safety and health institutions in the east African region in the areas of research and training. The subsequent years did not see such collaboration owing to political, economic and structural changes in the region. However recent developments in the East African Community have created a situation where closer collaboration is envisaged. Currently harmonisation of labour laws is the area where collaboration has started. This will develop into collaboration in the implementation of the developed laws.