

LIBERALISATION FOR HUMAN DIGNITY

A Report of a Workshop on
Decent Work in the Uganda's Informal Economy

Held at Kampala Kolping Hotel,
from 16th to 18th July, 2012

WORKSHOP ORGANISERS



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	2:00pm	Decent Work: Learning from the Best Practices of the Developed Economies	Mr George Tinkamanyire Bagonza, President of Uganda Kolping Society	Hubert Tintelott, General Secretary, Kolping International
	3:00pm	Group Work		Dr Nkurunziza
	4:30pm	Closing Key note address of the day	Msgr. John Baptist Kauta, Secretary General of the Uganda Episcopal Conference	Bishop Robert Muhirwa, On behalf of the C/man of the Uganda Episcopal Conference
	5:00pm	Coffee Break/ Departure		Kolping Hotel
DAY 4: WEDNESDAY 18TH JULY 2012				
18th July, 2012	7:30am	Breakfast		Manager, Kolping Hotel
	8:30am	Registration		Prossy Nambatya
	9:00am	Overview of the 2 nd Day and key Milestones		Mr Ssemwanga Fredrick
	9:30am	Plenary: Determining key actions for short and long-term Intervention	Gen Aronda Nyakirima, Chief of Defence Forces	Dr Nkurunziza Deusdedit
	10:30am	Health Break		Manager, Kolping Hotel
	11:00am	Closing Ceremony	His Eminence Emmanuel Cardinal Wamala	
	1:00pm	Lunch and Departure		Kolping Hotel

Appendix 3:

**PROGRAMME FOR LIBERALISATION FOR HUMAN DIGNITY WORKSHOP
ORGANISED BY UGANDA CATHOLIC COMMISSION FOR JUSTICE AND PEACE,
UGANDA KOLPING SOCIETY AND UMMOGAWU HELD ON
16TH TO 18TH JULY, 2012 AT KAMPALA KOLPING HOTEL**

Day	Time	Activity	Chairperson	Resource Person
15 th July, 2012	5:00pm	Arrival and Registration		Prossy Nambatya
	8:00pm	Dinner		Kolping Hotel
DAY 2: MONDAY 16th JULY 2012				
16 th July, 2012	7:30am	Breakfast		Kolping Hotel
	8:30am	Registration		Prossy Nambatya
	9:00am	Introductions, Expectations, Welcome Remarks	Bishop Giuseppe Filippi, Chairman of The Justice and Peace Commission, UEC	Mrs Kisembo and Dr Hildegard
	9:30am	Workshop Overview		Dr Nkurunziza
	10:00am	Official Opening		Hon Matia Kasaija, Minister of State for Planning
	10:30am	Health Break		Manager, Kolping Hotel
	11:00am	Plenary, 1 st Topic and Reactions: The state of the informal Economy and its contribution to Poverty Eradication in Uganda	Dr Nkurunziza Deusdedit	Dr Livingstone Ssewanyana
	12:30pm	Formation of working groups and introduction to the group assignments	Dr Nkurunziza Deusdedit	Dr Kiiza Aliba Emmanuel
	1:00pm	Lunch		Kolping Hotel
	2:00pm	Group Work	Dr Nkurunziza	Group Facilitators
	3:30pm	Plenary (reports from groups)	Dr Hildegard Hagemann (JPC Germany)	Dr. Nkurunziza
	4:30pm	Closing Key note address of the day	Bishop Giuseppe Filippi, Chairman of The Justice and Peace Commission, UEC	Hon Adolf Mwesigye, Minister of Local Government
	5:00pm	Coffee Break/ Departure		Kolping Hotel
	DAY 3: TUESDAY 17th JULY 2012			
17 th July, 2012	7:30am	Breakfast		Manager, Kolping Hotel
	8:30am	Registration		Prossy Nambatya
	9:00am	Overview of the 1 st Day and key Milestones	Dr. Nkurunziza Deusdedit	Mr Ssemwanga Fredrick
	9:30am	An overview of the Decent Work Country Programme in Uganda	Dr. Evelyn Kalindiriza, Makerere University	ILO/Ministry of Labour
	10:30am	Health Break		Manager, Kolping Hotel
	11:00am	Group Work	Dr. Nkurunziza	Group Facilitators
	1:00pm	Lunch		Manager, Kolping Hotel

LIBERALISATION FOR HUMAN DIGNITY

**THE DECENT WORK IN THE UGANDA'S INFORMAL ECONOMY
WORKSHOP HELD AT KAMPALA KOLPING HOTEL
ON 16TH TO 18TH JULY, 2012**

Organised by:

**UGANDA CATHOLIC COMMISSION FOR JUSTICE AND PEACE,
UGANDA KOLPING SOCIETY AND UMMOGAWU**

In Collaboration with:

THE GERMAN COMMISSION FOR JUSTICE AND PEACE

2012

Table of Contents

	Page
List of Acronyms-----	i
Foreword-----	ii
Conference Review-----	1
Aim of the Workshop-----	1
Objectives of the Workshop-----	1
CHAPTER 1: REMARKS FROM ORGANISERS AND GUEST SPEAKERS-----	3
CHAPTER 2: CONCEPT OF DECENT WORK-----	12
2.1 Perspectives of the organisers-----	12
2.2 An Overview of the Decent Work Country programme in Uganda-----	13
2.3 Decent Work: Learning from the best practices of developed economies-----	14
2.4 Group discussion-----	18
2.4.1 The power to organise-----	21
2.4.2 Challenges of HIV/AIDS at the work place-----	26
2.4.3 Social Security systems-----	28
2.4.4 Challenges of youth unemployment-----	19
2.5 Plenary observations and comments-----	20
CHAPTER 3: THE STATE OF INFORMAL ECONOMY IN UGANDA-----	21
3.1 Perspectives of the organisers-----	21
3.2 The state of Informal economy and its contribution to poverty eradication in Uganda-----	23
3.3 Group Discussions-----	23
3.3.1 Freedom of association and rights to collective bargaining-----	23
3.3.2 Elimination of forced and compulsory labour-----	24
3.3.3 The abolition of Child labour-----	25
3.3.4 Elimination of discrimination in work places-----	28
CHAPTER 4: GENERAL CONCLUSIONS AND RECOMMENDATIONS-----	30
4.1 General conclusions-----	30
4.2 Recommendations-----	30
REFERENCES-----	32
APPENDICES-----	33
Appendix i: List of participants during the Workshop-----	33
Appendix ii: List of other pacilitators and workshop assistants-----	34
Appendix iii: Time Table-----	35

Appendix 2: LIST OF OTHER FACILITATORS AND WORKSHOP ASSISTANTS

NO	TOPIC	FACILITATOR
A	Main Facilitator	Dr. Deusdedit Nkurunziza
B	Plenary Facilitators	
	• The State of the Informal Economy and its contribution to Poverty Eradication in Uganda	Dr. Livingstone Ssewanyana
	• An overview of the Decent Work Country Programme in Uganda	Ms Jackie Banya and Commissioner Mugalu Kamya
	• Decent Work: Learning from the best practices of the developed economies	Mr. Hubert Tintelott Dr. Hildegard Hagemann
C	Workshops/Groups Facilitators	
	• The Power to Organise	Mr. Alex Menya
	• The Social Security System	Mrs. Rosemary Ssenabulya
	• The Challenge of HIV/AIDS at the workplaces	Ms. Florence Buluba
	• The challenge of Youth Unemployment	Mr Shaft Nassar Mukwaya
	• Freedom of Association and the right to collective bargaining	Mr Peter Werikhe
	• The elimination of forced and compulsory labour	Commissioner Mugalu Kamya and Ms Jackie Banya
	• The abolition of Child Labour	Mr. Pollar Awich
	• The Elimination of discrimination in the work places	Dr. Evelyn Karindiriza
D	Rapporteurs:	
	• Mr Semwanga Fredrick	JPC Staff
	• Mrs Nambatya Prossy	JPC Staff
E	Workshop Administrators:	
	• Apo Paska Gladys	JPC Staff
	• Mrs Kyaterekeru Mary	JPC Hoima
F	Finance Administrator	
	• Mrs Irene Biita	JPC Staff/ Accountant
G	Other Logistics Manager	
	• Mr Emmanuel Kyewalabye	JPC Staff/ Driver

APPENDICES

Appendix 1: List of Facilitators and Participants:

No	Name	Gender	Organization/Institution	Resource Person
1.	H. E. Emmanuel Cardinal Wamala	Male	Kampala Archdiocese	Guest Speaker
2.	Rt. Rev. Robert Muhirwa	Male	Fort - Portal Diocese	Participant
3.	Rt. Rev. Guiseppe Filippi	Male	Bishop of Kotido Diocese & Bishop Chairman, NCCJP	Participant
4.	Msgr. John B. Kauta	Male	Uganda Episcopal Conf.	Participant
5.	Dr. Kiza Aliba Emmanuel	Male	National Justice & Peace Commission	Executive Sec., NCCJP
6.	Mr. Mawejje David	Male	Coordinator-ILO	Facilitator
7.	Ms. Betty Aguti	Female	Caritas Uganda, UCS	Participant
8.	Mrs. Joyce Zako	Female	Youth Office, UCS	Participant
9.	Dr. Deusdedit Nkurunziza	Male	Makerere University	Facilitator
10.	Dr. Karindiriza Evelyn	Female	Makerere University	Facilitator
11.	Dr. Livingstone Sewanyana	Male	FHRI, Kampala	Plenary Facilitator
12.	Ms. Jackie Banya	Female	ILO	Plenary Facilitator
13.	Mr. Hubert Tintelott	Male	General Secretary Kolping	Plenary Facilitator
14.	Mr. Alex Menyua	Male	Informal Sector	Group Facilitator
15.	Ziriddamu Henry Lubega	Male	Ass Prog. Officer CARITAS Kasana Luwero	Participant
16.	Mrs. Rosemary Senabulya	Female	Executive Director FUE	Group Facilitator
17.	Grace Rwomusana	Female	NCP-ILO	Participant
18.	Ms. Florence Buluba	Female	Executive Director, NACWOLA	Group Facilitator
19.	Hon Kintu Florence	Female	Parliament of Uganda	Participant
20.	Mr. Okello Patrick	Male	Ass Commissioner MOGLSD	
21.	Mr. Pollar Awich	Male	UN Expert Human Rights, GEN EVA	Group Facilitator
22.	Sr. Mary Gorretti Kisakye	Female	Coordinator Women of Faith IRCU	Participant
23.	Mr. Semwanga Fredrick	Male	JPC Staff	Rapporteur
24.	Mrs. Nambatya Prossy	Female	JPC Staff	Rapporteur
25.	Mrs. Apo Paska Gladys	Female	JPC Staff	Workshop Admin.
26.	Mrs. Kyaterekeru Mary	Female	JPC, Hoima Diocese	Workshop Admin.
27.	Mrs. Irene Biita	Female	JPC Staff/ Accountant	Finance Admin.
28.	Mr. Emmanuel Kyewalabye	Male	JPC Staff	Logistics/Driver
29.	Dominic Habiya Lemya	Male	Senior Consultant FUE	Participant
30.	Mr. Kiwoloma Kafuko	Male	Dep. Gen. Sec. Building Union.	Participant
31.	Mr. Turyasingura Ben	Male	PSA-MJCA	Participant
32.	Mr. Nelson Mungoma	Male	Judicial Service Comm.	Participant
33.	Fr. Peter Isingoma	Male	National Praese-UKS	Facilitator
34.	Gertrude Kyazike	Female	Women leader-UBWU	Participant
35.	Mr. Ojiambo Vincent	Male	UMMOGAWU	Participant
36.	Mr. Turyahebwa Anthony	Male	Director NOTU	Participant
37.	Ernest Bondenmuellel	Male	KAB-GERMANY/CWM-UGANDA	Participant
38.	Major Gen. Fred Mugisha	Male	UPDF, Army Officer	Participant
39.	Harriet Mugambwa	Female	UMMOGAWU	Participant
40.	Mr. Gilbert Mushiguzi	Male	Anti Corruption Coalition	Participant
41.	Ssali George William	Male	Chairperson CWM	Participant
42.	Mr. Birungi Stanulus	Male	Public Service (U)	Participant
43.	Mr. Birungi Desiderius	Male	UKS	Participant
44.	Hon. George T. Bangonza	Male	UKS	Participant
45.	Mrs. Kisembo B. Noeline	Female	UKS	Facilitator.
46.	Mr. Tukwasiibwe Boniface	Male	UKS	Participant
47.	Dr Hildegard Hagemann	Female	German Commission for Justice and Peace	Facilitator.
48.	Bukenya Thaddaeus Charles	Male	Executive Secretary-YCWM	Participant
49.	Mutebi Henry	Male	Journalist-Bukedde	Participant
51.	Junju Frank	Male	Radio Sapienta	Participant
52.	Mudoola Petride	Male	New Vision	Participant
53.	Shabiba Nakirigya	Female	Daily Monitor	Participant
54.	Kavuma Herbert	Male	Bukedde TV	Participant
55.	Sseijoba Eddie	Male	New Vision	Participant
56.	Akol Amazima	Male	WBS TV	Journalist
57.	Kawuma Masembe	Male	CBS FM	Journalist
58.	Zziwa Herbert	Male	KFM	Journalist
59.	Kirunda Bizwan	Male	UBC	Journalist
60.	Sserugo Robert	Male	Dembe FM	Journalist
61.	John Paul Samula	Male	Sapientia	Journalist
62.	Nabakooza Lydia	Female	NBS TV	Journalist
63.	Mutesasira Haruna	Male	UBC TV	Journalist
64.	Wasswa Hassan	Male	NBS	Journalist

LIST OF ABBREVIATIONS AND ACRONYMS

AIDS	: Acquired Immune Deficiency Syndrome
AMISOM	: African Union Mission in Somalia
CMC	: Common Man's Charter
FUE	: Federation of Uganda Employers
GDP	: Gross Domestic Product
HIV	: Human Immune-deficiency Virus
HON	: Honourable
ILO	: International Labour Organisation
JPC	: Justice and Peace Commission
MDGs	: Millennium Development Goals
MFPED	: Ministry of Finance, Planning and Economic Development
MP	: Member of Parliament
NACWOLA	: National Community of Women Living With HIV/AIDS
NCCJP	: National Catholic Commission for Justice and Peace
NSSF	: National Social Security Fund
PWD	: People with Disabilities
UBR	: Uganda Business Registrar
UEC	: Uganda Episcopal Conference
UKS	: Uganda Kolping Society
UMMOGAWU	: Uganda Mines, Metal, Oil, Gas & Allied Workers Union
UPE	: Universal Primary Education
USE	: Universal Secondary Education
VCT	: Voluntary Counselling and Testing

FOREWORD

The need for having a decent work for all human beings of the working age cannot be overemphasized any more in Uganda. All people should be accorded with a uniform working environment that enables every individual perform to his or her best. Experience has shown that many countries that have adopted the liberalisation policy have tended to favour one portion of citizens, namely the rich and prosperous neglecting the majority of society. The principle task of the state in such a case is to guarantee working security for all, so that whoever works and produces will enjoy the fruits of his or her labour and thus feel encouraged to work even more efficiently and honestly. The State has a duty to sustain the small and medium business activities by creating conditions which will ensure job opportunities, by stimulating those activities where they are lacking and by supporting them in moments of crisis. The State must also timely intervene when particular monopolies create delays or obstacles that suffocate the small and medium business enterprises.

Faithful to the mission received from Christ her Founder, the Church has always been present and active among the needy, offering them material assistance which help them to escape their precarious situations by promoting their dignity as persons (*Centesimus Annus*, #49). In order to do this well, the Church has always united with Government and Civil Society Organisations (CSOs) to address the various needs of society. This unity has seen many individuals exercise and enjoy their rights individually or collectively in economic and social matters of their concern.

In the same spirit, the Justice and Peace Commission, the arm of the Catholic Church that preserves and promotes the Catholic Social Teaching, united with government officials and other CSOs to exchange ideas on how to promote the dignity of the majority of Ugandans who are working in the informal economy. The process, conclusions and recommendations are the content of this report. One fact that came out of the meeting which needs attention of everyone is that the majority of our people who are working in the informal economy do lack the minimum standards and conditions of decent work. There is no minimum wage in Uganda. There is no established social security system that covers the lives and property of the people working in the informal sector. They do not have an established system of collective bargaining. It was also observed that child labour is rampant in this sector.

In bid to collectively address the observed anomalies, members agreed to form with a Joint Committee on Decent Work in Uganda. The Committee is spearheaded by The Justice and Peace Commission and is composed of Uganda Kolping Society, Uganda Mines, Metal, Oil, Gas & Allied Workers Union (UMMOGAWU), the Informal Sector, Ministry of Gender, Labour and Social Development and Federation of

References

- ☞ Dan Gallin, “Organizing Informal Workers: Building and Strengthening Membership-Based Organizations” A paper presented to the WIEGO workshop in March 2011
- ☞ Evelyn, M. Namakula, (et al), 2010. *A text book for Civic Education*.
- ☞ Responsible citizenship, John Paul Justice and Peace Centre, Kampala Uganda.
- ☞ Ministry of Gender Labour and social development, 2007. “National policy on HIV/AIDS and world of work”
- ☞ National Development plan, 2010 /11 - 2014/15
- ☞ New Vision Paper Feb 26, 2013. “For Uganda’s population, it’s more youth, more problems”
- ☞ Robert Ikoja-Odongo, 2000. “A study of the information needs and uses of the informal sector in Uganda”
- ☞ Uganda Bureau of Statistics, 2010. “Uganda National Household Survey Report 2009/2010”
- ☞ UNFPA Uganda and population Secretariat, 2012. “State of Uganda Population Report “ www.ilo.org
- ☞ www.un.org

3. Come up and forward concrete Action points for sharing with the German Justice and Peace Commission. A focal person be appointed in NCCJP to follow up the implementation.
4. Develop a working relationship between the Church, Trade Unions, and Informal Sector in Uganda.
5. Develop a joint strategic programme to advocate for decent work and sensitize and empower informal sector workers.
6. Action/Policy Research to understand the dynamics of informal economy and decent work agenda in Uganda
7. Joint advocacy on;
 - Functional policies and laws to guide and protect informal sector workers in Uganda.
 - Organizations and employers to develop decent work and Human Resource Policies.
8. Awareness and sensitization campaigns on the following aspects;
 - Decent work, value of work and positive attitudes to work.
 - Elimination of forced and compulsory labour.
 - Child rights and evils of child labour.
 - Elimination of discrimination in the work place.
9. Interventions to address poverty by strengthening informal sector in Uganda.
 - Empower informal sector workers to form Associations and Cooperatives.
 - Skills training /courses targeting informal sector workers.
 - Set up micro finance to support informal economy.
 - Review and redesign the Uganda's education system.
10. Monitor and Evaluate the Proposed Interventions.

Uganda Employers. I thus call upon all people of good will to continuously support the activities of the joint committee in the efforts to advocate for the well-being of the people working in the informal economy of our country.

Signed,

Rt. Rev. Giuseppe Filippi
**Bishop of Kotido Diocese and Chairman
 Justice and Peace Commission
 UGANDA EPISCOPAL CONFERENCE**

CONFERENCE OVERVIEW

The Uganda Catholic Commission for Justice and Peace, the German Commission for Justice and Peace, the Ugandan Kolping Society and the Uganda Mines, and Metal, Oil, Gas & Allied Workers Union (UMMOGAWU), joined hands to contribute to the implementation of the Decent Work Country Programme in Uganda by organising a 3-day Workshop to internalise and actualise the concept of decent work in the informal economy in Uganda. Since both Trade Unions and Church organisations, see themselves as institutions which are concerned with the recognition and realisation of the fundamental rights of the disadvantaged within society, the dignity of human beings at work and work itself as an expression of a successful individual and social life, decent work is therefore their common concern.

Christian Social Teaching and the Trade Union Movement have always stressed the comprehensive significance of work for the individual and the human community. Moved by these common understandings and motives the organisers saw a true chance in the ILO concept of Decent Work in Uganda as well, where most of the workers are working in the informal economy, often highly precarious conditions and not according to their abilities. The organisers believed that a world of work which is structured in a socially fair manner requires an intensive co-operation among the social partners, political leadership and civil society. Organised under the theme “Liberalisation for human dignity”, the workshop attracted participants from the informal economy, trade unions, government, academia, parliament of Uganda and from the three organising partners.

The Aim of the Workshop

The overall aim of the workshop was, to bring together the different stakeholders for the purpose of drawing collective strategies to advocate for the rights and dignity of workers in the informal economy, and better their terms and conditions of work in line with ILO’s Decent Work Country Programme.

The Objectives of the Workshop were;

- Raise awareness on the Decent Work Country programme in Uganda.
- Discuss the major priorities of the Decent Work Country Program in regard to their relevance to poverty eradication in the informal economy
- Define the roles of the different stakeholders in the implementation of the Decent Work Program in Uganda.
- Promote social dialogue and strengthen the will to cooperate among the different stakeholders.

CHAPTER 4

GENERAL CONCLUSIONS AND RECOMMENDATIONS

4.1 GENERAL CONCLUSIONS

After all the days of deep reflection, members confirmed that the principal route out of poverty is productive work, a culture of saving and a sustainable increased income. ILO, the government of Uganda, the church, civil society organisations, trade unions and other partners should collaborate in order to promote opportunities for decent work for both men and women in Uganda.



Dr Nkurunziza Deusdedit, Conference facilitator

There is need to come up with mechanisms for protection against violation of workers’ rights, the need to have mechanisms for negotiation, the need to have a voice as a worker and ensuring that workers’ rights are proper and in place.

Members acknowledged a need to raise awareness among workers, civil society (including worker organizations, NGOs, and employers), and government stakeholders regarding informal workers and labor rights;

The main challenges in promoting decent work in Uganda identified included;

- Fragmentation of trade unions
- Cases of forced and compulsory labour.
- Cases of worst forms of child labour e.g. child soldiers.
- Different types and cases of discrimination.

4.2 RECOMMENDATIONS

The following recommendations were made by the participants;

1. Strengthened collaboration and working together of Uganda Catholic Commission for Justice and Peace, Uganda Kolping Society, Uganda Catholic Workers Movement, and UMMOGAWU to enhance and promote social security and welfare of informal sector workers.
2. Formation of a working committee to clearly figure out resolutions generated in the conference.

employed, in the formal or the informal economy.

The elimination of discrimination is an indispensable part of any viable strategy for poverty reduction and sustainable economic development. Elimination of discrimination is usually as a result of the selfish nature of man, fear, favoritism, bias and prejudice-religious beliefs, women's nature and reproductive roles.

Discrimination at work place inhibits choice to pursue inspiration, it wastes human talent, it leads to stress. When stress accumulates it leads to disastrous conditions hence low productivity and it kills vigor/motivation.

The International Labour Conference of ILO 1944 declared that all human beings irrespective of race, ethnicity, creed or sex have the right to pursue both their material wellbeing and their spiritual development in conditions of freedom and dignity of economic security and equal opportunity.

The following Recommendations were made by the group;

- All parties should play their roles to ensure implementation of policies in place.
- Change of attitude and mindset.
- Increase support to vulnerable people-increase legal support to the vulnerable by human rights advocates.
- Every employer should have a utilized human resource policy (not kept in cabinets).



- Provide suitable examples of successful approaches of implementing Decent Work Programme in the developed economies.

As a methodology, the workshop discussed a wide range of topics pertaining to the concept of decent work in relation to the informal economy in plenaries, citing differences in both developed and underdeveloped countries. The workshop also broke into working groups in which the following topics were widely discussed and presentations made: The power to organise, challenges of HIV/AIDS at the work place, the social security systems, challenges of youth unemployment, Freedom of association and the right to collective bargaining, elimination of forced and compulsory labour, abolition of child labour and elimination of discrimination in the workplace.

CHAPTER 1

REMARKS FROM THE ORGANISERS AND GUEST SPEAKERS

1.1 Dr. Emmanuel Aliba Kiiza, Executive Secretary NCCJP and Mrs. Noeline Kiseembo, Deputy Executive Director Uganda Kolping Society

Dr. Kiiza Aliba Emmanuel and Mrs. Noeline Kiseembo welcomed the participants on behalf of the organisers. Paying special tribute to the German Justice and Peace Commission for the financial support that enabled the meeting to take place. They thanked Dr. Hildegard Hagemann from the German Commission for Justice and Peace, for active role preparing the meetings. They were optimistic that at the end of the conference the participants would develop action points which would be adopted to improve the working environment of people working with the informal economy in Uganda.



1.2 Dr. Hildegard Hagemann, German Commission for Justice and Peace

Dr. Hildegard welcomed participants and for her part, appreciated the dedication and enthusiasm expressed of the Uganda preparatory team, in organizing a successful workshop.



She explained that the German commission for Justice and Peace was interested in the concept of decent work as a goal desperately pursued but often unreachable by all people, who strive to earn a living, as a way to overcome poverty and marginalization in the society.

She noted that for more than 10 years the ILO has been trying to promote the idea of decent work as a concept which comprises pillars of human rights, social security, chances for employment and social dialogue. Nowadays the promotion of employment is a true challenge to all nations because of demographic developments and economic globalization, hence it takes a major role in the programming of development strategies.

The elimination of discrimination is an indispensable part of any viable strategy for poverty reduction and sustainable economic development. Elimination of discrimination is usually as a result of the selfish nature of man, fear, favoritism, bias and prejudice-religious beliefs, women's nature and reproductive roles.

Discrimination at work place inhibits choice to pursue inspiration, it wastes human talent, it leads to stress. When stress accumulates it leads to disastrous conditions hence low productivity and it kills vigor/motivation.

The International Labour Conference of ILO 1944 declared that all human beings irrespective of race, ethnicity, creed or sex have the right to pursue both their material wellbeing and their spiritual development in conditions of freedom and dignity of economic security and equal opportunity.

The following recommendations were made by the group;

- All parties should play their roles to ensure implementation of policies in place.
- Change of attitude and mindset.
- Increase support to vulnerable people-increase legal support to the vulnerable by human rights advocates.
- Every employer should have a utilized human resource policy (not kept in cabinets). Identification and removal of children from forced labour situations.

3.3.4 Elimination of discrimination in work places

Discrimination in employment and occupation takes many forms, and occurs in all kinds of work settings. Research shows that there are varying degrees of disparity in access to opportunities between different social groups. It entails treating people differently because of certain characteristics, such as race, colour or sex, which results in the impairment of equality of opportunity and treatment. In other words, discrimination results in and reinforces inequalities.

The freedom of human beings to develop their capabilities and to choose and pursue their professional and personal aspirations is restricted, without regard for ability. Skills and competencies cannot be developed, rewards to work are denied and a sense of humiliation, frustration and powerlessness takes over.

The elimination of discrimination at work is central to social justice, which lies at the heart of the ILO's mandate. It underpins the concept of decent work for all women and men, which is founded on the notion of equal opportunities for all those who work or seek work and a living, whether as labourers, employers or self-

ages and stages of development.

The principle extends from formal employment to the informal economy where, indeed, the bulk of the unacceptable forms of child labour are to be found. It covers family-based enterprises, agricultural undertakings, domestic service and unpaid work carried out under various customary arrangements whereby children work in return for their up-keep.

To achieve the effective abolition of child labour, governments should fix and enforce a minimum age or ages at which children can enter into different kinds of work. Within limits, these ages may vary according to national social and economic circumstances. The general minimum age for admission to employment should not be less than the age of completion of compulsory schooling and never be less than 15 years. But developing countries may make certain exceptions to this, and a minimum age of 14 years may be applied where the economy and educational facilities are insufficiently developed. Sometimes, light work may be performed by children two years younger than the general minimum age.

Types of work now dubbed “the worst forms of child labour” are however totally unacceptable for all children under the age of 18 years, and their abolition is a matter for urgent and immediate action. These forms include such inhumane practices as slavery, trafficking, debt bondage and other forms of forced labour; prostitution and pornography; forced recruitment of children for military purposes; and the use of children for illicit activities such as the trafficking of drugs.

In any effective strategy to abolish child labour, provision of relevant and accessible basic education is central. But education must be embedded in a whole range of other measures, aiming at combating the many factors, such as poverty, lack of awareness of children’s rights and inadequate systems of social protection, which give rise to child labour and allow it to persist.

Causes of Child labour identified include poverty, loss of parents/guardians, moral decay, conflict, effects of HIV/AIDS and societal perceptions.

Effects of Child labour were identified and condemned as being detrimental to health, morality and education.

The discussion generated the following recommendations

- Sensitization on the rights of children
- Economic empowerment of families to protect children from forced labour.
- Enforcement of the laws concerning child labour
- Political stability

She observed that Unions are naturally fighting for full employment and also for decent labour conditions for their members, because they know about the value of work and the connection to human dignity. However reality shows that we are far from full formal employment, most working environments force workers in informal economy to remain at the periphery, they are un-organised and are neither part of the unions nor represented in the ILO.

She commended the ILO for initiating the decent work country programmes, especially in less developed countries dominated by informal economy, as an instrument for realisation of the Millennium Development Goals (MDGs). She also commended Uganda for putting in place strategies to achieve decent work, adding that good governance and social dialogue are crucial to achieve the targets as the former gives stability and regulates economic activities, while social dialogue procures social peace.

She called for support of each other in implementing the decent work programme in Uganda in order to improve the working, living conditions and social peace.

1.3 Rt. Rev. Giuseppe Filippi, Bishop of Kotido Diocese and Chairman of the National Catholic Commission for Justice and Peace

Bishop Filippi welcomed members of NCCJP, JPC Germany, International and Uganda Kolping Society and all participants. He expressed his appreciation to the team that organised a very important conference.



He highlighted to the participants that the role of the Church is to give the people essential values such as promoting people’s dignity, accountability, searching for service and working for the common good.

He noted out that there is an increase in moral decay manifested in people’s belief in getting rich quickly which has contributed greatly to corruption. In a capitalist environment, there is little or no concern at all for the well-being of the neighbor because the main pre-occupation of people is profit maximisation. These trends can be seen in our country where wealth is not equitably distributed to all citizens.

The Bishop emphasised that the Church however, must at all times strive to promote the common good amidst the challenges. Ensuring at the core of its ministry that every human being works in a free, conducive and decent environment.

is at the core of its ministry. He blessed the workshop and encouraged participants to use all that was discussed to improve the working conditions of all God's children who are working in the informal economy.

1.4 Hon. Matia Kasaija (MP) Minister of State for Planning

Presiding over the opening ceremony, Hon Matia Kasaija thanked the organisers of the workshop for convening such an important workshop to plan for people the working conditions in the informal economy who form the majority of Uganda's labour



force. The Minister stated that it's a deliberate policy by the government to invest a lot of resources in the improvement of the private sector since it is responsible for the majority of the productive work-force in the country.

He recommended that together with government, the Church should invest in proper education and training to better our current education system that largely prepares graduates to be job seekers rather than job creators.

There is need to improve the incomes and savings of local potential small-scale and medium entrepreneurs through adequate financial inter-mediation so that, they too are able to expand and boost their existing efforts. The economy is still characterised by production of low quality goods, with a gross deficiency in technology and a lack of foundational engineering industries. In order to boost the productivity of the existing labour force, we have to get rid of using obsolete and rudimentary technology. We have to modernize our agricultural technology in order to compete commercially in the world market.

He recognised persistence of corruption as big challenge since the government has a weak system whereby they fail to catch the thieves or even don't give them appropriate punishment. He appealed to the Church leaders to preach common good continuously since they have more and regular interaction with people out there and promised necessary government support in case the conference deliberations and recommendations are shared with them.

On behalf of the participants, Rev Fr Peter R. Isingoma, the National Praeses of UKS Society moved a vote of thanks to the Hon Minister. He assured the Minister that the Church has always and will continue implementing her mandate in the area of justice and peace, by preaching the gospel of human dignity and working for the common good for the well-being of the society.

7. Need for research about forced labour
8. Address the causes of forced labour

3.3.3 The Abolition of Child Labour

Today, throughout the world, around 215 million children work, many full-time. They do not go to school and have little or no time to play. Many do not receive proper nutrition or care. They are denied the chance to be children. More than half of them are exposed to the worst forms of child labour such as working in hazardous environments, slavery, or other forms of forced labour, illicit activities including drug trafficking and prostitution, as well as involvement in armed conflict.

The Uganda National Household survey report 2005/6 indicated that Uganda's population is dominated by children below 15 years who constitute 50.7 percent and that about 1.8 million are involved in child labour with long working hours and in hazardous conditions. This led to a number of measures including enactment of new labour laws, upgrading the status of industrial court and designing the decent work country programme.

One of the major aims set for the International Labour Organization (ILO) at its foundation in 1919 was the abolition of child labour. Historically, the ILO's principal tool in pursuing the goal of effective abolition of child labour has been the adoption and supervision of labour standards that embody the concept of a minimum age for admission to employment or work.

However, a child can work on the conditions including, not compromising education, morals and not hazardous. One of the most effective methods of ensuring that children do not start working too young is to set the age at which children can legally be employed or otherwise work.

Children enjoy the same human rights accorded to all people. But, lacking the knowledge, experience or physical development of adults and the power to defend their own interests in an adult world, children also have distinct rights to protection by virtue of their age. One of these is protection from economic exploitation and from work that is dangerous to the health and morals of children or which hampers the child's development.

The principle of effective abolition of child labour means, ensuring that every girl and boy has the opportunity to develop physically and mentally to her or his full potential. Its aim is to stop all work by children that jeopardizes their education and development. This does not mean stopping all work performed by children. International labour standards allow the distinction to be made between what constitutes acceptable and unacceptable forms of work for children at different

3.3.2 The Elimination of Forced and Compulsory Labour

Economic circumstances can compel people to barter away their freedom, and labour exploitation can occur in many forms. The ILO Declaration on Fundamental Principles and Rights at Work obliges member States to eliminate forced labour and it sets minimum standards that fix the bottom line below which individual countries should not fall.

Forced and compulsory labour is defined as any work or service which people are forced to do against their will under threat or some form of punishment.

The participants internalized the concept of forced and compulsory labour and the discussions generated the following aspects.

- Forced labour cannot be imposed as means of political education, mobilising labour for economic development, labour discipline and punishment for striking.
- Forced labour was not identified as compulsory military service, normal civic obligation, certain forms of prison labour, work in emergency situations and minor communal services.
- Causes of Forced labour were identified as including poverty, cultural practices, existing political environment, weak laws and failure to adhere to laws, ignorance of rights and lack of relevant skills.

In the Ugandan situation;

- There are isolated cases especially domestic and casual workers and prisoners.
- There is no proper documentation of forced labour.
- Human trafficking is becoming rampant internally and externally.
- The available laws prohibit forced labour however enforcement and protection remains a challenge.

The following Recommendations were identified;

1. Capacity building for stakeholders.
2. Identify and prosecute proprietors
3. Awareness campaigns
4. Direct support /protection of victims
5. Interventions to address poverty
6. Rebranding the education system

Moving a vote of thanks to the presenter on behalf of the Uganda Episcopal Conference, Rt. Rev. Bishop Robert Muhiirwa acknowledged the informal economy observing that people in the informal sector were being oppressed and it's our obligation to be their voices in order to improve our economy. He appreciated the contributions of the organisers of the workshop and promised that the Church will continue to be part and partial of noble cause.

1.5 Hon. Adolf Mwesige (MP), Minister of Local Government

In his address to the participants, the Hon Minister thanked the organisers of the workshop for the invitation extended to him to represent the Speaker of Parliament.



He said the workshop was important as it targetted the people working in the informal sector, who are actually the majority of Uganda's national workforce.

He explained that prior to 1986 when the ruling government came in power, the economy was characterized by state ownership of means of production using policies like, The 1968 Common Man's Charter (CMC), The 1970 Nakivubo Pronouncement and the 1972 Expropriation of Assets and Businesses of Foreign Investors. All these resulted into a significant decline in the industrial and commercial sectors. As a result of such policies therefore, the nation experienced a tremendous decline in the industrial and commercial sectors. This further caused both individual and household poverty among the population.

He pointed out that since 1986, many things in the country have changed towards the better. The reason for this is that the government has taken consistent efforts to put in place a number of policies that are geared towards the improvement of both private and public investments. He assured participants that, with all the available investments in place, Uganda's economy would continue growing at a much higher rate and the country would gain the middle income countries by 2017.

He however cited a number of challenges that undermine the achievement of faster economic growth and social-economic transformation:

- Low levels of the quality of labour force due to lack of relevant knowledge and skills.
- A substantial labour force is engaged in the production of low value goods and services.

- There is also a high dominance of primary products over industrial products.
- The available labour force is not all engaged in gainful production.
- There is also a leakage in the economy due to corruption.

He assured participants that the Government is making all efforts to ensure that the bottlenecks are addressed. But government could not address the challenges alone, it needed a concerted effort from all the development partners. He commended participants for devoting their time and efforts to be part of the workshop that is addressing a very key area of national development. He added that if the informal sector is well organised, the rate of economic development will be high.

He advised participants to ensure that their deliberations do not end in the hall but for each individual organisation to take the challenges to improve the working conditions of the people working in the informal sector.

He assured participants that, as government, they shall continue providing the necessary conditions and conducive environment for all of the participating organizations, to play their role so that there is a collective effort to address the needs of the people.

He advised the organisers, to provide the government with the resolutions and recommendations at the end of the conference, so that they identify ways where they can move together to ensure that people working in the informal sector are well catered for in the Government's development plans.

The Minister pointed out that the institutions to fight corruption are in place at all levels, the government has even put up informal systems in place to fight corruption. There was need to change the moral fabric of people and the war should start in families where children grow up by shaping them morally. We all have a duty to fight corruption. He clarified that Government has not stopped Church from fighting corruption and condemning any evil act in government. It's the right and obligation of the Church to condemn evil doings in government. Our humble request to the religious leaders was for them not getting involved in partisan politics because the church is a mother to all.

At the end of the Minister's address, Msgr. John Baptist Kauta, the Secretary General of the Uganda Episcopal Conference gave a vote of thanks to the Hon Minister on behalf of the participants.

He said the Catholic Church was looking for a reliable close partnership with the Ministry of Local Government to ease service delivery to God's people. There is need for a very close collaboration and co-operation between the Church and

The right of workers and employers to form and join organizations of their own choosing is an integral part of a free and open society. In many cases, these organizations have played a significant role in their countries' democratic transformation, from advising governments on labour legislation to providing education and training for trade unions and employer groups.

However, in Uganda where unemployment is still rampant, people fear to join trade unions lest they lose their jobs. In the same vein, the current political atmosphere is not conducive enough for the trade unions to operate as some have been branded to be belonging to opposition political parties, so there is a high degree of suspicion.

The Group Discussion generated the following messages:

- a) The participants internalized the state of freedom of association and right to collective bargaining and identified the international and national legal instruments that are used to protect workers.
- b) It was realized that Labour Unions registered by government have signed recognition and collective bargaining agreements with some employers.
- c) There is fair industrial relations with government and some employers.
- d) There is lack of political will to implement the labour laws, conventions and policies.
- e) No industrial court operating at the moment.
- f) No minimum wage.
- g) Fragmentation of unions caused by unhealthy competition.
- h) Lack of awareness among Ugandans and other stakeholders on labour laws.

The following Recommendations were derived from the discussion:

- Enforcement of the laws by government.
- Create awareness to public by government and other stakeholders.
- Government to revive and operationalise the industrial court.
- Labour unions to merge for a stronger and united voice.
- Government to fix a minimum wage.

He however observed that there are two main trajectories which capture the operational obstacles to the informal economy including regulatory and administrative barriers. He called for intervention in revamping of labour unions, enforcement of labour laws, and adoption of innovative marketing techniques, recognition and investment in the informal sector alongside taking deliberate steps to inspire creativity, innovation and ingenuity through conscious action and combined efforts by both leadership and citizens.

Participants were divided into four strategically prepared groups each facilitated by an expert to tackle the following aspects:

- Freedom of Association and the right to collective bargaining facilitated by Mrs. Florence Buluba, the Executive Director, FUE.
- Elimination of forced and compulsory labour.
- Abolition of child labour facilitated by Mr Polar Awich, the United Nations Expert on Child Rights.
- Elimination of discrimination in work place facilitated by Dr Evelyn Kalindiriza from Makerere University.

3.3 GROUP DISCUSSIONS

3.3.1 Freedom of Association and Rights to Collective Bargaining

Freedom of association and the right to organize is the right of workers and employers to establish and to join organizations of their own choosing without any prior authorization or government interference. Combined with the inter-related right to bargain collectively, it also means that trade unions and their members are free from anti-union discrimination, and that voluntary negotiation between employer organizations and worker organizations will be protected and promoted. These rights are enshrined in various ILO conventions, declarations, and recommendations - from the ILO's Constitution of 1919 through the ILO's Declaration of Fundamental Principles and Rights of 1998.



government in working for the improvement of the lives and conditions of the people working in the informal sector. He commended the Hon Minister for highlighting progress and plans by government to improve the economy e.g. plans to improve the education system, creating polytechnic centers and to give skills to the youth.

The Msgr. appreciated the Hon. Minister's acknowledgment that there is corruption in Uganda and that the government has put in place measures to fight this moral disease. The Church too will always preach against all moral vices in and out of season. Just as the Church is a custodian of the moral and spiritual realms of a human being, so is the government a custodian of the temporal goods of humanity. Both must work together as each one aims at improving the quality of life of the same human person.

The Msgr. finally gave a vote of thanks to the organisers of the workshop and in a special way to German Commission for Justice and Peace for the financial support.

1.6 Rt. Rev. Robert Muhirwa, Bishop of Fort Portal Diocese, representing the Chairman of the Uganda Episcopal Conference

In his address, Bishop Muhirwa highlighted the two fold significance of human being both objective and subjective. In the objective sense, work is the sum of



activities, resources, instruments and technologies used by human beings to produce things and to exercise dominion over the earth. While in the subjective sense, it is the activity of the human person as a dynamic being capable of performing a variety of actions that are part of the work process and that correspond to his personal vocation.

He referred to the *Rerum Novarum* of Pope Leo XIII, where work is also seen as an obligation on the part of every human being because the Creator has commanded it and in order to respond to the need to maintain and develop his own humanity.

He noted that work has a place of honour because it is a source of riches and an effective instrument against poverty. Everything else, work included, will find its proper place, meaning and value only if it is oriented to this one thing that is necessary and that will never be taken away.

The Bishop emphasized the need to properly address the informal sector of the respective countries in order to free ourselves from the yoke of hunger and

malnutrition. We must realize that food is a social question of the first order and an essential factor in global security. He called for peace and unity and continuous struggle to make our economies create wealth and prosperity to benefit the people, especially the most disadvantaged and the most vulnerable.

He appreciated the participants for accepting to take part in the very important conference that addresses the core issue of our society. He also expressed his appreciation to the Bishop's Conference of Germany through the German Commission for Justice and Peace for facilitating the workshop financially.

He concluded by praying for God's blessings as participants and people out there make concrete plans to address the informal sector of our country.

1.7 Major General Fred Mugisha, representing the Chief of Defence Forces of the Uganda Peoples' Defence Forces, Gen Aronda Nyakairima

While chairing the last session, Major General Fred Mugisha who represented the Chief of Defense Forces of the Uganda Peoples' Defense Forces, Gen Aronda Nyakairima, appreciated the initiative to involve the Army in the workshop. The invitation of the Army into the workshop was a very clear manifestation of the spirit of working together which will greatly help our country to move forward in the right direction.



The General told the members that it was very important to understand a soldier or an army man not necessarily as one holding the instruments of death but could borrow a leaf from the German Concept of a soldier. According to the Germans, a soldier has three cardinal duties. He /she is first of all a defender of his/her country, a citizen with duties and responsibilities like any other ordinary citizen and also that a soldier is a free spirit and a free being. These three domains of a soldier are very important and must be well understood by all citizens in order to ensure a very harmonious collaboration between soldiers and citizens. Inviting the Army to participate in such a multi-sectoral workshop is one way to affirm that soldiers are citizens who have got duties and responsibilities to fulfill in the service of the country.

He explained that problems will always be there in all countries both developed and underdeveloped but we don't need to sit back and wait for solutions to come from above, instead we have to join hands to overcome them. At the request of the participants, he gave a brief information of what has happened in Somalia since 1991, when the president was overthrown which has kept the country in chaos up to today. Basing on what he saw and experienced when he was

He as well defined dignity as a state of being treated with a sense of equality not as an object but as a subject with fairness and justice. He equated decent work to decent pay.

He quoted the 2001/2002 Uganda Business Register (UBR) which reported the informal sector constituting 150,138 businesses which is 87% of the total 160,833 business establishments in the country and also the 2010/2011 UBR which put the informal business at more than 90% of the total 458,106 businesses in Uganda.



He explained that the National Housing survey 2009 conducted by the Uganda National Bureau of Statistics that looked at analysis of households with informal businesses by region, revealed that the highest numbers of informal businesses were in the central region with 36%, followed by the Western region with 26% and the Eastern region with 24% while the North having the least percentage of 14% which fact is attributed to the 20 years of civil conflict.

He added that the survey revealed that the majority of informal businesses were in agriculture sector putting it at 27%, trade and services at 24%, food processing at 15%, manufacturing 14%, food vending 9%, forestry 3% while mining and quarrying as well as fishing at 1% accounting for only 2% of the total number of businesses.

He clarified that the growth of the informal economy is attributed to the retrenchments in the public service, layoffs in public enterprises, demobilization of soldiers, the increasing number of school drop outs without formal employment, the ongoing rural urban migration, the increasing entry of women and children into the informal sector, the frozen vacant positions in the public sector and the automatic entry of illiterate people in the sector as quoted in Ssemogerere (1996,13) and Katabira (1995,45).

He observed that the contribution of the informal economy to the GDP is important because it provides cheap basic goods and services, easily accessible to the majority of the low income earners.

He cited factors that contribute to concentration of informal economies activities in urban areas including; urban locations offering substantial array of infrastructure facilities with accessibility to industrial inputs and more guaranteed markets to support urban based activities.

CHAPTER 3

THE STATE OF INFORMAL ECONOMY IN UGANDA

3.1 PERSPECTIVES OF THE ORGANISERS

The informal economy has experienced rapid growth in developing countries and has consequently attracted increasing attention. In Uganda, the informal economy is stimulating interest among academics, researchers, social development activists, and policy planners. It is generally believed that the rapid growth of the sector has been influenced by unemployment. Increasingly, the informal sector is developing as a resilient economic base.

The informal economy is estimated to be growing at an annual rate of twenty-five percent (Katatumba, 1998). It employs about twenty percent of the working-age population, and about sixty percent of those engaged in it depend on their business for at least half of their income.

However, in the Uganda's informal economy, wages are usually too low for many workers to meet their basic needs. Although Labour Laws provide for the concept of a minimum wage, prohibition of child labour and nondiscrimination at the workplace, the actual implementation has not been done. For instance, the Uganda National Household Survey 2002/03 Report indicates that there are 1.5 million working children in Uganda. And while some workers may see decreases in the time they devote to work, the accompanying unpredictability do weaken job security and pose new difficulties for reconciling work and family.

Dirty and dangerous working conditions are still prevalent in Uganda's informal economy. There is also a structural segregation of women into low paying sectors; 50% of employed women are in the three lowest paying sectors compared to 33% of men. In the private sector women are paid lower wages than men for the same work; in 3 out of 9 identified occupations, women earn less than 75% of the average male wage (MFPED, 2009).

3.2 THE STATE OF THE INFORMAL ECONOMY AND ITS CONTRIBUTION TO POVERTY ERADICATION IN UGANDA

*By Dr. Livingstone Ssewanyana-
Executive Director, Foundation for Human Rights Initiative (FHRI)*

In his presentation, Dr Livingstone Ssewanyana defined the informal economy as part of the economy that is not formally taxed nor closely monitored by the government, nor included in the Gross National Product.

commanding the AMISOM forces in Somalia, the country had been destroyed by war. It will take a very long time to re-build its structures and infrastructure. He therefore, cautioned participants that it's alright for people to have different political ideologies but it is better done peacefully to have a secure Uganda. War is a terrible thing that should never be entertained at all costs here in Uganda.

Coming back to the conference issues, The General had the following comments to make after having participated fully from the 1st day to the last day;

- There is a lot of synergy being created including inviting various people from various sectors to attend the conference.
- During the conference people expressed determination to narrow the gap between theory and practice.
- Teamwork prevailed throughout the workshop and commitment to draw action points to help achieve the goal.

1.8 His Eminence Emmanuel Cardinal Wamala

At the closure of the workshop His Eminence Emmanuel Cardinal Wamala commended the German Commission for Justice and Peace for the support that enabled the Conference to take place.

He referred to the Old and New Testament where work is seen not only as but an occupation fulfillment of the true human life and not only seen as and a vocation. Work is a perfect expression of that special nature that God gave to humanity, and to humanity alone. He backed this with God's action of putting Adam and Eve in the garden rather than in a playground. He encouraged participants to work hard in order to fulfill God's plan for humanity.



He pointed out that God also wants us to see that work is His gift to us. He counselled that being happy in our work does not depend on the kind of work that we do, rather on our attitude. To make the most of our job and be happy in our work is a gift God wants to give to all Ugandans. He called upon people to stretch out their minds, hearts and hands to receive this gift of work from God.

He acknowledged that even in Uganda because of scarcity of work, we work under very difficult conditions, which is every one's duty to fight for a better working conditions.

He challenged participants not to wait for government to create jobs, but have a positive attitude towards work and use their ability and capacity to create jobs.

The Cardinal then prayed for God's blessings to the many unemployed youth of Uganda, those who are segregated at work places, those who are not being given working opportunities due to some existing negative traditional gender imbalances, boys and girls who are forced to perform duties that are beyond their capacities, those in prison and in captivity who are forced to do work that they ought not to be doing, and to all people, young and old who are suffering at work places. He then prayed for the proper implementation of the resolutions before blessing the members his final blessing and officially closing the workshop.

2.5 PLENARY OBSERVATIONS AND COMMENTS

- There is need for a revolution in the area of education to have the education system changed from colonial style and tailored to Ugandan needs in the curriculum. There is need to be a lot more radical, practically and urgent above the promises since independence.
- Considering Uganda's population today, it's the youth who dominate the informal sector and less in formal sector. There is need to revisit and monitor the implementation of the retirement policy in all the sectors.
- The youth need to develop a new way of thinking in relation to job creation and saving for the future.
- The youth fund if properly allocated and utilized will help a lot in promoting gainful youth employment.
- There is need to develop a right attitude towards work, the youth have gone more into academics than practical. There is need to make the youth more employable or more creative and think positively. Money alone and training alone do not cover all. The most important aspect is development of attitude.
- Non formal training skills for the youth are necessary. Some vocational training centers offer free education but the youth do not go there, they consider them as places for failures. A more balance approach is necessary.
- Research is needed to establish factually how the youth in the informal sector are doing, so that appropriate actions may be taken to address the anomalies and promote their cause. Advocacy will be based on this. Currently, at least 83% of young people have no formal employment, partly due to slow economic growth, the small labour market, high population growth rate, the rigid education system, rural-urban migration and limited access to capital.

- ii. Employees in the formal sector (already in place by NSSF)
- iii. And those in the informal sector (None at all)

2.4.4 Challenges of Youth unemployment

The world is facing a worsening youth employment crisis: young people are three times more likely to be unemployed than adults and over 75 million youth worldwide are looking for work. The ILO has warned of a “scarred” generation of young workers facing a dangerous mix of high unemployment, increased inactivity and precarious work in developed countries, as well as persistently high working poverty in the developing world.

The UN defines the youth as a section of the population between 15-24 years, while the commonwealth considers those between 15 and 29 years. The National Youth Policy considers those aged 12 to 30 years. This age range is a period of great emotional, physical and psychological changes that require societal support for a safe passage from adolescence to adulthood.

According to the latest State of Uganda Population Report 2012, Uganda has the youngest population in the world, with over 78% below the age of 30 years. Experts warn that such a big young population will exert more pressure on the economy, unless it is transformed into a productive work force.

In 2006 Uganda’s total labour force was estimated at 10.9 million persons and is projected to reach 19 million by 2015. The labour force participation rate was 82 percent with more males than females. The combined unemployment and underemployment rates accounted for 14 percent of the labour force. Out of 12 million Ugandans in the working age group only 6.4 million were actively working in 2002. Nearly 75 percent were actively working in the rural areas. The labour market will therefore need to absorb 8.2 million people in 2015. Moreover 50 percent of economically active youth are not engaged in income generating employment. Of these 6 percent are looking for employment while the rest are employed as unpaid family workers. (The Uganda National Development Plan 2010/11-2014/2015)

The frustration of the youth can contribute to militancy, impatience and risk-taking, since they can be easily exploited by people with sinister motives. Another threat to youth productivity is their susceptibility to alcohol and drug abuse, as well as social-economic vulnerabilities such as ignorance, poverty and unemployment.

The Government needs to find solutions for the youthful majority that is constantly growing larger, poorer, more discontent and occasionally, more militant,” as recommended in Report.

CHAPTER 2

THE CONCEPT OF DECENT WORK

2.1 PERSPECTIVES OF THE ORGANISERS

According to ILO, decent work means productive work which generates an adequate income, with adequate social protection and rights. It also means sufficient work, that offers full access to income-earning opportunities. It marks the high road to economic and social development, a road in which employment, income and social protection can be achieved without compromising workers’ rights and social standards.

The concept of decent work therefore, embodies the fundamental principles and rights at work; the fundamental principles and rights at work focus is on freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labour, the effective abolition of child labour and the elimination of discrimination in employment and occupation. The statement of decent work principles brings greater focus on the issues of creating employment, social protection and social dialogue that are themselves part of the international labour standards.

The decent work concept was formulated by the ILO constituents; namely governments, employers and workers as a means to identify the organization’s major priorities. It is based on the understanding that work is a source of personal dignity, family stability, peace in the community, democracies that deliver for people, and economic growth that expands opportunities for productive jobs and enterprise development. The overall goal of decent work is to effect positive change in people’s lives at the national and local levels.

The recognition that employment and decent work being the main route for people to escape poverty, led to the inclusion in 2005 of another Millennium Development Goal Target (1.B): “achieving full and productive employment and decent work for all, including women and young people”.

The ILO Declaration on Fundamental Principles and Rights at Work is an expression of commitment by countries to encourage fair conditions of employment, by emphasizing: i) freedom of association and the right to collective bargaining; ii) the elimination of forced and compulsory labour; iii) the abolition of child labour; iv) the elimination of discrimination in the workplace. Both Trade Unions and Church organisations see themselves as institutions which are concerned with the recognition and realisation of the fundamental rights of the disadvantaged within

society. The dignity of human beings at work and work as an expression of a successful individual and social life is their common concern. Christian Social Teaching and the Trade Union Movement have always stressed the comprehensive significance of work for the individual and the human community.

Moved by these common understandings and motives, the organisers of the workshop saw the ILO concept of decent work also in applicable to Uganda where most of the workers' in the informal economy, often work in highly precarious conditions and not according to their abilities. The organisers believe that a world of work which is structured in a socially fair manner requires a meaningful co-operation between the social partners, political leadership and civil society.

Therefore, the National Catholic Commission for Justice and Peace, Ugandan and the German Commission for Justice and Peace, the Ugandan Kolping Society and the Uganda Mines, Metal, Oil Gas & Allied Workers' Union (UMMOGAWU) joined hands to contribute to the implementation of the Decent Work Country Programme in Uganda by organising a three-day workshop with noble objectives.

2.2 AN OVERVIEW OF THE DECENT WORK COUNTRY PROGRAMME IN UGANDA *(By Mr. Mawejje David, ILO Expert)*

The presenter stated that the overall goal of ILO is promoting opportunities for decent work for women and men in all countries. He emphasized that the principle route out of poverty is productive work and income and that Work plays a central role in one's life, is a source of personal dignity, family stability, and peace and contributes to national development.



The presenter defined decent work concept as a programming tool to deliver on a limited number of priorities over a defined period to make ILO's work more visible and transparent.

He added that Decent Work Country programme is therefore ILO's contribution to the shared concerns and emerging demands for "better alignment between national goals and international cooperation", making more effective aid and aid coordination as reflected in the Paris Declaration on Aid Effectiveness, the Rome Declaration on Harmonization and the Millennium Declaration's call for a good partnership for development.

The ILO approach to poverty reduction and decent work for all, factors into the eight Millennium Development Goals (MDGs) four elements, mainly employment, rights, protection and dialogue.

- Increase in number of orphans and loss of family values which contributes to child labour in child headed families and normal families with patients.
- Lack of health care insurance in the informal sector there being no policy guidelines thus no protection to the infected.
- The infected are exposed/ subjected to harsh working conditions in order to earn a living.
- The need for workers infected and affected by HIV/ AIDS in the informal sector to organise themselves to fight stigma and discrimination at work-places.

2.4.3 Social Security Systems

The need for social protection is motivated by poverty and vulnerability. According to the National development plan 2010/11-2014/2015, social protection is a public investment in human capital that facilitates risk taking endeavors and also enables the poor to prevent, cope with and mitigate risks. These interventions currently include the social security for public sector and formal private sector employees.

Only 20 per cent of the world's population has adequate social security coverage and more than half lack any coverage at all. The ILO actively promotes policies and provides assistance to countries to help extend adequate levels of social protection to all members of society. Social security involves access to health care and income security, particularly in cases of old age, unemployment, sickness, invalidity, work injury, maternity or loss of a main income earner.

What was identified as covered currently by social security included education (UPE, USE), medical (However service is inadequate), age, injury and death. However in the informal sector there is no protection at all.

Recommendations

- The informal sector should establish and get the capacity to run their own social security scheme.
- All social security schemes should cover all different components of social security including informal sector.
- The scheme for the informal sector should be formed by an act of parliament.
- There should be 3 social security schemes concerning;
 - i. Government employees (already in place for some)

AIDS threatens their fundamental rights at work, undermining opportunities for people to obtain decent work and sustainable employment.

HIV/AIDS disrupts production, leads to discrimination in employment, heightens problems of gender imbalance and inequity, increases incidence of child labour, depletes human capital, puts pressure on the health, welfare as well as the social security systems and threatens occupational health and safety. HIV/AIDS also makes the burden on women heavier as they have to earn a livelihood and provide care to sick family members and neighbours. There is need therefore to effectively and in a sustainable manner, address these and other effects of HIV/AIDS in the world of work. (National Policy on HIV AIDS 2007).

By adopting the Recommendation concerning HIV and AIDS and the World of Work No. 200 in 2010, the ILO's member States reaffirmed their commitment to reduce the spread of HIV and address discrimination in the workplace.

Recommendation No. 200 builds on the ILO Code of practice on HIV/AIDS. It is the first international labour standard for the protection of human rights at work for persons living with and affected by HIV and AIDS. The recommendation calls for the development and adoption of national tripartite HIV workplace policies and programmes through an inclusive dialogue process involving governments, organizations of employers and workers, organizations representing persons living with HIV and taking into account the views of relevant sectors, including the health sector.

The National policy on HIV/AIDS and world of work 2007 states that, the workplace must take the lead and be proactive in creating awareness about HIV/AIDS within the world of work. There should be encouragement, sharing of experiences and extension of support to fellow organisations, institutions or enterprises in order to deal with the challenges posed by HIV/AIDS.

The following were the summary of the detailed presentation of the group;

The following challenges of HIV/AIDS at the Workplace in the Informal Sector were identified;

- Increased stigma and discrimination which most often results into loss of reputation, self esteem, hope and feelings of worthlessness.
- The responsibility of health care is left to women and girls which affects productivity and loss of income.
- Lack of motivation to disclose health status because there are no health care programmes in the informal sector which again affects mobilization for services e.g. VCT.

The presenter explained that according to the Uganda Chronic Poverty Report (2010) 26 percent of the total population of Uganda lives in chronic poverty. The most vulnerable groups include PWD, widows, and the elderly with no social support, orphans and children engaged in labour, street children, persons infected and affected by HIV/AIDS and the working poor.

The presenter pointed out the 3 broad priority activities for the year 2012 - 2015 including improved industrial relations, productivity and adherence to labour standards, promoting youth employment and productivity and promoting social protection with focus on vulnerable groups.

He urged participants and trade unions develop mechanisms of protection against violation of workers' rights, the need to have mechanisms of negotiation, having a voice as a worker and ensuring that workers rights are properly observed.

2.3 DECENT WORK: LEARNING FROM THE BEST PRACTICES OF THE DEVELOPED ECONOMIES (By Hubert Tintelott, General Secretary of Kolping International)

In his presentation Hubert Tintelott, explained that the fight for decent work in Europe started in the 19TH century, with the beginning of the industrialization process. Many people lost their jobs due to improved technology which resulted into a lot of challenges in the world of work. Trade unions, Catholic organizations and other socialist organizations were started because civil service had become lean hence civil society taking a lead.



He stated that these organizations as they organized workers through setting up self help activities they also started public campaigns for a framework that promotes human dignity i.e., working hours, barring child labor and also promoting human rights at work.

He observed that the founding of ILO was a response to the challenges at international level to the rights of workers. He acknowledged the fact that, the situation of migrant workers in Europe is difficult since most of them are exploited, given the fact that they are not registered workers.

He noted that, there has always been conflict and competition between migrant workers and host country workers. In order to reduce this, the trade unions and many groups of Christian Churches in Germany, have always demanded that government set up a minimum wage. This has been responded to in some areas,

hence reduced competition in terms of wages, although, there is still competition regarding the quality of work.

He however, acknowledged the positive impact of civil society public awareness campaigns against child labour that has seen the vices and other forms of work abuse that is not according to decent work regulations tremendously reducing.

He noted that, at the moment, trade unions are not so well organized at international level to fight this phenomenon. Urged them to learn how to act at international level and to ensure cooperation with ILO and other civil society organisations in regard to formulating conventions, supporting ratification of these conventions by the authorities and by observing and reporting labour their implementation.

Dr. Hildegard's addition to Hubert Tintelott's Intervention

In her presentation, Dr Hildegard explained that standards are important instruments in defining and stabilising decent working conditions in countries since they give guidance on national labour regulations. She related their importance to the latest ILO convention on decent work for domestic workers, which saw these workers joining the union movement and accessing negotiations in the 2010 and 2011 International Labour Conferences. As a result of adoption of the convention, ILO member countries continue to ratify and implement the convention.

She acknowledged that, in most countries, there are no laws for domestic workers, since those workers are not considered as workers. However, even where there are no labour laws the convention themselves do hold policy makers accountable in the long term.

The informal economy is an economy where no social rules apply, where the strong prevail by virtue of their sole strength, because they do not meet with organized opposition. To resist this, workers get organized into unions and their only source of strength is in themselves, through mutual aid and solidarity. Trade unions are self-help organizations of workers who, through collective action, seek to regulate their wages and working conditions so as to eliminate the worst forms of exploitation. (<http://wiego.org>)

Workers in the informal economy face a myriad of challenges, including low and precarious income, high costs, poor working conditions, lack of legal protection, numerous legal and physical risks, and often poor social standing. Organizing gives those working in the informal economy, a way to be seen and heard by the decision makers with the power to affect their lives.

Workers speaking collectively under a trade union have more bargaining power. Trade unions have the power of numbers behind them. The opinions of workers

are more likely to be heard, respected and acted upon by employers through the collective voice of a trade union.

Generally without powerful organizations and strong support from trade unions, the ability of the working poor in the informal economy to effectively challenge their conditions is very limited. Informal workers need to organize to build the confidence and power to take collective action, to gain recognition, and for effective voice and representation. They need to organize to change the hostile economic, policy and legal environment in which they work. They need to organize if they are to improve their lives and protect their livelihoods.

The group discussion generated the following information

- There is need for trade unions in Uganda to organize themselves so as to create awareness on workers' rights and obligations that will lead into the establishment of an enabling policy environment.
- When workers are organized, they do increase their social security and occupational safety and health.
- The power to organise results into recognition of workers' existence and value for their work, hence increased productivity.
- The power to organize can be achieved by identifying leaders in different departments, forming associations and putting an institutional and legal framework to streamline the sector in place.
- However, there are challenges like having various ministries getting interested in the sector, political interference, manipulation by individuals already in the sector and lack of laws and policies to govern the sector.

Recommendations:

- The government to should identify a Ministry directly responsible the informal sector.
- Having in place well balanced laws and policies to regulate and protect the sector.
- Have well- coordinated social partners to help out the sector.

2.4.2 Challenges of HIV/AIDS at the Workplace

The HIV pandemic has become one of the most critical workplace issues of our time. In addition to its devastating impact on working women and men and their families and dependents, HIV affects the world of work in many ways. Stigma and discrimination against people living with and affected by HIV and

Photo Gallery during the Workshop



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In collaboration with:

German Justice and Peace Commission

