

**REPORT ON:**

# **REGIONAL WORKSHOPS ON DECENT WORK IN THE INFORMAL ECONOMY IN UGANDA**



**Held in The Four Ecclesiastical Provinces:**

**Tororo, Kampala, Mbarara and Gulu Ecclesiastical Province**

*(17<sup>th</sup> June to 19<sup>th</sup> September 2014)*



*In Partnership with:*

**UGANDA EPISCOPAL CONFERENCE**  
The Justice and Peace Department

**THE GERMANY COMMISSION FOR JUSTICE AND PEACE**  
*(Deutsche Kommission Justitia et Pax Secretariat)*

**March 2015**

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**Tororo , Kampala, Mbarara and Gulu Archdiocese**  
**(17<sup>th</sup> June to 19<sup>th</sup> September 2014)**

Implemented by:

**THE JOINT ACTION COMMITTEE ON**  
**DECENT WORK IN UGANDA (JACODeWU)**

In Partnership with:



**THE GERMAN COMMISSION FOR JUSTICE AND PEACE**  
**(Deutsche Kommission Justitia et Pax Secretariat)**

Organised by:



**UGANDA EPISCOPAL CONFERENCE**  
**The Justice and Peace Department**

On behalf of:  
**JACODeWU**

**March 2015**

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## LIST OF ABBREVIATIONS AND ACRONYMS

<b>ANPPCAN</b>	:	African Network For The Prevention And Protection Against Child Abuse and Neglect
<b>CSOs:</b>	:	Civil Society Organisations
<b>CWM</b>	:	Catholic Workers Movement
<b>FUE</b>	:	Federation Uganda Employers
<b>GDP</b>	:	Gross Domestic Product
<b>HIV/AIDS</b>	:	Human Immune-deficiency Virus/Acquired Immune deficiency Syndrome
<b>IGAs</b>	:	Income Generating Activities
<b>ILO</b>	:	International Labour Organisation
<b>JACODeWU</b>	:	Joint Action Committee on Decent Work in Uganda
<b>JPD</b>	:	Justice and Peace Department
<b>MOGLSD</b>	:	Ministry of Gender, Labour and Social Development
<b>NACWOLA</b>	:	National Community of Women Living With HIV/AIDS
<b>NJPD</b>	:	National Justice and Peace Department
<b>RDC</b>	:	Resident District Commissioner
<b>UCS</b>	:	Uganda Catholic Secretariat
<b>UEC</b>	:	Uganda Episcopal Conference
<b>UKS</b>	:	Uganda Kolping Society
<b>UMMOGAWU:</b>		Uganda Mines, Metal, Oil, Gas & Allied Workers Union

## FOREWORD

Christ's mission on earth is well summarized in John 10:10 that He came down to earth so that all people may have life to the full. During His earthly ministry, Christ Jesus remained on this theme to the extent that some of His followers would even forget some aspects of His ministry and would get stuck onto those that satisfied their needs. Some people even started looking for Him not necessarily to listen to the good news that he had brought on earth but for food and miracles. He constantly reminded them that all his miracles were signs that accompanied His main message of bringing the good news of the kingdom of God into the world.

Following the mission of its founder, the Church has always presented the good news of the kingdom of God in an integral manner. It has always catered for the wellbeing of humanity both body and soul. Starting from the time of the Apostles, as they were busy proclaiming the word of God, they asked the believers to choose among themselves some people to serve as deacons who would be responsible for the welfare of the believers, in regard to the distribution of food specifically to the vulnerable groups of people in the Church communities (Acts 6:3-7). The Apostles continued preaching the word of God accompanied by great signs.

When the first missionaries came to Uganda, they introduced the Gospel of Christ that was accompanied by other acts of the wellbeing of humanity. They introduced formal education and health care programmes by building schools and health centres around the churches. They had the cardinal principle that the wellbeing of the body would lead to the wellbeing of the soul. This integral approach towards evangelization was very much loved by the people and so the seed of Christianity found a fertile ground in Uganda. We can now with conviction say that Uganda is by and large a Christian country because of the integrated methodology that the early missionaries adopted from their model, Christ, to spread the word of God among the people.

Following the example of the early missionaries, the Church in Uganda has continuously engaged in the implementation of various programmes that are geared towards the integral wellbeing of the people. It is in this spirit that the Uganda Episcopal Conference, through its Justice and Peace Department spearheaded the implementation of the Decent Work programme in the Uganda's informal economy. The Ugandan Bishops Conference is grateful to the German Commission for Justice and Peace for its financial and technical support.

Finally, it is my sincere hope, on behalf of all the Bishops, that the recommendations of the National Consultative meeting that took place in July 2012 and those of the four regional workshops that are presented here will inform government and all stakeholders to better the conditions of work for all our people who are engaged in the informal economy. It is my prayer that a patient and careful gradual transfer will be made from large scale informality that is existing now towards a formal sector that is well organized and protected by national policies and laws.

+Giuseppe Filippi  
**Bishop of Kotido Diocese and Vice Chairman of  
The Caritas, Justice and Peace Commission  
UGANDA EPISCOPAL CONFERENCE**

## PRESENTATION OF THE REPORT

On behalf of JACODeWU, I would like to present to you the report of the 4 regional workshops conducted in the 4 Ecclesiastical provinces of Uganda namely, Tororo, Kampala, Mbarara and Gulu Archdioceses.

This report is a fruit of the international Conference organised by the Justice and Peace Department (JPD) of the Uganda Episcopal Conference (UEC) and the German Commission for Justice and Peace, the Uganda Kolping Society (UKS) and, the Uganda Mines, Metal, Oil Gas & Allied Workers' Union (UMMOGAWU) in July 2012 who joined hands to contribute to the implementation of the Decent Work Country Programme in Uganda. They were later on joined by other stakeholders in this sector to form a joint committee to further promote decent work in Uganda. This then gave birth to a Joint Action Committee on Decent Work in Uganda (JACODeWU).

JACODeWU identified a need to carry out consultative meetings with different stakeholders in the 4 regions of Uganda to discuss and share experiences on the plight of Informal economy workers and to jointly come up with suggestions for the betterment of their working conditions.

The workshop participants were drawn from different fields including the civil society, employers and employees in the Informal economy, lecturers from Higher Institutions of learning, the youth representatives and Government officials.

As the Office that spearheads the implementation of this programme, and on behalf of JACODeWU, we are very grateful to all the stakeholders for turning up and sharing with us their valuable expertise and experiences of work in their different fields. We were indeed enriched by their challenging experiences and ideas.

We would like in a very special way to extend our sincere appreciation to the facilitators and presenters who guided us throughout the workshops and for their wise ideas that enabled us to digest the concepts and topics. Our sincere appreciation also goes to the Four Ecclesiastical Provinces (Archdioceses) that hosted the workshops and to the Justice and Peace Coordinators who worked tirelessly to ensure the success of the whole exercise.

It is our prayer that the resolutions of the workshops will go a long way to strengthen the partnership of the JACODeWU member organisations and also result in improved working conditions of the Informal economy workers.

Dr. Kiiza Aliba Emmanuel  
**Chairman of JACODeWU and  
National Executive Secretary  
JUSTICE AND PEACE DEPARTMENT, UEC**

## EXECUTIVE SUMMARY

The Justice and Peace Department of the Uganda Episcopal Conference on behalf of JACODEWU organised 4 consultative and experience sharing workshops in the Four Ecclesiastical Provinces of Uganda to deliberate on the status and challenges of Informal economy in Uganda. These workshops were hosted by 4 Catholic Archdioceses including Tororo Archdiocese for the Eastern region, Masaka Diocese for the Central region, Hoima Diocese for the Western region and Arua for the Northern region. The workshops were conducted between June and September 2014.

The purpose of the workshops was to bring together a variety of stakeholders to consult and deliberate on the Informal economy and draw collective strategies to promote the rights and dignity of workers in order to better their terms and conditions of work in line with the Decent Work Country Programme of MOGLSD and ILO.

The process of the workshops involved paper presentations and discussions on the following topics:

1. Understanding the Concept of Decent Work and Informal Economy In Uganda
2. Fundamental Principles and Rights at Work
3. The Status and Challenges of the Informal economy in the Regions

### **Expected Outcome:**

The expected outcome was to come up with clear strategies that will guide the implementation of the decent work programme in Uganda.

### **Methodologies Used:**

Participatory methods were used in the facilitation of the workshops. They included paper presentations, breaking into working groups, plenary presentations and discussions, sharing of testimonies and experiences.

The working groups deliberated on the following aspects:

1. The activities involved in by the youth, women and children in each of the regions under the Informal economy arrangement.
2. The challenges faced by these categories as they implement these activities.
3. The possible recommendations/suggestions for the betterment of the working conditions.

The deliberations of the 4 regional workshops resulted into useful information that will be based on to design the appropriate strategies to improve the working conditions of the Informal economy workers.



# Chapter 1

## BACKGROUND

### 1.1 Preamble

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

Initially, the Justice and peace Department (JPD) of the Uganda Episcopal Conference (UEC) and the German Commission for Justice and Peace, the Uganda Kolping Society (UKS) 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. They were later on joined by other stakeholders in this sector to form a joint committee to take further the work of decent work in Uganda. This then gave birth to a Joint Action Committee on Decent Work in Uganda (JACODEWU).

In July 2012, the three organisations, with support from the German Commission for Justice and Peace, organised a 3-day workshop to internalise and actualise the concept of decent work in the informal economy in Uganda.

To ensure effective implementation of the programme, members who participated in the workshop agreed to come up with a Joint Action Committee on Decent Work in Uganda (JACODEWU). They selected among themselves the following organisations as members of JACODEWU;

1. The Justice and Peace Department (JPD) of the Uganda Episcopal Conference, as the Chair and host of the JACODEWU Secretariat. The department would also provide the necessary technical support.
2. The Uganda Kolping Society (UKS) as Vice Chair.
3. The Uganda Mines, Metal, Oil, Gas, and Allied workers Union (UMMOGAWU) as member representing the Trade Unions,
4. The Federation of Uganda Employers (FUE) as member
5. The Catholic Workers Movement (CWM) as Member,
6. The Informal economy as Member and
7. The Ministry of Gender Labour and Social Development (MOGLSD) also as member.



This committee through its various meetings identified the possible initial activities that would guide the effective implementation of the decent work programme in the Informal economy in Uganda. Amongst the activities identified were the four regional consultative workshops on decent work in the Informal economy.

Therefore, this report presents the process and outcomes of the four regional workshops conducted in the four Ecclesiastical provinces of the Eastern, Central, Western and



Northern regions of Uganda. The workshops were hosted by 4 Catholic (Arch) Dioceses of Tororo, Masaka, Hoima and Arua and were organised by the Justice and Peace Department of Uganda Episcopal Conference on behalf of JACODEWU.

## **1.2 The Purpose of the Workshops**

The purpose of the workshops was to bring together a variety of stakeholders to consult and deliberate on regional status of the Informal economy and draw collective strategies to promote the rights and dignity of workers in order to better their terms and conditions of work in line with the Decent Work Country Programme of MOGLSD and ILO.

## **1.3 The Objectives of the Workshops**

- i. To carry out an advocacy pertaining to decent work in the informal economy to make it known as an issue at the regional and grass-root level.
- ii. To ensure a common understanding of decent work among the CSOs, government, employers and workers at regional level.
- iii. To gather ideas and facts from the different regions that will be imbedded in the comprehensive proposal, the fact that all regions are unique in one way or another.
- iv. To make recommendations for concrete actions in support of decent work in the informal economy and thereafter to guide in accelerating the implementation of the programme on the ground.

The workshops attracted different participants from different fields in all the 4 regions of Uganda and with application of various methodologies, useful information was generated which will guide the National committee along with the selected regional Committees in the implementation of the decent work programme in Uganda.

## **1.4 Workshop Participants**

The workshops were conducted between June and September 2014. A total number of 168 people participated in the 4 workshops, with 41 in Arua, 42 in Masaka, 44 in Masindi and 41 in Tororo. The participants were from different fields of service including Civil Society, Government, Higher Institutions of Learning, Trade Unions, Informal economy workers, employers and representatives from the member institutions of JACODEWU.

The key-note addresses were given by various dignitaries including the Omukama (King) of Bunyoro Kitara Kingdom, His Majesty Solomon Gafabusa Iguru I, The Resident District Commissioner of Masindi District and Dean of all the RDCs in Uganda, Ms Martha Asiimwe, District Chairpersons including, Mr. Kalungi Joseph of Masaka District, Mr Isingoma Wilson of Masindi District, Mr. Okware Joseph representing the Chairman of Tororo District. There were also Vicars General including Msgr. Serverus Jumba of Masaka Diocese, Msgr. Primus Asega of Arua Diocese. There were also Diocesan Pastoral Coordinators including Rev. Fr. Robert Mugisa of Hoima Diocese and Rev. Fr. James Achara of Tororo Archdiocese.

In summary, during their remarks, different speakers acknowledged that work is a divine programme commanded by God and he demands justice for it and that work is more than a way to make money but a form of continuing participation in God's creation. If dignity is

to be got then rights should be respected. They remarked that the cause for a workshop was real and it is also God's priority agenda because it touches the issue of justice.

They observed that the Informal economy accommodates the biggest number of the working population in Uganda, which matter needs to be handled jointly with the government for better results. They all hailed the Catholic Church and the Civil Society at large for recognizing the Informal economy which renders tremendous services to other sectors.



They acknowledged that the Church is working so much that it goes beyond preaching the Word of God to the level of transforming people's livelihoods in discriminatively and touching the most important components that facilitate development of the people. They emphasized that it was a dual responsibility of the employer and employee to live harmoniously.

# Chapter 2

## WORKSHOPS PROCESSES

The process involved paper presentations, interactive small group discussions and plenary assemblies. During the plenary assemblies, different people presented papers on different topics which included the following:

### **2.1 Understanding the Concept of Decent Work and Informal Economy In Uganda** *(Mr Alex Menhya, the President of the Informal economy in Uganda)*

In this paper, Mr Menhya Alex focused on enabling the participants understand the Informal economy, its contribution to the County's GDP and the key drivers of the growth of the Informal economy. In order to promote decent work in the informal economy it was deemed necessary to eliminate the negative aspects of informality while at the same time ensuring that opportunities for livelihood and entrepreneurship are not destroyed, and to promote the protection and incorporation of workers and economic units in the informal economy into the mainstream economy.

The presenter emphasised a need to develop strategies to strengthen the Informal economy which requires a collective effort of multi-stakeholders working together for the national development.

### **2.2 Fundamental Principles and Rights at Work** *(Mr Ojiambo Patrick, Dr. Hildegard Hagemann, Rev. Fr. Ssemakula Paul, and Rev Fr. Samuel Orionzi)*

The presentations on this topic entailed the 4 Fundamental Principles and Rights at work adopted by International Labour Organisation (ILO) in 1998. These included the freedom of association and the right to collective bargaining, elimination of forced and compulsory labour, elimination of worst forms of child labour and elimination of discrimination at work.



Various legal frameworks promoting Fundamental Principles and Rights at Work were highlighted including the International Conventions by ILO and policies and laws by the Government of Uganda protecting both employers and employees. The emphasis was that all those who work be they in the formal or Informal economy have these rights which guarantee their freedoms, entitlements and human dignity and they are agreed as a set of performance standards upon which individuals, organisations of workers or employers and states can be held accountable.

The presenters therefore, identified the need to educate those in the Informal economy to claim these rights and seek recourse in case of violations.

### **2.3 The Status and Challenges of the Informal economy in the Region** (Mr. Wandera Salmon Owino, Eastern region, Rev Fr. Joseph B. Kato, Central region, Mr. Drasi Ronnie Mubutu, Northern region and Ms. Asimwe Martha, Western region).

In all the 4 regions, presentations on the status and challenges of the Informal economy were made by different presenters with reference to their regions. All presentations highlighted that the highest percentages (86%) of the populations are engaged in the Informal economy arrangements accommodating mostly women, children and the youth.



Various activities engaged in and the associated challenges were highlighted with recommendations. They all emphasized that these categories of people in the informal economy struggle to produce goods and services without their activities being recognized, registered or protected by public authorities.

However, it was observed that there is potential for Informal economy to enhance the country's economy and raise its GDP with appropriate state support, to grow their businesses, make greater profits and create decent jobs.

### **2.4 Group Discussions**

After the presentations, the participants were divided into interactive small groups to identify and discuss the activities engaged in by the youth, women and children under the Informal economy arrangement in relation to their regions and the reality on the ground, to identify the challenges experienced and possible solutions and recommendations to the challenges.



In all the four regions these were identified as the key cross cutting issues:

- (i) Engagement in small scale business like vending, bakery, retail shops, saloon, coffee buying and selling, fishing and small holder farming etc.
- (ii) Domestic workers
- (iii) Transport industry (Taxi conductors, drivers and guides, Bodaboda business)
- (iv) Casual labourers including brick making, potters, farming, car washers, mining of clay, sand and stones, Mechanics, Hairdressing

### **2.5 Challenges of the Informal Economy workers**

The participants cited various challenges surrounding the Informal economy including the following:

- (i) Lack of Social protection, Social security, job security and fair treatment.
- (ii) Lack of government support in form of training opportunities, subsidized taxation and favourable legislation and regulations.

- (iii) Ignorance of the law and circumstances where they work which result in working long hours for wages, working under unhealthy conditions, no stipulated annual leave, late payment and no terminal benefits.
- (iv) Difficulty in accessing finances due to restrictive legislation and lack of collateral.
- (v) Inadequate information on business opportunities, available services, new technologies and support programs.
- (vi) Competition from cheap imports from overseas and neighboring countries.

## 2.6 Suggestions for the Betterment of their Conditions:

For the Betterment of their conditions, members gave the following suggestions during their group discussions:



- (i) Sensitizing them and strengthening the existing laws thus empowering people on their rights and equality and advocacy for protection of workers in the Informal economy.
- (ii) Encourage workers in the Informal economy to organize themselves into associations, self-help groups and encourage them to save and to spare more time for productivity to increase their incomes.
- (iii) Engage Government to provide more resources for non-formal skills training programmes that include business management skills and other life skills, to invest in modern technology that promotes value addition to their products and to put up fair measures of legislation and regulation.



# Chapter 3

## EMERGING ISSUES, RECOMMENDATIONS AND CONCLUSION

### 3.1 Emerging issues and recommendations

After a 2 day interaction and reflection, the following were agreed upon as the key emerging issues and recommendations for concrete action from the four regions.

1. Access appropriate Informal economy information through research and consultation. Disseminate this information to the Regional Committees for implementation.
2. Support the Regional Committees to organise the target groups into Associations and encourage them to engage in peer led activities in order to be reached by the services.
3. Network with Microfinance institutions to provide small and affordable loans to organised groups and link these groups to market opportunities.
4. Continue holding sensitisation workshops to other stakeholders at different levels, such as community members, law enforcement, Central and local government officials, educators, and investors to create awareness about the informal economy, the needs of those working in it, and actions they could take.
5. Engage Government for more resources for non-formal skills training programmes to improve the livelihoods and increase the employability and confidence of the Informal economy workers. The following key areas were highly recommended:
  - (i) Engage local governments and communities to prioritize utilization of local resources i.e. people's skills and knowledge and natural resources.
  - (ii) Identify the youth, women, men and persons with disabilities that need support for skills development.
  - (iii) Carry out continuous labour market scan to identify the skills gaps.
  - (iv) Develop linkages with the skills training institutions to bridge the skills gaps.
  - (v) Engage the government to provide financial support for value addition to enhance the incomes of the entrepreneurs.
  - (vi) Mobilize the people to embrace skilling Uganda and other relevant capacity building programmes.
  - (vii) Mobilize the Informal economy workers to exploit the local and regional markets through formation of Cooperatives, and through advocacy encourage Government to purchase from the local producers and linking up with bodies that can help to promote markets.
  - (viii) Provide basic entrepreneurship and business management skills i.e. planning, customer care, records keeping and household management, education for life i.e. how to effectively manage resources including time (soft skills).

- (ix) Form net-works with other stakeholders to implement government policy/ legislation that promote leadership, rights, decision making, participation, empowerment, social protection and wealth creation among others.
  - (x) Massive sensitisation for behavioural change using various media channels.
6. Advocate for reform of labour laws so that they are up-to-date, relevant for businesses and workers in the Informal economy and more widely applicable and creating an environment conducive for entrepreneurial activity.
  7. Initiate programmes that motivate groups of women, men and youth that had shown steady progress in terms of creation of business ideas, savings and establishment of IGAs through rewards to move their businesses forward.
  8. Organise exchange visits locally, regionally and internationally to provide an opportunity to network and share innovative production and marketing methods.
  9. Work towards reduction of the worst forms of child labour.
    - (i) Work in consultation with bodies and institutions that directly deal with child related issue i.e. ANPPCAN, Probation Offices, Child protection committees, Liaison offices of the Uganda Police Force, etc on that issue.
    - (ii) Support vulnerable families to ensure that children remain in school and do not fall into child labour.
  10. Support mainstreaming of HIV/AIDS at the work places.
  11. Promote sustainable coexistence with others and the environment and link up with the platforms on the environmental protection at various levels and encourage people to plant trees to protect the environment and also for income generation.
  12. Formation of a task force for each of the 4 regions that will take over all the above mentioned actions and resolutions and mobilise more people in the Informal economy to improve their conditions in each region.

Participants acknowledged a need to have regional committees to work hand in hand with the National Committee and recommended the Justice and Peace Departments in the 4 regions to take lead with membership from UKS, FUE, CWM, INFORMAL ECONOMY, UMMOGAWU and NACWOLA.



*Below are the Members of the Committees:*

NO	INSTITUTION	EASTERN	CENTRAL	WESTERN	NOTHERN
1.	JPD	Fr. Centurio Olaboro	Fr. Cyprian Masembe	Fr. Deo Rubagumya	Fr. Boniface Arapa
2.	UKS	Otim Tonny	Baingana Philip	Kasangaki Mugabi Gerald	Lee Lillian Asibazuyo
3.	UMMOGAWU	Lydia Bagagga	Richard Kaija	Sam Bahemuka	Okethth Jaffar
4.	NACWOLA	Namonno Berna	Lugoloobi Sarah	Sylvia Atuhairwe	Dona Asero
5.	INFORMAL SECTOR	Eliwa Josephine	Lubega Winnie	Muhumuza Laban Kaweesa	Ojja Andira
6.	CWM	Gizamba Rosemary	Muyanja Charles	Kahwaa Vincent	Odoki John Charles
7.	FUE	Vincent Oguti(CDO)	Adriko Raymond	Lema Charles	Auma Harriet

## 3.2 CONCLUSION

Decent Work involves an integrated approach and laid down systems which could simply foster participation and inclusion. The primary aim of the programme is to introduce and strengthen elements of formalization and support vulnerable Informal economy workers especially youth and women to operate in a more organized manner.

Following development of integrated activities mainly on livelihood, there is need to concentrate on the result areas of empowering Informal economy workers with the knowledge and skills to improve their socio-economic situation, increasing awareness and dialogue for decision-making and ensuring social justice.

We look forward to a society in which vulnerable groups working for informal economy fulfil their dreams free from the constraints of poverty and exclusion and in which their full worth is realized and valued.

## APPENDICES

### Appendix 1: Lists of Participants from Tororo Archdiocese:

NO	NAME	INSTITUTION
1.	Ojiambo Vincent	UMMOGAWU
2.	Menya Alex	Info. Sect
3.	Ssali George William	CWM
4.	Gizamba RoseMary	CWM
5.	Okurut Julius	CWM
6.	Bagagga Lydia	UMMOGAWU
7.	Wafula Paul	UMMOGAWU
8.	Fr Centurio Olaboro	JPC
9.	Okiror Ben	JPC
10.	Fr Peter Oelu	JPC
11.	Nakate Monicah	JPC
12.	Nakirungi Irene	JPC
13.	Omutia John Patrick	JPC
14.	Osinde Joseph	JPC
15.	Lyaga Justine	JPC
16.	Ekirapa Vangi	JPC
17.	Sagati Betty	JPC
18.	Oboth Opio	JPC
19.	Peter Mweru	UKS
20.	Fr Kabonge Charles	UKS
21.	Mugamba Robert	UKS
22.	Tukwasibwe Boniface	UKS
23.	Batuuse John	UKS
24.	Liliam Charles	UKS
25.	Omaria James	UKS
26.	Otim Tonny	UKS
27.	Guloba Peter	UKS
28.	Wafula Charles	UKS
29.	Namono Berna	NACWOLA
30.	Awenu Germina	NACWOLA
31.	Eliwa Josephine	Info. Sect
32.	Baganigira Siraj	Info. Sect
33.	Kirunda Joshua	Info. Sect
34.	Dr. Kiiza Aliba Emmanuel	JPD-Kampala
35.	Apo Paska Gladys	JPD-Kampala
36.	Nambatya Prossy	JPD-Kampala
37.	Kyewelabye Emmanuel	JPD-Kampala
38.	Okware Joseph	LCV -Tororo
39.	Fr. James Achara	Pastoral Coordinator
40.	Wandera Salmon Owino	Resource person
41.	Francis Orono	CAO-Tororo
42.	Omollo Joseph	Press

<b>2. MASAKA DIOCESE:</b>		
<b>NO</b>	<b>NAME</b>	<b>INSTITUTION</b>
1.	Kasajja Damiano	UKS
2.	Kibuuka John	UKS
3.	Kasumba Everist	UKS
4.	Muwonge Anthony	UKS
5.	Baingana Philip	UKS
6.	Naluwugge Vicencia	UKS
7.	Ntume Noeline Nakintu	UKS
8.	Mugasa Aloysius	UKS
9.	Babalanda Veridian	UKS
10.	Nakakande Joweria	NACWOLA
11.	Lugoloobi Sarah	NACWOLA
12.	Leonard Ntambi Batte	JPC
13.	Fr. Simon Peter Ssesanga	JPC
14.	Fr. Cyprian Masembe	JPC
15.	Fr. Jude Kanyike	JPC
16.	Fr. Joseph Kasangaki	JPC
17.	Nakate Monica	JPC
18.	Nakirungi Irene	JPC
19.	Naava Angella	JPC
20.	Fr. Joseph Kato	JPC
21.	Ojiambo Vincent	UMMOGAWU
22.	Kaija Richard	UMMOGAWU
23.	Namuli Susan	Inf. Sector
24.	Fr. Peter Kamulegeya	Inf. Sector
25.	Walakira Sendi	Inf. Sector
26.	Lubega Winfred	Inf. Sector
27.	Mugerwa Francis	Inf. Sector
28.	Menya Alex	Inf. Sector
29.	Ssali George William	CWM
30.	Muyanja Charles	CWM
31.	Kibirige Beatrice	CWM
32.	Bernard Mugula	CWM
33.	Serunjogi James	CWM
34.	Kizito Bernie	CWM
35.	Katende Francis	FUE
36.	Adriko Raymond	FUE
37.	Luberenga Paul Mugabi	Uganda Martyrs University
38.	Mr. Joseph Kalungi	Chairpeson LC.V
39.	Msgr. Severus Jjumba	Vicar General Masaka
40.	Fr Peter Ssemakula	Resource person
41.	Dr. Kiiza Aliba Emmanuel	JPD-Kampala
42.	Apo Paska Gladys	JPD-Kampala
43.	Nambatya Prossy	JPD-Kampala
44.	Kyewalabye Emmanuel	JPD-Kampala

<b>3. MASINDI (HOIMA DIOCESE)</b>		
<b>NO</b>	<b>NAME</b>	<b>ORGANISATION</b>
1.	Muhindo Kedress	FUE
2.	Dominic Habiyalemye	FUE
3.	Lema Charles	FUE
4.	Menyha Alex	Informal Sector
5.	Kaweesa Laban Muhumuza	Informal Sector
6.	Tushemereirwe Rukia	Informal Sector
7.	Atuhairwe Sylvia	NACWOLA
8.	Mukonyezi Mary	NACWOLA
9.	Kaahwa Vicent	CWM
10.	Kiiza Lucia	CWM
11.	Ojiambo Vincent	UMMOGAWU
12.	Bahemuka Sam	UMMOGAWU
13.	Magambo Florence	UMMOGAWU
14.	Fr. Peter Isingoma	UKS
15.	Mugasa Aloysius	UKS
16.	Gorreth Kajumba	UKS
17.	Tukwasibwe Boniface	UKS
18.	Rukwizi Faith Michael	UKS
19.	Omony Kevin	UKS
20.	Bagayana Keneth	UKS
21.	Mugabi Gerald Kasangaki	UKS
22.	Bitamale Rosemary	UKS
23.	Kule Deus Muthabali	JPC
24.	Fr. Deogratius Rubagumya	JPC
25.	Nakiyimba Justine	JPC
26.	Fr. Banyenzaki Aloysius	JPC
27.	Tumusiime Benjamin	JPC
28.	Fr. Makumbi Godfrey	JPC
29.	Fr. Mbabazi Gerald	JPC
30.	Fr. Zziwa Godfrey	JPC
31.	Mwesigwa Robert	JPC
32.	Birungi Stanslaus	JPC
33.	Fr Sebwami Amooti	JPC
34.	Ms. Martha Asiimwe	RDC (Resource Person)
35.	Fr. Robert Mugisa	Pastoral Coordinator-Hoima
36.	Isingoma Wilson	Chairperson LCV Masindi District
37.	Dr. Hildegard Hagemman	German JPC
38.	Kyewalabye Emmanuel	UEC-JPC
39.	Dr. Aliba Emmanuel	UEC-JPC
40.	Nambatya Prossy	UEC-JPC
41.	Omukama Iguru Gafabusa	Bunyoro Kingdom
42.	Mugenyi Fred	Bunyoro Kingdom
43.	Busingye Harriet	Bunyoro Kingdom
44.	Kusiima Harriet	RDC'S Office

<b>4. ARUA DIOCESE</b>		
<b>NO</b>	<b>NAME</b>	<b>ORGANISATION</b>
1.	Ssali George Wilbroad	CWM
2.	Odoki Charles	CWM
3.	Otoma Peter	CWM
4.	Sarah Flavia	CWM
5.	Menyha Alex	Informal Sector
6.	Ojja Andira	Informal Sector
7.	Mukasa Henry	Informal Sector
8.	Ojiambo Vincent	UMMOGAWU
9.	Onen Paul	UMMOGAWU
10.	Okethi Jaffar	UMMOGAWU
11.	Ms. Lillian Asibazuyo	UKS
12.	Okullo Patrick	UKS
13.	Praxeda Catherine Erach	UKS
14.	Fr. Samuel Orionzi	UKS (Resource person)
15.	Ayuku Kenneth Kennedy	UKS
16.	Ajionzi Seraphin	UKS
17.	Winfred Okino	UKS
18.	Msgr. Primus Asega	JPC
19.	Elizabeth Ondoru	JPC
20.	Fr. William Jopalwonga	JPC
21.	Odur Dixon	JPC
22.	Fr. Boniface Arapa	JPC
23.	Aseru Dona Abiniku	NACWOLA
24.	Ayikoru Grace	NACWOLA
25.	Dominic Habiyalemye	FUE
26.	Matua Grisim	FUE
27.	Auma Harriet	FUE
28.	Taburu Monica	JPC Arua Diocese
29.	Alia Pamela	JPC
30.	Pirio Emmanuel	Arua Youth Office
31.	Opendu Ronald	JPC
32.	Adrabo Daniel	JPC
33.	Obini Gerald	JPC
34.	Amayo Festus	JPC
35.	Acema Dria Genesis	Arua Dist. Local Govt
36.	Annet Lekuru	Arua Dist. Local Govt
37.	Drasi Ronnie Mubutu	Resource Person
38.	Kyewalabye Emma	UEC-JPC
39.	Dr. Aliba Emmanuel	UEC-JPC
40.	Nambatya Prossy	UEC-JPC
41.	Aloma Clement	Monitor publications

**APPENDIX 2: TIMETABLES OF THE WORKSHOPS ON LIBERALISATION FOR HUMAN DIGNITY: DECENT WORK IN THE UGANDA'S INFORMAL ECONOMY TORORO ARCHDIOCESE FROM: 17<sup>TH</sup> TO 20<sup>TH</sup> JUNE, 2014**

Day	Time	Activity	Chairperson	Resource Person
17 <sup>th</sup> June, 2014	5:00 pm	Arrival and Registration		
Day 1	Time	Activity	Chairperson	Resource Person
18 <sup>th</sup> June, 2014	8:30 am	Registration		
	9:00 am	Introductions, Expectations, Welcome Remarks	Fr. Olaboro Centurio	
	9:30 am	Workshop Overview	"	
	10:00 am	Official Opening		Vicar General Tororo Arch diocese
	10:30 am	Health Break		Hotel
	11.00 am	Sharing deliberations of the International Conference on decent work in the informal economy		Dr. Kiiza Aliba Emmanuel
	11:45 am	1st Topic and Reactions: Understanding the Concept of decent work and informal economy.		Mr. Menya Alex
	1:00 pm	Lunch		Hotel
	2:00 pm	2Nd Topic and reactions: Fundamental principles and rights at work	Fr. Peter Oelu	Mr. Ojiambo Vincent
	3:00 pm	Group work		
	4:00 pm	Plenary (reports from groups)		
Day 2	Time	Activity	Chairperson	Resource Person
19 <sup>th</sup> June, 2014	8:30 am	Registration		
	9:00 am	Overview of the 1st Day	Mr. Ssali George Willbroad	Fr. Centurio Olaboro
	9:30 am	3RD Topic and reactions: The status and challenges of the informal sector in the region		
	10:30 am	Health Break		Hotel
	11:00 am	Group Work		
	12.20 am	Plenary (reports from groups)		
	1:00 pm	Lunch		Hotel
	2:00 pm	Determining key actions for short and long term intervention	Mayor Tororo Municipality	Dr. Kiiza Aliba Emmanuel
	4:00 pm	Closing ceremony		LCV C/person Tororo District
20 <sup>th</sup> June 2014	7:30 am	Breakfast and departure		All

**MASAKA DIOCESE FROM: 15<sup>th</sup> TO 17<sup>th</sup> JULY, 2014**

Day 1	Time	Activity	Chairperson	Resource Person
15 <sup>th</sup> July, 2014	5:00 pm	Arrival and Registration		Hotel
Day 1	Time	Activity	Chairperson	Resource Person
16 <sup>th</sup> July, 2014	8:30 am	Registration		Nambatya Prossy
	9:00 am	Introductions, Expectations, Welcome Remarks	Mr. Ssali George Willbroad	Fr. Joseph Kato
	9:30 am	Workshop Overview		Mr. Ssali George
	10:00 am	Official Opening		Chairperson LC.V
	10:30 am	Health Break		Hotel
	11.00 am	Deliberations of the International Conference on decent work in the informal economy	Fr. Cyprian Masembe	Mr. Ssali George

	11:45 am	1 <sup>st</sup> Topic and Reactions: Understanding the Concept of decent work and informal economy.		Mr. Menyha Alex
	<b>1:00pm</b>	<b>Lunch</b>		<b>Hotel</b>
	2:00 pm	2 <sup>nd</sup> Topic and reactions: Fundamental principles and rights at work	Fr. Simon Peter Ssesanga	Fr. Ssemakula Peter Paul
	3:30 pm	Group work		
	4:30 pm	Plenary (reports from groups)		Mr. Ojiambo Vincent
<b>Day 2</b>	<b>Time</b>	<b>Activity</b>	<b>Chairperson</b>	<b>Resource Person</b>
<b>17<sup>th</sup> July, 2014</b>	<b>8:20 am</b>	<b>Registration</b>		
	8:40 am	Overview of the 1 <sup>st</sup> Day	Fr. Jude Kanyike	Mr. Ssali George
	9:00 am	3 <sup>rd</sup> Topic and reactions: The status and challenges of the informal sector in the region		Fr. Joseph Kato
	10:30 am	Health Break		Hotel
	11:00 am	Group Work		Mr. Ojiambo Vincent
	11:30 am	Plenary (reports from groups)		
	12:00 pm	Determining key actions for short and long term intervention	Fr. Joseph Kato	Mr. Mugasa Aloysius
	<b>1:00 pm</b>	<b>Lunch</b>		<b>Hotel</b>
	2:00 pm	Closing ceremony	Fr. Joseph Kato	Rt. Rev. Bishop Kaggwa

### **MASINDI (HOIMA DIOCESE) FROM: 19<sup>TH</sup> TO 22<sup>ND</sup> AUGUST, 2014**

<b>Day</b>	<b>Time</b>	<b>Activity</b>	<b>Chairperson</b>	<b>Resource Person</b>
19 <sup>th</sup> Aug, 2014	10.00 am	JACODeWU Meeting		Uganda Kolping Society
	5:00 pm	Arrival and Registration		
<b>20<sup>th</sup> Aug, 2014</b>	<b>8:30 am</b>	<b>Registration</b>		<b>Nambatya Prossy</b>
	9:00 am	Introductions, Expectations, Welcome Remarks	Noeline Kisembo	Uganda Kolping Society
	9:30 am	Workshop Overview	"	
	10:00 am	Official Opening	"	Apostolic Administrator of Hoima Diocese
	<b>10:30 am</b>	<b>Health Break</b>		<b>Hotel</b>
	11:00 am	Sharing deliberations of the International Conference on decent work in the informal economy	Mr. Aloysius Mugasa	Dr. Aliba and Noeline
	11:45 am	1 <sup>st</sup> Topic and Reactions: Understanding the Concept of decent work and informal economy.	"	Mr. Menyha Alex
	<b>1:00 pm</b>	<b>Lunch</b>		<b>Hotel</b>
	2:00 pm	2 <sup>nd</sup> Topic and reactions: Fundamental principles and rights at work	Rev. Fr. Peter Basaliza Mbuga	Mr. Ojiambo and Dr. Hildegard
	3:00 pm	Group work	Mr. Ssali George Willbroad	All
	4:00 pm	Plenary (reports from groups)	"	
<b>21<sup>st</sup> Aug, 2014</b>	<b>8:30 am</b>	<b>Registration</b>		
	9:00 am	Overview of the 1 <sup>st</sup> Day	Fr. Deo Rubagumya	Yagala Julian



	9:30 am	3 <sup>RD</sup> Topic and reactions: The status and challenges of the informal sector in the region	"	Ms. Martha Asimwe RDC Masindi
	<b>10:30 am</b>	<b>Health Break</b>		<b>Hotel</b>
	11:00 am	Group Work	Cabinet Minister Bunyoro-Kitara Kingdom	All
	12.20 am	Plenary (reports from groups)		
	<b>1:00 pm</b>	<b>Lunch</b>		<b>Hotel</b>
	2:00 pm	Determining key actions for short and long term intervention	Fr. Banyenzaki Aloysius	Mr. Aloysius Mugasa
	4:00 pm	Closing ceremony	Mayor, Hoima Municipality	LCV. C/person Masindi District
22 <sup>ND</sup> Aug, 2014	7:30am	Breakfast and departure		All

## ARUA DIOCESE FROM: 16<sup>th</sup> TO 19<sup>th</sup> SEPTEMBER, 2014

Day	Time	Activity	Chairperson	Resource Person
16 <sup>th</sup> Sept, 2014	5:00 pm	Arrival and Registration		JPD
17 <sup>th</sup> Sept, 2014	8:30 am	Registration		Nambatya Prossy
	9:00 am	Introductions, Expectations, Welcome Remarks.	Dr. Kiiza Aliba Emmanuel	JPD-Arua
	10:00 am	Official Opening	"	Bishop of Arua Diocese
	<b>10:30 am</b>	<b>Health Break</b>		<b>Hotel</b>
	11.00 am	The Journey of JACODeWU and workshop overview	Fr. Boniface Arapa	Mr. Ssali George Wilbroads
	11:45 am	1 <sup>st</sup> Topic and Reactions: Understanding the Concept of decent work and informal economy.	"	Mr. Menyha Alex
	<b>1:00 pm</b>	<b>Lunch</b>		<b>Hotel</b>
	2:00pm	2 <sup>ND</sup> Topic and reactions: Fundamental principles and rights at work	Dominic Hab'Iyalemye	Rev. Fr. Samuel Orionzi
	3:00 pm	Group work	"	All
	4:00 pm	Plenary (reports from groups)	"	All
18 <sup>th</sup> Sept, 2014	8:30 am	Registration		Nambatya Prossy
	9:00 am	Overview of the 1 <sup>st</sup> Day	Fr. William Jopalwonga	Sr. Elizabeth Ondoru
	9:40 am	3 <sup>RD</sup> Topic and reactions: The status and challenges of the informal sector in the region	"	Drasi Ronnie Mubutu
	<b>11:10 am</b>	<b>Health Break</b>		<b>Hotel</b>
	11.40 am	Presentation of key emerging issues and open discussion and determining key actions for short term and long term intervention	Msgr. Primus Asega	Ojiambo Vincent
	1:00 pm	Closing Ceremony	"	LCV. C/person Arua District
	2.00 pm	<b>Lunch and departure</b>		<b>Hotel</b>

## PHOTO GALLERY



*Northern Region Committee Members (Gulu Archdiocese) Eastern Region Committee Members (Tororo Archdiocese)*



*Western Region Committee Members  
(Mbarara Archdiocese)*

*Central Region Committee Members  
(Kampala Archdiocese)*



*JACODeWU and Regional Committee Members*



*Tororo Archdiocese Workshop*



*Masaka Workshop Group Discussions.*





*(JACODeWU Members)*

*Participants in a group discussion, Masaka workshop*



*The UKS Executive Director stressing a point in a workshop*



*Dr. Kūza Aliba and Mr. Mugasa in one of the Workshops.*

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*JACODeWU Members after a meeting at Kolping Hotel.*



*Tororo Workshop Participants.*