



UGANDA BUREAU OF STATISTICS



# EMPLOYMENT AND EARNING SURVEY REPORT



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## Acronyms

GDP	Gross Domestic Product
IIP	Index of Industrial Production
MGLSD	Ministry of Gender, Labour and Social Development
PEAP	Poverty Eradication Action Plan
PPI	Producer Price Index
UBI	Uganda Business Inquiry
UNHS	Uganda National Household Survey

# Chapter 1: Background

## 1.0: Background

Employment and earning indicators are targets of the Poverty Eradication Action Plan, (PEAP) which is Uganda's overarching development framework. Among the objectives of the PEAP is the promotion of employment creation through labour-friendly technology and the development of a new economic order. It is thus essential to have and monitor progress in achieving this goal.

Available employment and earning data is not sufficient to meet data users' needs, for instance data on employment creation, manpower demand and supply, wage statistics and data on hours of work need to be updated. Similarly, the total number of usual hours and actual hours worked in different sectors of the economy is still lacking. The need for data on upcoming jobs in the labour market and those that are phasing out is also currently missing. The required levels of skilled personnel, semi skilled and unskilled personnel for major sectors of the economy, are ideal information for the measurement of manpower strength. Indeed the production of updated and reliable data on manpower requirements for both the public and private sector is paramount.

Data leading to the generation of the above indicators on formal employment were collected in the last National Manpower Survey conducted in 1989. Uganda conducted a comprehensive Labour Force Survey, the first of its kind, as a module in the Uganda National Household Survey (UNHS) 2002/2003 followed by another UNHS in 2005/06. Although these surveys have generated some data on key indicators of the labour market including working children, there have been no linkages among the three inquiries.

The recently concluded 2006 Uganda Business Inquiry (UBI) provided some data on the business sector, but this data is not detailed enough to generate labour market indicators or for generating employment indicators such as wage index.

Furthermore, data from monthly PPI and the Index of Industrial Production (IIP) activities collect data on wages and salaries but collect employment, wages and salaries for employees in the private sector and few private sector establishments and data is not disaggregated by occupation and hours of work. This creates difficulty in monitoring wage rates paid for actual hours worked. At the same time, there is need to monitor wage rate changes in the public sector and all sectors combined. In addition, the data can be used to monitor changes in number of people employed over years by Occupation, Industry and Sector. Monitoring the number of people employed and actual hours number of hours worked gives an indication on poverty levels, given that those not employed lack access to means of production and hence remain poor

The availability and effective use of wage data on the country's workforce is crucial for the formulation and successful implementation of national development programmes and projects. Periodic generation of such data is useful in collective bargaining, wage fixing, economic and employment policy formulation and monitoring wage trends. It can also be used for minimum wage fixing, investment decisions and vocational guidance and for assessment of standards of living.

### **1.1 Objective of the survey**

The employment and earnings survey was designed to collect data on employment, earnings by occupations, hours of work, details on job vacancies and occupational accidents and injuries. The objectives were;

- i) To generate the current and potential size and composition of the Uganda's workforce
- ii) To assess the characteristics of the existing manpower levels in the country in the selected sectors
- iii) To form a baseline monitor salary and wage rate changes over a specific period of time.
- iv) To monitor sector remuneration movements i.e. changes in salary and wage rates paid in the private and public sectors.
- v) To form a baseline for monitoring future industry and occupation movements i.e. industry group changes and major occupational groups.

### **1.2 Establishments Selection**

The survey was intended to cover all establishments employing 15 persons or more. These were selected from the Uganda Business Register of 2006. The study covered only seven types of industries namely Manufacturing, Construction, Hotels, Financial intermediation, Education (private schools), Health (private health institutions) and Horticulture.

Due to resource constraints, only establishments in 16 districts were covered. The selection of districts was based on the total number of employment. The selected districts collectively had a total employment of about 92,000 persons out of the 111,000 persons in all the districts according to the Uganda Business Register and this represented 83 percent of the total number of persons employed. Out of the 1,554 establishments employing 15 and more employees, the selected districts had a total of 1,204 establishments (77 percent).

### **1.3 Coverage**

The survey collected information on the main type of activity carried out by the establishments, number of employees disaggregated by sex, terms of employment, level of unionization, detailed information on occupational hierarchy, usual and normal hours of work, number of employees by occupation and sex, basic wage/salary, regular allowances and overtime hours of work and payments. In addition. Information was collected on vacancies that existed by 31<sup>st</sup> March 2007 and occupational accidents and diseases.

### **1.4 Data collection**

The data was collected by the UBOS staff, District Labour Officers and MGLSD Staff by the use of a questionnaire (see Appendix 3) which was delivered to the selected establishments. The data collected included; Identification particulars of the establishment, Industry of the establishment, Period covered (reference period, which was March 2007 in this survey), Occupational hierarchy of the establishment, Usual number of working days per week, Normal Hours of Work per Week, Number of employees by sex, Mode of payment, Wages and Salaries Regular Allowances, Employment Status, Job vacancies that existed in a given quarter, Occupational accidents and diseases and their causes.

### **1.5 Data Management and Processing**

To ensure good quality of data, a system of double entry was used. A manual system of editing questionnaires was set-up and Statistical Assistants further assessed the consistency of the data collected. A machine editing computer program for verification and validation was developed and operated during data processing.

### **1.6 Response Rates**

Out of the 1,204 establishments that were selected, only 664 establishments responded to the questionnaires giving a 55 percent response rate. Four establishments were covered in Masindi and Hoima districts.

**Table 1.1: Distribution of Establishments by District, 2006**

District	Selected establishments	Completed	Response rate(%)
Kampala	379	98	25.9
Wakiso	200	152	76.0
Mbale	40	12	30.0
Mukono	106	90	84.9
Mbarara	107	87	81.3
Masaka	78	73	93.6
Jinja	65	15	23.1
Kabarole	48	44	91.7
Mpigi	38	18	47.4
Kyenjonjo	26	2	7.7
Gulu	21	13	61.9
Kasese	23	19	82.6
Arua	18	0	0.0
Lira	30	23	76.7
Tororo	16	9	56.3
Bushenyi	9	9	100
<b>Total</b>	<b>1,204</b>	<b>664</b>	<b>55.4</b>
<b>Other</b>	<b>350</b>	<b>0</b>	<b>-</b>
Hoima		3	
Masindi		1	
<b>All</b>	<b>1,554</b>	<b>668</b>	

## CHAPTER TWO: General Findings

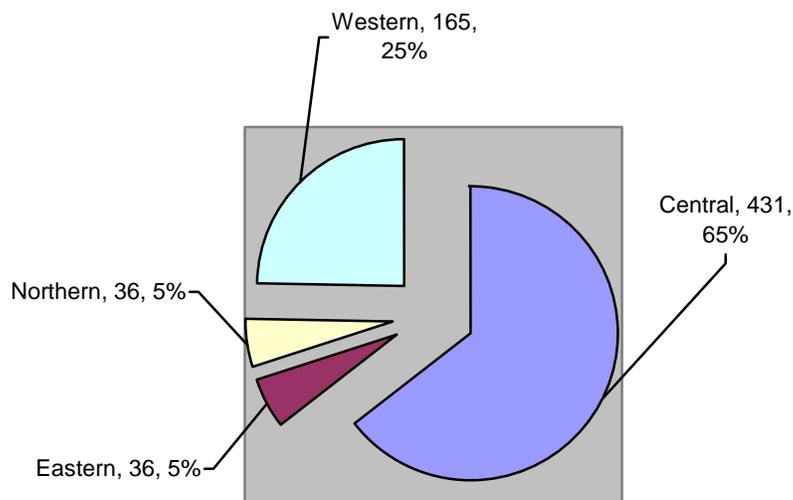
### 2.0 Introduction

The analysis in this chapter shows the details of establishments by industry, region and employment size disaggregated by sex. It further analyses the normal hours of work in the establishments. The wage rate in the selected sectors is presented and a comparison of wages of some occupations made with that in public sector. The chapter concludes by looking at the available vacancies and common accidents at workplaces.

### 2.1 Regional Distribution of Establishments

The results as indicated in Figure 2.1 show that the total number of establishments covered was 671. Of these 431 (65 percent) were in the Central region, 165 (25 percent) in Western region, 36 (5 percent) each for Northern and Eastern regions. This was consistent with the distribution of establishments by the 2005/2006 Uganda Business Inquiry (UBI) report with Central region having the largest share of establishments of 65 percent followed by the Western region with 14 percent, Eastern region with 13 percent and Northern region with 7 percent.

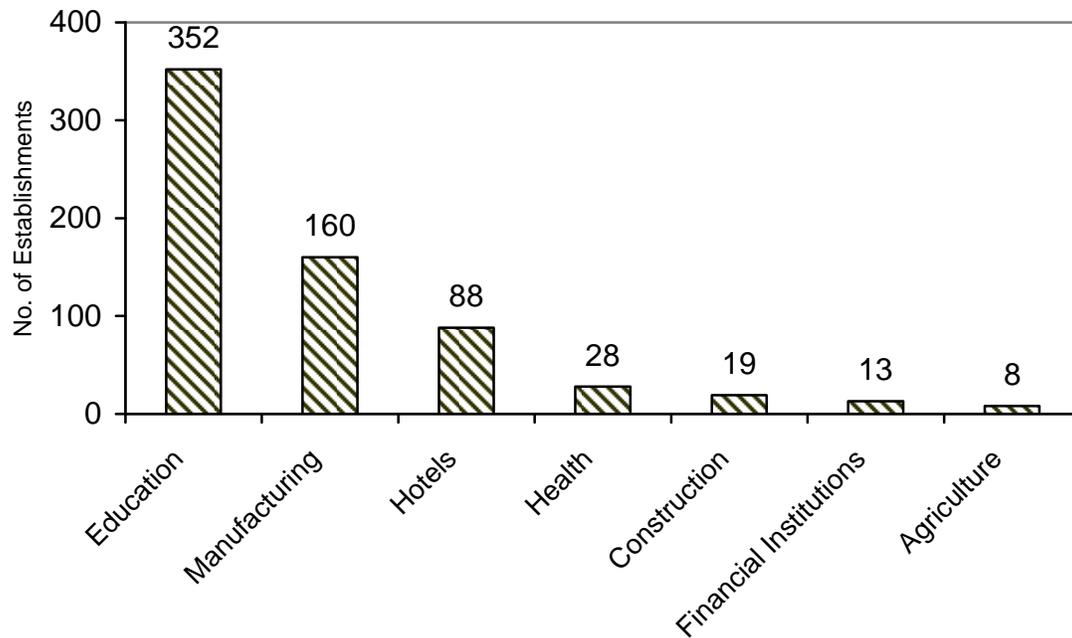
**Figure 2.1: Regional Distribution of Establishments**



### 2.2.1 Businesses by Industrial Classification

Figure 2.2 shows that the highest number of businesses was in education (352) followed by those engaged in manufacturing (160) and Hotels (88). The least was in agriculture with 8 establishments engaged in horticulture.

**Figure 2.2: Number of businesses by Industrial Classification**



### 2.2.2 Distribution of employment by Industrial Classifications

The total employment in the covered establishments was 38,982 as indicated in Table 2.1. This gives an average of 58 employees per establishment. Overall, the findings show a gender bias in favour of males with 70 percent of the total employment by males. The table further indicates that the highest proportion of employment was in manufacturing (37 percent) and the lowest in financial institutions (0.4 percent).

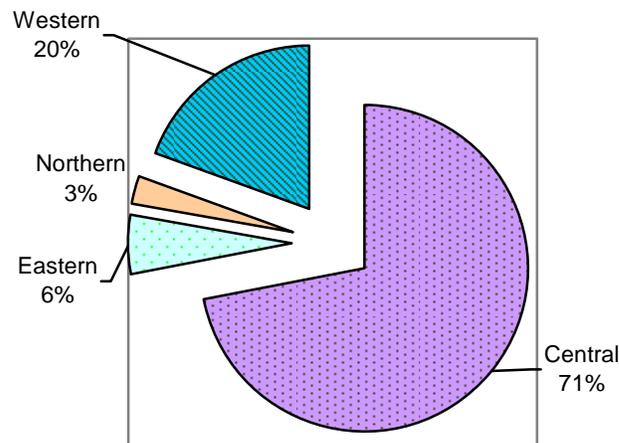
**Table 2.1: Employment by Industrial Classifications (%)**

Industrial Classification	Employment			
	Male	Female	Total	Percent female
Manufacturing	36.9	36.2	36.8	29.3
Education	23.9	35.7	27.4	38.7
Agriculture	17.6	10.7	15.5	20.4
Construction	14.1	1.9	10.4	5.3
Hotels	5.1	9.2	6.3	43.5
Health	2.2	5.8	3.3	52.8
Financial Institutions	0.4	0.6	0.4	39.4
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	
<b>Number</b>	<b>27,363</b>	<b>11,573</b>	<b>38,982</b>	<b>29.7</b>

### 2.2.3 Distribution of Employment by Region

Figure 2.3 show that Central region had the highest number of employees at 71 percent, followed by Western with 20 percent. The Eastern and Northern region had the least share of six percent and three percent respectively.

**Figure 2.3: Employment by Regions**



### 2.2.4 Distribution of Employment by Region and Size Groups

The results in Table 2.2 show that nearly 70 percent of the employees were working in establishments employing 50 persons and more. This was true for all regions except the northern region with 44 percent of the employees in establishments employing 15 to 49 workers.

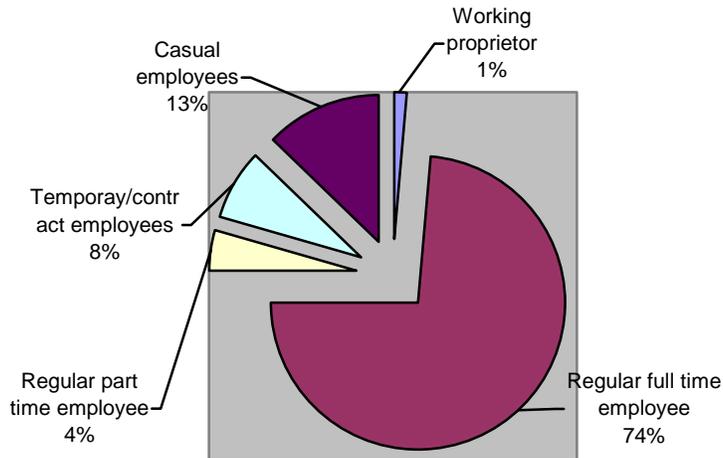
**Table 2.2: Employment by Employment Bands and Region**

Region	Number	Employment Band			Total
		<15	15-49	50+	
Central	28,088	1.0	27.9	71.1	100
Eastern	2,226	0.8	16.8	82.4	100
Northern	1,065	3.6	52.1	44.3	100
Western	7,603	6.1	29.8	64.1	100
<b>Total</b>	<b>38,9812</b>	<b>2.0</b>	<b>28.3</b>	<b>69.7</b>	<b>100</b>

**2.3 Status in Employment**

Workers can be categorized as “working proprietors” or “paid employees”. Figure 2.4 reveals that overall, 74 percent of the employees were regular full-time employees. The casual employees constituted 13 while the working proprietors constituted only one percent.

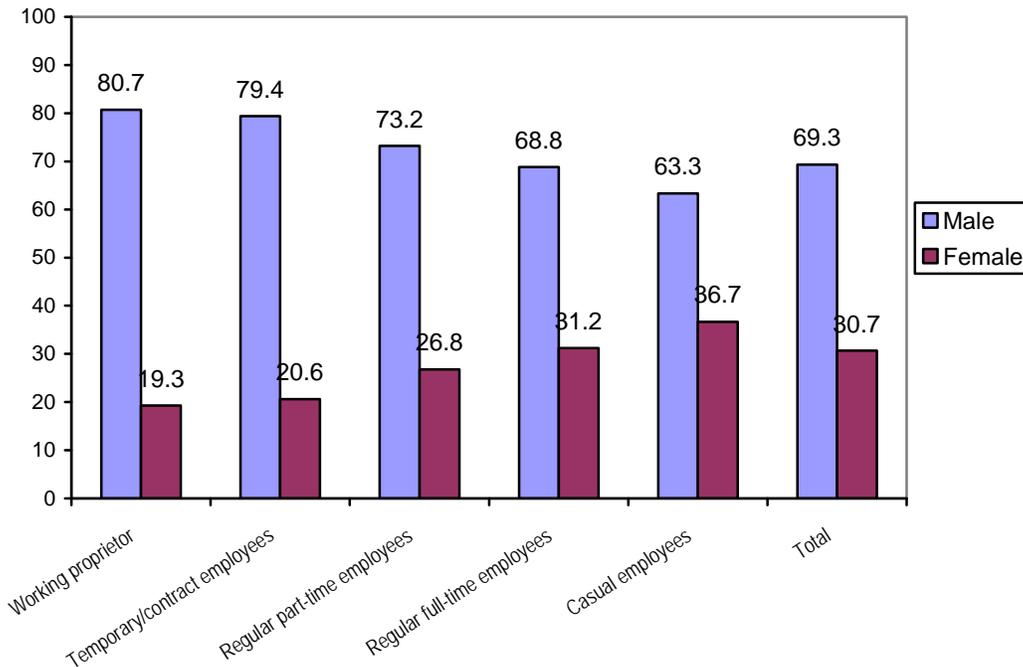
**Figure 2.4: Employment status of employees**



**2.3.1 Distribution Employment Status by Sex**

Overall, 69 percent of the employed persons in the surveyed establishments were males as indicated in Figure 2.5. Regardless of status in employment, the majority of employees were males. The most pronounced difference in sex distribution was among the working proprietors of the businesses 81 percent were males, while for the casual employees they were 63 percent.

**Figure 2.5: Employment status by sex ratio**



## 2.4 Employee Skills

The survey did not collect direct information on the skills of employees. Therefore the skills were inferred from the type of work the employees actually carried out at the establishment. The skill level of the employees was categorized into three broad categories namely skilled employees who worked in professional jobs, semi skilled for those in semi professional jobs and the rest were grouped as unskilled.

### 2.4.1 Skills status by Region

Table 2.3 shows distribution of employees by level of skills. Overall 32 percent of the employees were employed in skilled jobs Western region had the highest percentage with 36 percent of its workers in skilled jobs, followed by Northern region with 35 percent, Eastern region with 34 Kampala and Wakiso districts with 32 percent, and the rest of Central region with 30 percent. The results indicate that the rest of Central region had the highest percentage of its workers in semi skilled jobs (44 percent) followed by Kampala and Wakiso districts with 36 percent. The distribution of the unskilled workers within the regions was in the range of 27 percent to 34 percent with northern region having the highest with 34 percent.

**Table 2.3: Skills status by Region**

Region	Skilled	Semiskilled	Unskilled	Total
Kampala and Wakiso	32.0	36.1	31.9	100
Rest of Central	29.6	43.8	26.7	100
Eastern	34.3	32.9	32.9	100
Northern	34.8	31.4	33.8	100
Western	35.7	31.3	33.0	100
<b>Total</b>	<b>32.3</b>	<b>37.0</b>	<b>30.7</b>	<b>100</b>

#### 2.4.2 Skills Structure by Industry

Table 2.4 shows skill level of employees within sectors. The findings reveal that financial institutions employed more skilled workers as compared to the semi-skilled and unskilled with almost one in every two employees were skilled. On the other hand primary education sector had about 64 percent of its workers who were semi skilled. The highest percentage of unskilled workers was found in the hotel industry constituting three in every five employees.

**Table 2.4: Skills Status by Industry**

Industry	Skilled	Semi skilled	Unskilled	Total
Agriculture	25.6	18.9	55.6	100
Manufacturing	35.6	32.9	31.5	100
Construction	40.2	26.5	33.3	100
Hotels	23.6	17.1	59.3	100
Financial Institution	46.4	37.5	16.1	100
Primary education	10.4	64.0	25.6	100
Secondary education	49.4	27.3	23.3	100
Health	27.0	49.1	23.8	100
<b>Total</b>	<b>32.3</b>	<b>37.0</b>	<b>30.7</b>	<b>100</b>

#### 2.4.3 Skills structure by Status in Employment

Table 2.5 shows skill level of employees by status in employment. The findings reveal that 92 percent of the working proprietors were skilled, though they constituted only 1 percent to total employment. The proportion was only five percent for casual employees. On the other hand almost four in every 10 of the regular part-time and temporary/contract employees were semi skilled. The highest percentage of unskilled workers was amongst the casual employees with 84 percent.

**Table 2.5: Skills Status by Employment Status**

<b>Employment stats</b>	<b>Skilled</b>	<b>Semi skilled</b>	<b>Unskilled</b>	<b>Total</b>
Working proprietors	91.9	7.8	0.3	100
Regular full-time employees	52.7	28.4	18.9	100
Regular part-time employees	29.2	39.7	31.1	100
Temporary/contract employees	25.5	39.7	34.8	100
Casual employees	5.1	11.0	83.9	100
<b>Total</b>	<b>32.3</b>	<b>37.0</b>	<b>30.7</b>	<b>100</b>

## 2.5 Occupation

Information was collected on the establishment occupational hierarchy i.e. different types of occupation which existed in these establishments. Table 2.6 shows the most common occupations. The distribution of occupations with the highest number of employees in the surveyed establishments was that of the casual labourers with 14 percent, followed by the agricultural, fishery and related labourers and then by the secondary school teachers with 10 percent each. The proportion of casual labourers, primary and secondary school teachers, nurses of the employed females was higher than that among the male counterparts. For more details see appendix 1.

**Table 2.6: Distribution of Most Common Occupations by Sex**

<b>Most common occupations</b>	<b>Sex</b>		<b>Total</b>
	<b>Male</b>	<b>Females</b>	
Casual laborers	13.0	17.2	14.3
Agricultural, fishery and related labourers	16.4	9.1	14.2
Secondary teachers	10.2	10.5	10.3
Primary teachers	4.8	10.5	6.5
Cooks/chef	3.7	5.2	4.2
Semi skilled	4.9	1.2	3.8
Machine operators	3.1	3.5	3.2
Security guards	4.0	0.6	2.9
Support staff	2.7	2.6	2.7
Supervisors	2.4	1.8	2.2
Waitress/Waiters	1.2	3.2	1.8
Cleaners	1.4	2.0	1.6
Motor vehicle drivers	2.3	0.1	1.6
Technician	1.9	0.8	1.5
Manufacturing labourers	1.5	1.3	1.5
Production manager	1.6	0.5	1.3
General manager	1.3	0.9	1.2
Matron	0.1	3.2	1.1
Nurses	0.3	2.8	1.1
Cashier	0.7	1.7	1.0
Others	22.5	21.1	22.1
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

## **2.6 Wages and Remuneration**

Wage data on the country's workforce is crucial for the formulation and successful implementation of national development programmes. Wage data is useful in investment decisions and vocational guidance, economic and employment policy formulation. It can also be used for minimum wage fixing, collective bargaining, and for assessment of standards of living. The wage data is useful in determining remuneration and employment trends for private employees.

Mean and median are measures of central tendency in a data set. Mean and median both examine where, in a data set, numbers are likely to occur with the most frequency. However, depending upon the type of data set, one can be a better way than another of evaluating data and coming up with statistical results.

Getting the mean of something is the same as obtaining the average number in a data set. The sum of the numbers in the set is divided by the total of numbers in a set. If any value changes, the mean changes. Mean scores tend to be affected by outliers, data that tends to be far removed from the central tendency of the number.

In a median measurement, the data is arranged from lowest to highest. The middle number in this set is the median. So in some cases, median can be a better measure of central tendencies that discounts the importance of numbers outside the data range.

### **2.6.1 Wages by Industry**

The wage rate is computed for the median monthly wages for establishments that provided data for detailed remuneration by occupations. All other mode of payments like daily, weekly, fortnightly are converted to monthly payments, but excluded piece rate payments.

Table 2.7 shows that overall, the median monthly payment was shs. 140,000. The table further reveals that persons employed in hotels and primary education were the least paid overall with a median monthly payment of shs. 100,000 each, followed by those in agriculture (Shs120,000/= each). The persons employed in financial institutions industry were the most highly paid workers with a median monthly wage of Shs 493,000/=. The very low wage of those employed in hotels, primary education and agriculture, underline the plight of those engaged in those sectors

**Table 2.7: Median Monthly Wage Rate by Industry**

<b>Industry</b>	<b>Number of employees*</b>	<b>Median wage</b>
Hotels	2,608	100,000
Education	11,133	120,000
Agriculture	5,991	120,685
Health	1,124	219,000
Manufacturing	12,749	200,000
Construction	2,798	265,000
Financial Institutions	153	493,000
<b>All industries</b>	<b>36,556</b>	<b>140,000</b>

*Note\* Only establishments data provided detailed employment by occupation*

### 2.6.2 Wages by Occupations

Table 2.8 shows the distribution of the most common first 20 occupations by mean and median monthly income. The results indicate that the cleaners followed by the security guards and manufacturing labourers received the least median monthly income of shs. 58,000, shs. 65,00 and shs. 65,200 respectively. These were followed by the agricultural labourers who constitute the bulk of the work force who received a median monthly income of shs. 69,940. In addition, cooks/chef, waiters/waitresses, matrons and casual labourers earned a median monthly income of less than shs. 100,000.

**Table 2.8: Selected Occupations by Number, Mean and Median Wage Rates**

<b>Occupation</b>	<b>Number*</b>	<b>Wage rate per month</b>	
		<b>Mean</b>	<b>Median</b>
Casual laborers	5,225	127,079	84,739
Agricultural, Fishery and Related Laboures	5,179	73,099	69,941
Teachers – secondary education	3,764	209,658	140,000
Teachers – primary education	2,391	150,030	136,000
Cooks/chef	1,517	94,715	70,000
Semi skilled	1,373	211,592	128,500
Machine operators	1,174	158,143	120,000
Security guards	1,075	85,626	65,000
Support staff	975	118,322	75,000
Supervisors	809	304,422	200,000
Waitress/Waiters	668	98,543	80,000
Cleaners	590	77,938	58,000
Motor Vehicle Drivers	582	177,956	132,212
Technician	566	280,690	225,960
Manufacturing Laborers	537	77,783	65,200
Production Manager	462	537,820	400,000
General Manager	427	572,656	300,000
Matron	393	99,226	80,000
Nurses	384	176,666	150,000
Cashier	370	312,168	123,350

*Note \* - establishments that provided employment by occupations*

Among the most common occupations outside managerial posts, the engineers and medical doctors had the highest median monthly income of shs. 600,000 and shs. 575,000 respectively. (See Appendix 1).

### 2.6.3 Wage Rates of Selected Occupations in the Private and Public Sectors

Like the Uganda National Household Survey (UNHS) 2005/2006, the Employment and Earnings Survey (EES) of 2007 on the overall shows that the private sector pays less than the public sector, despite being the biggest employer. An employee in the public sector on average earns almost 5 times compared to a counterpart in the private sector.

The wage rates were compared for some selected occupations. The results in Table 2.9 indicate that the head teachers and teachers in secondary education, accountants, and primary teachers, support staff, and the deputy head teachers of primary and secondary education in public sector earned more than their counterparts private sector. The reverse is true for the drivers, technicians, engineers, medical doctors and secretaries. .

Generally for teaching professionals, those employed in public/government schools were paid more as compared to those in private sector. Head teachers and their deputies in government schools were paid almost twice as compared to their counterparts in private schools. Medical professional in the private sector were paid slightly higher than their government counterparts.

**Table 2.9: Selected occupations by mean wage rates in the public and private sectors**

<b>Occupation</b>	<b>Private</b>	<b>Public</b>	<b>Public/private ratio</b>
Head Teacher – secondary education	309,585	586,600	1.9
Secondary teacher	209,658	340,000	1.6
Accountant	382,576	563,800	1.5
Primary teacher	150,030	200,000	1.3
Support Staff	85,626	97,400	1.1
Deputy Head Teacher - Secondary	262,726	285,000	1.1
Deputy Head Teacher- Primary	240,184	260,000	1.1
Head Teacher- Primary education	273,864	285,000	1.0
Nurses	176,666	170,000	1.0
Secretary	134,889	126,600	0.9
Medical Doctor	633,680	563,800	0.9
Engineer	664,737	563,800	0.8
Technician (medical laboratory)	277,080	198,000	0.7
Motor vehicle drivers	176,667	91,800	0.5

## 2.7 Hours of work

The number of hours worked have an impact on the health and well-being of workers as well as on levels of productivity and labour costs of establishments. Measuring the level and trends in the hours worked in a society, for different groups of workers, is therefore important when monitoring working and life conditions as well as when analyzing economic developments.

One of the measurements related to working time that gives an overall picture of the time that the employed devote to work is the number of hours an employed person works per week.

In Uganda, the statutory normal working hours are 40 hours per week (or 8 hours per day for 5 days a week). Long hours of work are hazardous to the health of the working people.

Information was sought on normal hours of work per day (after which overtime conditions apply).

### 2.7.1 Normal hours of work per week by employment status

Table 2.10 show that on the overall, employees worked for a total of 53 hours per week or 9 hours per day which was higher than the provision. The table also shows that employees had a 6-day working but not 5 as provided for in the law.

The table further show that regular full time employees had the largest working week of 55 hours per week (9 hours per day) while regular part time employees worked for only 32 hours per week. In comparison with the statutory normal working hours, regular full time employees work 15 hour more than the normal while the regular part time employees work 8 hours less than the normal.

**Table 2.10: Normal hours of work per week by Employment status**

Employment status	Hours worked	Hours worked	Days worked
	a week	a day	a week
Regular Full-time employees	54.5	9.1	5.9
Casual employees	53.2	8.8	6.1
Temporary/Contract employees	50.1	8.6	5.7
Working proprietor	46.9	8.5	5.2
Regular Part-time employees	32.3	7.4	4.2
<b>Total</b>	<b>52.9</b>	<b>8.9</b>	<b>5.8</b>

### 2.7.2 Hours of Work by Industry

The Table 2.11 below shows that overall, employees worked for an average of 53 hours a week, almost 13 hours above the normal working hours. Employees in the Hotels sector worked on average for the longest time of 61 hours per week while those in the financial institutions worked for the least average hours a week of 45.

**Table 2.11: Normal hours of work per week by Employment status**

<b>Status</b>	<b>Hours worked</b>	<b>Hours worked</b>	<b>Days worked a</b>
	<b>a week</b>	<b>a day</b>	<b>week</b>
Agriculture	47.7	8.1	5.9
Manufacturing	49.4	8.3	5.9
Construction	50.4	8.6	5.9
Hotels	60.7	9.5	6.3
Financial Institutions	44.9	8.1	5.6
Primary education	55.8	9.3	5.9
Secondary education	52.3	9.1	5.6
Health	48.0	7.5	5.7
<b>Total</b>	<b>52.9</b>	<b>8.9</b>	<b>5.8</b>

### 2.7.3 Hours of Work by Occupation

Table 2.12 shows hours of work and days worked a week for selected occupations. Security guards and matrons work on average 11 hours per day and they worked for all the seven days in a week. These categories of employees work for 22 hours more than the national recommended normal working hours per week of 40. These were followed by waitress/waiters who worked for about 10 hours per day. These were among the least paid persons as shown in Table 2.8.

**Table 2.12: Hours of work for selected occupations per week**

<b>Occupation</b>	<b>Hours worked a week</b>	<b>Hours worked a day</b>	<b>Days worked a week</b>
Casual laborers	54.7	9.1	6.0
Secondary Teachers	39.9	8.2	4.8
Agricultural, fishery and related labourers	47.2	8.0	5.9
Primary Teachers	48.5	8.9	5.4
Cooks/chef	61.3	9.4	6.4
Semi skilled	43.9	7.6	5.8
Machine operators	50.1	8.5	5.9
Security guards	72.0	10.8	6.7
Support staff	48.3	8.0	6.0
Supervisors	51.6	8.6	6.0
Waitress/Waiters	62.7	9.9	6.3
Cleaners	47.4	7.7	6.0
Motor vehicle drivers	50.3	8.4	5.9
Technician	45.3	7.6	6.0
Matron	74.5	11.0	6.7
Nurses	57.1	9.2	6.1
Manufacturing labourers	53.3	9.0	5.9
Construction labourers	38.0	6.3	6.0
General labourers	49.9	8.4	5.9
Medical doctors	43.8	8.1	5.4
Engineers	54.4	8.6	6.2

## 2.8 Vacancies:

Vacancies portray the demand side of the labour market. This information is very important for career guidance as it acts as an indicator of the expanding sectors in the economy and skills most demanded by the labour market.

Table 2.13 shows the number of vacancies by occupation that existed in the establishments. The largest number of vacancies was for casual labourers with 517 vacancies which constituted 35 percent of all the vacancies. This could point at the situation that has come up referred to as casualisation of labour. The majority of the jobs created by establishments are of low calibre.

**Table 2.13: Type of jobs available to employers (Vacancies)**

<b>Occupations</b>	<b>Number Required</b>
<b>Skilled</b>	77
Teachers Secondary	52
Other Officials and Administrators	40
Sales Manager	
<b>Semi-skilled</b>	133
Technician	40
Waitress/Waiters	39
Primary Teachers	20
Machinery Mechanics and Fitters, motor vehicle mechanics	19
Nurses	13
Semi skilled	11
Vocational Training Institutes Teaching	11
Matron	8
Motor Vehicle Drivers	8
Machine operators	
<b>Unskilled</b>	
Casual laborers	517
Agricultural, Fishery and Related Labourers	213
Manufacturing Laborers	65
Cooks/chef	40
Security guards	25
Cleaners	12
General Laborers	9
Others	122
<b>Total</b>	<b>1,474</b>

## 2.9 Industrial Accidents

Industrial accidents refer to injuries, which include accidents and occupational diseases as described in the Workers Compensation Act 2000, which happen during and in the course of employment. The industrial accidents reflect the state of safety and health at the workplace and working environment. The more the accidents occur in a workplace or industrial sector the more it becomes necessary to improve on the working environment safety and health for all persons who work in it. The accidents usually inflict pain or death on the victims, reduces the productivity of the victims and the workplace and has high costs for the employer in terms of medical care after the accident and compensation to the victim. The possible causes of industrial accidents at a workplace are many. The following were identified during the survey:

- human error,
- neglect,

- lack of information,
- insufficient instructions or
- unsafe machines used in the course of employment

For details, see Appendix 2.

### **Conclusion**

The employment and Earnings Survey covered a total of 668 establishments, with a total employment of about 39,000. The proportion of females was 30 percent.

Of all the establishments covered, Central region constituted 71 percent while the Northern region constituted only 3 percent.

Of the total employment in the surveyed establishments, 74 percent were regular full time employees, while 13 percent were casual employees.

About one third of the employment was skilled, and one third was unskilled. In the hotel and agriculture sectors, 59 percent and 56 percent of the employees were unskilled respectively.

On overall, employees in the surveyed establishments worked 13 hours a week more than the normal 40 working hours a week.

## Chapter 3: Manufacturing Sector

### 3.0 Introduction

The manufacturing sector is a very important sector to the economy. It contributed 9 percent to the Gross Domestic Product during the 2006/2007 financial year, and it was a reduction of about 3 percent compared to the previous financial year.

Manufacturing is the physical or chemical transformation of materials or components into new products. The transformation process may be by power driven machines or by hand or both.

### 3.1 Total Number of Manufacturing Establishments

The manufacturing covered by this survey was sub divided into 11 sectors. A total of 160 establishments were covered in the manufacturing industry and about one half were in the manufacture of food products sub-sector as indicated in Table 3.1. About 12 percent were manufacturing other non-metallic products which includes sand, cement and clay products.

### 3.1 Total Number of Manufacturing Establishments

Activity description	No. of Est.	Percentage
Food processing	76	47.5
Manufacture of other non-metallic products	19	11.9
Manufacture of textiles and leather products	12	7.5
Manufacture of chemicals and chemical products	11	6.9
Manufacture of furniture	10	6.3
Printing	9	5.6
Manufacture of metal products	9	5.6
Manufacture of wood, straw, cork	6	3.8
Manufacture of plastic products	5	3.1
Manufacture of paper products	3	1.9
<b>Total</b>	<b>160</b>	<b>100</b>

### 3.2 Employment in the Manufacturing Establishments

The total employment was about 14,300 persons of which 29 percent were females as indicated in Table 3.2. The total employment in the manufacture of food products sub sector was 44 percent of the total coverage. The manufacture of textiles and leather products as well the manufacture of non-metallic mineral products which includes building materials and bricks accounted for about 13 percent each to the total employment.

**Table 3.2: Total Number of Establishments and Employment in Manufacturing**

Activity description	Employment			
	Male	Female	Total	%
Food processing	4,485	1,734	6,269	43.8
Manufacture of textiles and leather products	1,230	634	1,864	13.0
Manufacture of other non-metallic products	1,540	302	1,842	12.9
Manufacture of chemicals and chemical products	806	647	1,453	10.1
Printing	635	512	1,147	8.0
Manufacture of plastic products	616	120	736	5.1
Manufacture of furniture	406	147	553	3.9
Manufacture of metal products	222	24	246	1.7
Manufacture of wood, straw, cork	89	27	116	0.8
Manufacture of paper products	57	46	103	0.7
<b>Total</b>	<b>10,086</b>	<b>4,193</b>	<b>14,329</b>	<b>100</b>

*Note\*: Sex for some employees was not stated*

### 3.3 Employment Status in Manufacturing Sector

The results further indicate that more than one half of the total persons engaged in the manufacturing sector were regular full-time employees, and slightly less than one third were casual employees. The temporary employees accounted for 8 percent while the working proprietors accounted for less than one percent. The temporary and casual employees are vulnerable to becoming unemployed when their contracts expire.

About 44 percent of the female employees were casual compared to only 26 percent of the male employees. This indicates that females are more likely to fall into unemployment as compared to males.

**Table 3.3: Employment Status**

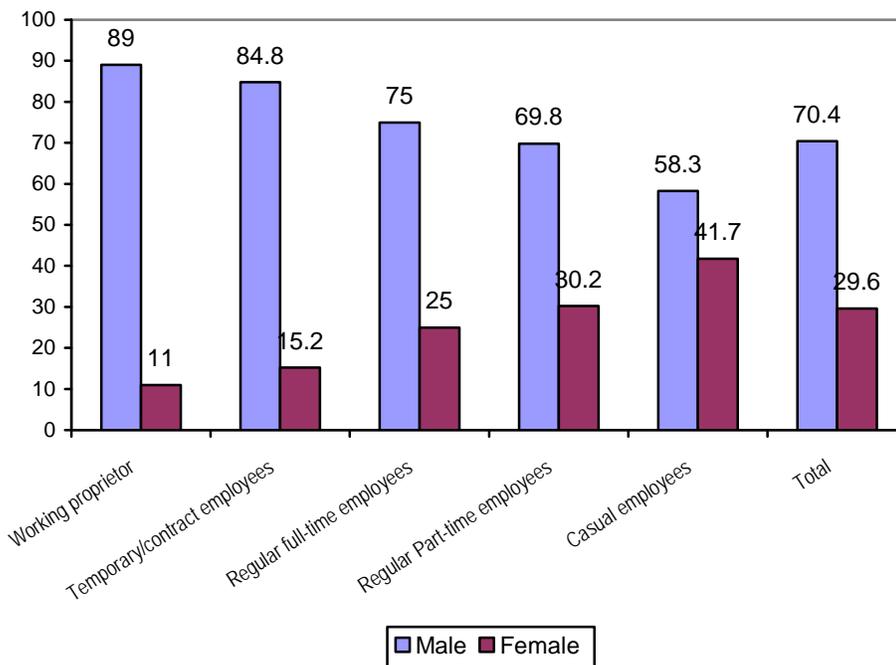
Employment Status	Employment		
	Male	Female	Total
Regular Full-time employees	58.2	46.2	54.7
Casual employees	26.1	44.4	31.5
Temporary/Contract employees	9.6	4.1	8.0
Regular Part-time employees	4.1	4.3	4.2
Working proprietor	0.8	0.2	0.6
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Number</b>	<b>8,508*</b>	<b>3,576*</b>	<b>12,084*</b>

*\*Note: Some establishments did not state the employment status of employees*

### 3.4 Employment Status by Sex

The findings show that overall, 70 percent of the persons working in the manufacturing sector were males as depicted in Figure 3.1. The results further show that 89 percent of the employees who reported as working proprietors in manufacturing industry were males. The proportion of working proprietors to total employment was less than one percent. The proportion for females was less than that of males for other categories of the employment status.

**Figure 3.1: Employment status by sex in the manufacturing sector, percent female**



### 3.5 Size of Businesses in Manufacturing Industry

About 84 percent of the total employment in the manufacturing industry was in those employing 50 and more employees. Only one percent of the total persons engaged in the manufacturing industry were in the establishments employing less than 15 persons.

**Table 3.4: Employment Size Groups**

Employment Band	Number of establishments	Employment		
		Male	Female	Total
Less 15	23	1.1	1.2	1.1
15-49	79	15.9	11.9	14.7
50 plus	58	83.0	86.9	84.2
<b>Total</b>		<b>100</b>	<b>100</b>	<b>100.0</b>
<b>Number</b>	<b>160</b>	<b>11,086</b>	<b>4,193</b>	<b>14,329</b>

### 3.6 Distribution of Employment by Occupation in Manufacturing Sector

The occupation with the highest number of employees in the surveyed establishments in the manufacturing sector was that of the casual labourers (33 percent), as indicated in Table 3.5. It was followed by the machine operators and then by the semi skilled with 9 and 5 percent respectively.

However, the distributions of the most common occupations vary with sex. Among females, the proportion for casual labourers almost one half compared to almost one quarter for the male counterparts<sup>1</sup>.

<sup>1</sup> Disadvantages associated with casualisation of employment

1. No compensation
2. No job assurance

**Table 3.5: Distribution of Most Common Occupations by Sex**

<b>Most common occupations</b>	<b>Sex</b>		<b>Total</b>
	<b>Male</b>	<b>Females</b>	
Casual laborers	26.1	49.6	32.9
Machine operators	8.3	10.7	9.0
Semi skilled	6.5	2.8	5.4
Supervisors	4.7	3.4	4.3
Manufacturing Laborers	4.3	4.0	4.2
Production Manager	4.4	1.6	3.6
Technician	3.2	2.1	2.9
Support staff	2.5	3.0	2.6
Motor Vehicle Drivers	3.6	0.1	2.6
Security guards	3.1	0.9	2.4
Sales Representative/Marketeer	2.4	1.6	2.2
Foods and Related Products Processing Traders	2.4	1.1	2.0
Cashier	1.5	2.9	2.0
General Manager	2.0	1.1	1.7
Specialized Managers - Production and op	2.1	0.6	1.7
Accountants	1.6	1.5	1.6
Managing Supervisors - Other Dept. managers	1.5	1.8	1.6
Fibre preparing, weaving & sewing textiles workers	1.8	0.3	1.4
General Laborers	1.4	0.9	1.2
Cooks/chef	1.2	0.5	1.0
Porters in manufacturing	1.1	0.7	1.0
Cleaners	1.0	0.8	0.9
Printing and Related Trades Workers	1.2	0.2	0.9
Other Officials and Administrators	0.9	0.6	0.8
Directors and Chief Executives	0.8	0.4	0.7
Secretaries	0.3	1.3	0.6
Others	9.9	5.6	8.6
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Number</b>	<b>9,041</b>	<b>3,708</b>	<b>12,749</b>

### 3.7 Wage Rate by Occupation

Wages for individual occupations provide more revealing information than the broad averages covering many or all occupations within an industry. The occupational wages gives a more specific scope of job coverage and provides a focus on particular type of workers.

The wage rate is computed for both the mean and median monthly wages. Mean values are greatly influenced by outliers. Median consider the middle value, hence there are not influenced by outliers. In All other mode of payments like daily, weekly, fortnightly are converted to monthly payments. The piece rate payments are excluded.

Table 3.6 shows that overall, the monthly median wage for the manufacturing sector was shs. 200,000, and it was fourth in relation to sectors covered. The data further indicates that the

manufacturing labourers received the lowest median monthly wage of shs. 65,200. The second lowest median monthly income was that of shs. 70,000 received by the cook/chef. Generally, the cleaners casual labourers and general labourers received a median monthly wage of less than shs. 100,000.

Among the most common occupations, Directors and Chief Executives, as well as the Other Officials and Administrators had the highest median monthly income of shs. 700,000 and shs. 450,000 respectively.

**Table 3.6: Selected Occupations by Number, Mean and Median Wage Rates**

Occupation	Number	Wage rate per month	
		Mean	Median
Manufacturing Laborers	537	77,783	65,200
Cooks/chef	130	125,266	70,000
Cleaners	119	104,335	75,475
Casual laborers	4,200	137,744	90,000
General Laborers	157	161,848	95,545
Askari/Security	311	148,885	100,000
Foods and Related Products Processing Traders	255	137,683	100,000
Porters in manufacturing	129	142,260	100,000
Machine operators	1,151	152,317	117,000
Semi skilled	692	221,301	144,000
Support staff	335	153,773	150,000
Printing and Related Trades Workers	112	166,552	150,000
Motor Vehicle Drivers	326	205,342	152,750
Sales Representative/Marketeer	275	286,986	180,000
Fibre preparing, weaving & sewing textile workers	176	196,449	196,449
Supervisors	553	289,024	200,000
Cashier	249	598,756	200,000
Secretaries	79	256,845	200,000
Technician	369	300,954	225,960
Accountants	205	363,870	300,000
General Manager	223	571,900	320,000
Production Manager	453	537,479	400,000
Specialized Managers - Production and op	216	637,442	400,000
Managing Supervisors - Other Dept. managers	203	935,822	404,285
Other Officials and Administrators	105	578,616	450,000
Directors and Chief Executives	89	1,024,174	700,000
Others	1,100		
<b>Total</b>	<b>12,749</b>	<b>373,184</b>	<b>200,000</b>

### 3.8 Mean hours worked and days worked per week

Data was also collected on the number of hours worked by occupation and the results are indicated in Table 3.7. Overall, workers in manufacturing sector on average worked eight hours a day and for six days a week. The results further shows that security guards and the cooks/chef in the manufacturing sector worked for the longest number of hours per day of 11 and 10 hours respectively. The askari/security guards even do not have resting day as they worked almost 7 days a week. These were among the least paid as shown in Table 3.6.

**Table 3.7: Mean Hours Worked and Days Worked in a Week**

<b>Occupation</b>	<b>Hours worked a week</b>	<b>Hours worked a day</b>	<b>Days worked a week</b>
Security guards	70.3	10.6	6.6
Cooks/chef	61.8	9.8	6.2
Casual laborers	56.4	9.4	6.0
Manufacturing Laborers	54.4	9.2	5.9
Cashier	54.3	8.8	6.1
General Laborers	53.6	8.8	6.0
Motor Vehicle Drivers	52.3	8.5	6.1
Machine operators	50.8	8.6	5.9
Cleaners	49.6	8.4	5.9
Supervisors	49.6	8.2	6.0
Carpenter	49.1	8.9	5.6
Sales Representative/Marketeer	48.3	8.2	5.9
Mechanic	48.2	8.2	5.9
Fibre preparing, weaving & sewing textiles	48.0	8.0	6.0
Semi skilled	48.0	8.4	5.7
Accountants	47.2	8.1	5.8
Welders	46.5	8.1	5.8
Secretaries	46.0	7.8	5.9
Porters in manufacturing	45.3	7.7	5.9
Technician	44.1	7.4	6.0
Support staff	43.4	7.3	5.9
Production Manager	43.0	7.1	6.1
Food and Related Products Processing Mac	41.8	8.0	5.2
Electricians	40.4	7.1	5.7
<b>Total</b>	<b>49.5</b>	<b>8.3</b>	<b>5.9</b>

### Conclusion

A total of 160 establishments were covered in the manufacturing sector with a total employment of 14,000. Of those employed, 29 percent were females.

About 55 percent of the employees in the manufacturing sector were regular full time employees, while the casual labourers constituted one third.

The casual employees earned a median monthly wage of shs. 90,000.

Overall, persons in the manufacturing sector worked 10 hours more than the normal working 40 hours a week. Most notable were the security guards who worked 30 hours more a week compared to the normal working hours a week.

## Chapter 4: Construction Sector

### 4.0 Introduction

Construction is an important sector of the economy. During the 2006/2007 financial year, the construction sector contributed 10 percent to the Gross Domestic Product (GDP). This was a 11 percent increase in the contribution to GDP compared to the previous financial year. In addition, construction provides dwelling to households, delivery of services like education and health which require buildings.

The construction sector includes site preparation, building construction, building installation, and building completion. It also includes construction of roads which are major channels for transport and marketing of inputs and outputs from production.

### 4.1 Distribution of Employment by Band

A total of 19 establishments were covered in the construction sector indicated in Table 4.1. The total employment in those construction establishments was 4,061 persons. About 94 percent of the employed persons were in the 50 and above employees' size class. Less than one percent of the employment was in establishments employing less than 15 employees. The female employment was only 5 percent of the total persons employed in the construction sector.

**Table 4.1: Employment by Industrial Classifications (%)**

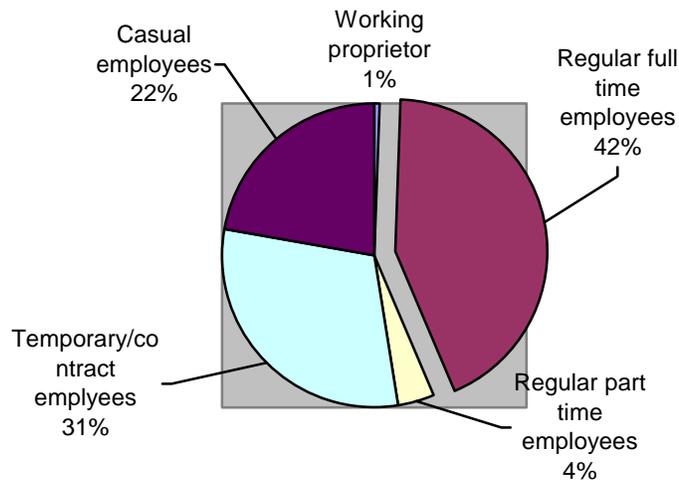
Size class	Establishments	Employment		
		Male	Female	Total
Less 15	2	0.3	3.3	0.5
15-49	7	4.9	9.3	5.1
50 plus	10	94.8	87.4	94.4
Total		<b>100</b>	<b>100</b>	<b>100</b>
Number	<b>19</b>	<b>3,846</b>	<b>215</b>	<b>4,061</b>

### 4.2 Employment Status in Construction Sector

The results indicated in Figure 4.1 show that 42 percent of the total persons engaged in the construction sector were regular full-time employees. This is the proportion of the employees in the construction sector that is assured of a full-time job. Slightly below one third were on contract or temporary terms. The temporary employees are vulnerable to becoming unemployed when their contracts expire. The casual employees accounted for almost one fifth of the total persons

engaged in the construction industry, while the working proprietors accounted for less than one percent.

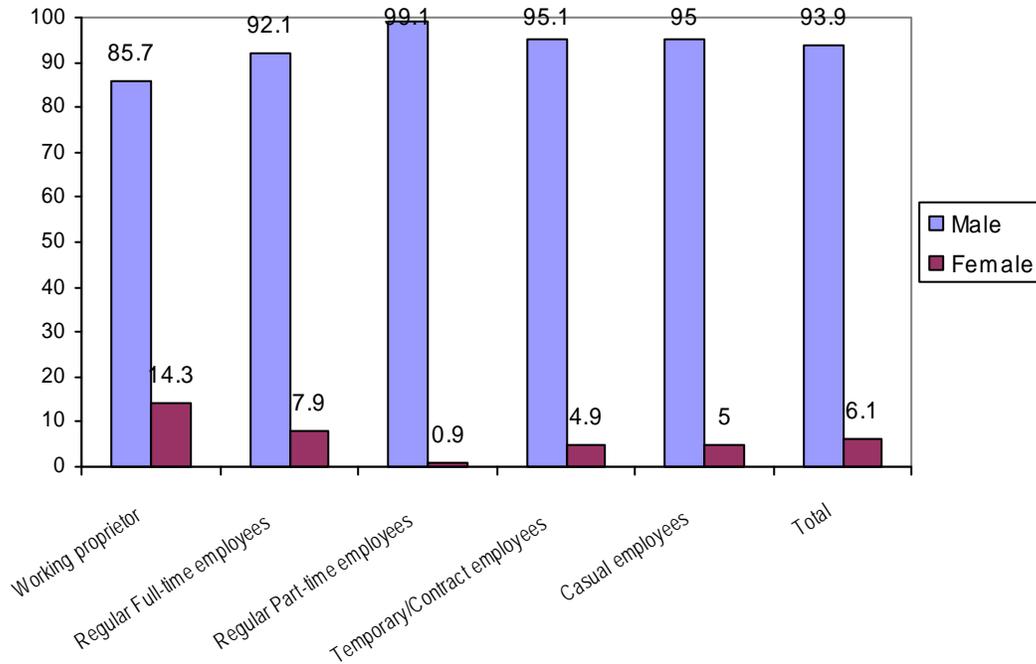
**Figure 4.1: Employment Status in Construction Sector**



### 4.3 Employment Status by sex ratio

Figure 4.2 show that overall, 94 percent of the employed persons in the construction industry were males. The figure further indicates that about 86 percent of the working proprietors in construction industry were males. Males constituted more than 90 percent of the employed persons in the construction industry in the rest of the employment status categories.

**Figure 4.2: Employment status by sex in the construction sector**



#### 4.4 Selected Occupations in Construction Sector

The distribution of occupations with the highest number of employees in the surveyed establishments in the construction industry was that of the casual labourers (28 percent), as indicated in Table 4.2. It was followed by the semi skilled and support staff with 22 and 14 percent respectively.

However, the distributions of the most common occupations vary with sex. The proportion for males is much higher than that of males in casual labourers and semi-skilled staff, while that of the support staff category was almost twice that of males compared to that of females.

**Table 4.2 Selected Occupations in Construction Sector**

<b>Most common occupations</b>	<b>Sex</b>		<b>Total</b>
	<b>Male</b>	<b>Females</b>	
Casual laborers	28.9	12.3	27.9
Semi skilled	22.7	3.5	21.6
Support staff	12.9	25.7	13.7
Technician	6.2	2.3	6.0
Construction Laborers	6.0	0.6	5.7
Porters in construction	3.1	8.8	3.4
Motor Vehicle Drivers	3.6	0.0	3.4
Foreman	2.7	0.0	2.5
General Manager	2.1	0.6	2.0
Security guards	1.8	0.6	1.7
Engineers	1.4	1.2	1.4
Cartographers, Surveyors	1.2	0.0	1.1
Machine operators	0.9	0.0	0.8
Carpenter	0.7	1.8	0.8
Supervisors	0.8	0.6	0.8
Foremen/Supervisors in Plant, Machine Operators	0.7	0.0	0.7
Secretaries	0.2	7.0	0.6
Directors and Chief Executives	0.5	1.2	0.5
Accounts Assistant	0.4	1.8	0.5
Mechanic	0.5	0.6	0.5
Managing Supervisors - Other Dept. managers	0.3	2.3	0.4
Social Workers	0.2	2.9	0.4
Accountants	0.3	1.2	0.4
Unskilled workers	0.4	0.0	0.4
Building Finishers and Related Trades Workers	0.0	4.7	0.3
Sales Manager	0.2	2.3	0.3
Messengers	0.0	4.7	0.3
Cleaners	0.0	4.1	0.3
Others	1.5	9.4	2.0
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Number</b>	<b>2,626</b>	<b>171</b>	<b>2,797</b>

#### **4.5 Mean and median monthly wages**

Wages for individual occupations provide more interesting information than the broad averages covering many or all occupations within an industry. The occupational wages narrows the scope of coverage and provides a focus on particular type of workers.

The results in Table 4.3 show that overall, the median monthly wage in the construction sector was shs. 260,000. It was the second median monthly wage after the financial sector. The directors and chief executives as well as the surveyors were the most highly paid persons in the construction sector with a monthly median wage of shs. 853,000 and shs. 700,000, respectively.

They were followed by engineers. The unskilled workers and the construction labourers were the least paid persons with a median monthly salary of shs. 54,000 and shs. 69,000, respectively. These were followed followed by the carpenters with a median monthly wage of shs. 80,400.

**Table 4.3 Mean and median monthly wages in Construction Sector**

Most common occupations	Number	Monthly Wages	
		Mean	Median
Unskilled workers	10	54,000	54,000
Construction Laborers	159	68,960	68,960
Carpenter	22	80,440	80,440
Messengers	8	128,640	120,000
Security guards	47	140,971	140,000
Mechanic	13	148,042	148,042
Motor Vehicle Drivers	95	237,377	150,000
Casual laborers	780	156,710	151,020
Accounts Assistant	14	191,150	160,000
Foremen	19	174,643	175,000
Porters in construction	96	369,333	182,000
Cleaners	7	199,424	186,056
Support staff	383	220,000	220,000
Machine operators	23	237,770	220,643
Secretaries	16	263,235	225,000
Accountants	10	359,375	275,000
Social Workers	11	374,939	327,500
Technician	167	310,714	350,000
Semi skilled	603	387,000	387,000
Supervisors	21	418,984	417,625
Foreman	70	475,033	500,000
General Manager	55	781,168	550,000
Engineers	39	623,750	600,000
Managing Supervisors - Other Dept. managers	11	549,580	600,000
Cartographers, Surveyors, Town Planners	31	700,000	700,000
Directors and Chief Executives	15	1,250,875	853,500
Others	56		
<b>Total</b>	<b>2,797</b>	<b>458,285</b>	<b>260,000</b>

#### 4.6: Mean Hours and days worked per week

Data was also collected on the number of hours work by occupation and the results are indicated in Table 4.4. Overall, workers in construction sector worked on average nine hours a day and six days a week. The results further shows that security guards in the construction sector worked for the longest number of hours per day of 11. They also do not have resting day as they worked 7

days a week. The machine operators in construction sector worked for the least hours week of less than 40.

**Table 4.4: Mean hours and days worked per week in construction sector**

<b>Occupations</b>	<b>Hours worked a week</b>	<b>Hours worked a day</b>	<b>Days worked a week</b>
Security guards	74.0	10.8	6.7
Foremen	56.6	9.2	6.1
General Manager	55.6	9.6	5.8
Managing Supervisors - Other Dept. managers	54.0	9.6	5.6
Engineers	53.8	8.6	6.2
Accounts Assistant	53.8	9.3	5.8
Carpenter	53.3	8.9	6.0
Technician	50.8	8.6	5.9
Porters in construction	50.7	8.9	5.7
Supervisors	50.2	8.8	5.7
Cleaners	49.7	8.3	6.0
Construction Laborers	49.0	8.2	6.0
Secretaries	48.1	8.5	5.6
Support staff	48.0	8.0	6.0
Cartographers, Surveyors, Town	48.0	8.0	6.0
Unskilled workers	48.0	8.0	6.0
Sales Manager	48.0	8.0	6.0
Accountants	47.4	8.1	5.9
Foreman	47.0	8.3	5.7
Mechanic	47.0	7.8	6.0
Semi skilled	46.0	7.7	6.0
Social Workers	45.0	9.0	5.0
Casual laborers	43.8	6.9	6.3
Directors and Chief Executives	43.5	7.3	6.0
Motor Vehicle Drivers	43.1	7.5	5.8
Messengers	42.6	7.4	5.8
Machine operators	38.7	6.0	6.3
<b>Total</b>	<b>50.6</b>	<b>8.6</b>	<b>5.9</b>

### **Conclusion**

A total of 19 establishments were covered in the construction sector, with a total employment of about 4,000. The female constituted only 5 percent to the total employment.

The regular full time employees constituted 42 percent of the total employment, while the part time/contract and the casual labourers constituted 53 percent of the total employment.

The unskilled labourers, construction labourers, and the carpenters in the construction sector earned a median monthly wage of less than shs. 100,000.

Overall, workers in the construction sector worked 10 hours a week more than the normal 40 hours a week. Notable were the security guards who worked 34 hours a week more than the normal working hours a week.

## Chapter Five: Hotel Sector

### 5.0 Introduction

In the recent past several hotels have been built in the country giving some employment opportunities to Ugandan and foreign employees. The hotels and restaurants industry contributed 3 percent to GDP during 2006/2007 financial year. This was a growth of 5 percent compared to the contribution to GDP from the previous financial year.

### 5.1 Size of business

A total of 88 hotels and restaurants establishments were covered as indicated in Table 5.1. The total employment was about 2,450 persons of which 44 percent were females. More than one half of the employees in the hotel sector are engaged in the businesses with employment band of 15-49. About 40 percent of the employees in hotels industry were in the 50 and above employment size band.

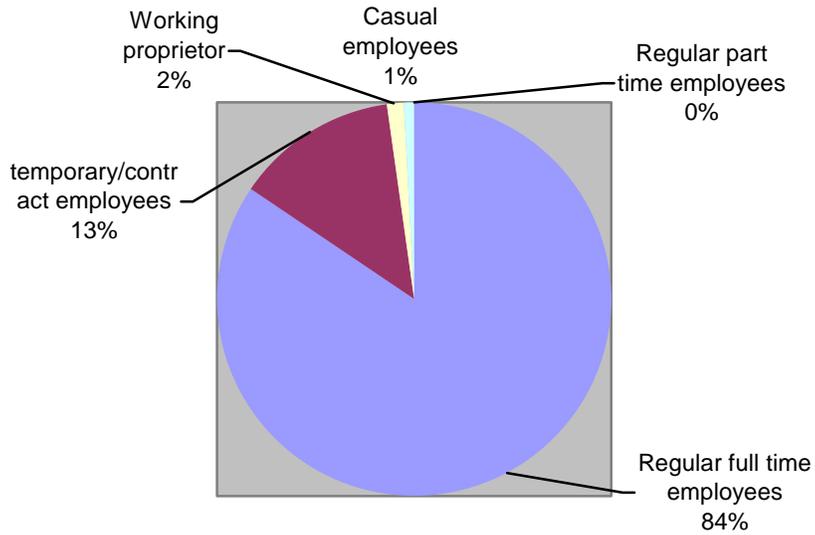
**Table: 5.1 Size of Businesses in Hotel sector**

Employment Band	Establishments	Employment		
		Male	Female	Total
Less 15	25	5.8	10.8	8.0
15-49	56	49.0	56.6	52.2
50 plus	10	45.2	32.6	39.8
<b>Total</b>		<b>100</b>	<b>100</b>	<b>100</b>
<b>Number</b>	<b>88</b>	<b>1,387</b>	<b>1,066</b>	<b>2,449</b>

### 5.2 Employment status

The largest categories of hotel workers were the regular full time employees and the temporary/contract employees who accounted for about 84 percent and 13 percent respectively as indicated in Figure 5.1. In the hotel sector only a few workers were in the regular part-time and casual employees. Both categories accounted for only one percent for the total employment in the hotel industry.

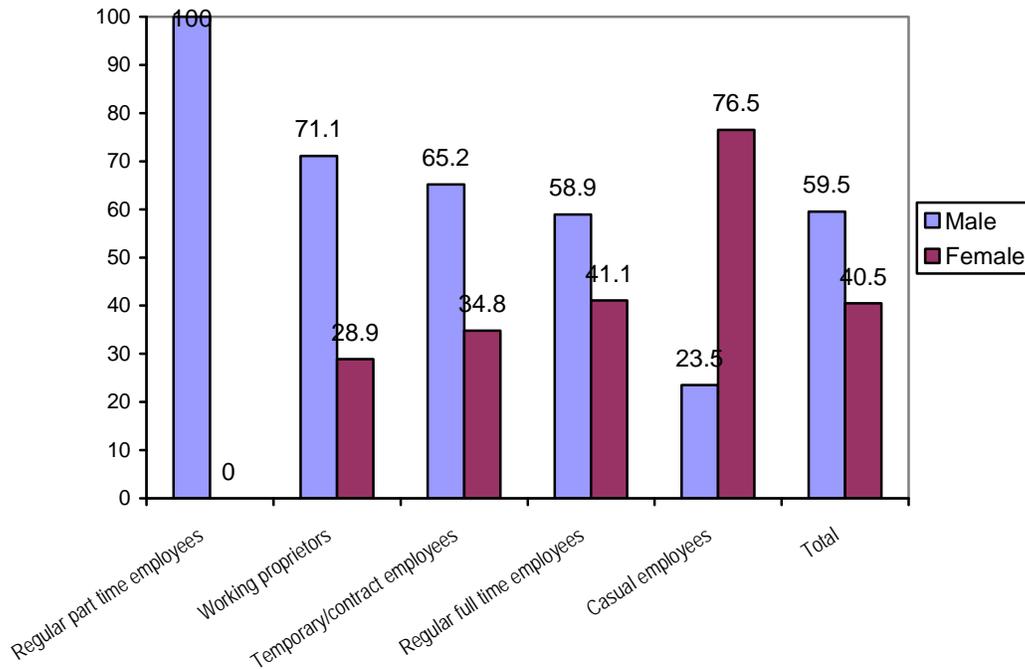
**Figure 5.1 Employment Status in the hotel Sector**



### **5.2.1 Employment Status by Sex ratio**

Figure 5.2 show overall, about 60 percent of the persons employed in the hotel sector were males. Seventy one percent of the working proprietors were males, while the proportion was 60 percent of the regular full-time employees in the hotel sector. The figure further depicts that 77 percent of the casual labourers in hotel sector were females.

**Figure 5.2: Employment Status by Sex in the Hotels Sector**



### 5.3 Selected Occupations in the Hotel Sector

Table 5.2 shows that about one quarter of employees in the hotel sector is waitresses/waiters. The proportion is higher for females (34 percent) compared to that of males (20 percent). The cooks/chef was the second largest occupation in the hotels industry (17 percent), the proportion being almost the same for males and females.

Like wise security guards, supervisors, accounts, and shamba boys were male dominated. On the other hand most of the receptionists, other personal service workers and support staff are female.

**Table: 5.2 Selected occupations by number of employees in the Hotel sector**

<b>Occupations</b>	<b>Percentage</b>		
	<b>Male</b>	<b>Female</b>	<b>Total</b>
Waitress/Waiters	19.7	33.6	25.4
Cooks/chef	17.1	16.1	16.7
Cleaners	7.1	5.0	6.2
Housemaids	6.0	6.1	6.0
Other Officials and Administrators,	8.7	2.0	6.0
Casual laborers	4.2	3.8	4.0
General Manager	4.6	2.8	3.9
Receptionists	2.6	5.4	3.8
Security guards	5.9	0.5	3.7
Cashier	1.5	5.7	3.2
Other Personal Services Workers e.g House girls	1.7	4.9	3.0
Supervisors	3.1	2.5	2.9
Room attendants	2.2	3.3	2.6
Accountants	2.4	1.5	2.0
Support staff	0.9	2.3	1.5
Shamba boys	2.1	0.1	1.3
Directors and Chief Executives	1.5	0.4	1.0
Technician	1.4	0.1	0.9
Store keeper	0.9	0.5	0.7
Others	6.4	3.5	5.2
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Number</b>	<b>1,530</b>	<b>1,056</b>	<b>2,586</b>

#### 5.4 Mean and Median wages in the hotel sector

As indicated in table 5.3, overall the median monthly wage rate in the hotel sector was shs. 100,000. The workers in this sector earned the lowest median wage compared to the other sectors covered by this survey. The occupations most affected by low wages are: support staff, cleaners, security guards, waitress/waiters housemaids, casual workers, and other personal service workers whose mean and median wages are below Sh.100,000. Employees in these occupations constitute a big number and are critical in the sector.

**Table: 5.3 Selected occupations by mean and median wages in Hotel sector**

<b>Selected occupations</b>	<b>Number of Employees</b>	<b>Mean wage</b>	<b>Median wage</b>
Support staff	38	43,333	50,000
Cleaners	161	77,000	60,000
Security guards	96	86,044	70,000
Waitress/Waiters	656	97,477	80,000
Other Personal Services Workers e.g House maids	78	104,546	80,000
Casual laborers	104	90,269	85,000
Housemaids	156	118,182	90,000
Cashier	83	108,090	90,000
Shamba boys	33	179,490	90,000
Room attendants	68	107,035	100,000
Cooks/chef	431	156,324	120,000
Receptionists	97	131,361	120,000
Supervisors	74	224,772	150,000
Store keeper	19	130,556	150,000
Technician	23	172,143	174,286
Directors and Chief Executives	27	233,750	175,000
General Manager	101	338,221	200,000
Accountants	52	219,299	200,000
Other Officials and Administrators, Hall	154	275,000	250,000
Others	135		
<b>Total</b>	<b>2,586</b>	<b>160,979</b>	<b>100,000</b>

### 5.5 Mean hours and days worked per week

Data was also collected on the number of hours work by occupation and the results are indicated in Table 5.4. Overall, workers in hotel sector worked on average 10 hours a day and for six days a week. The sector had the employees working for the longest average hours per week of 61. It exceeds the national recognized normal working hours a week by 21 hours. The results further shows that the general managers, security guards and cashiers working for the longest number of hours a day of 11. The last three categories earned less than a median monthly wage of shs. 100,000.

**Table: 5.4 Selected occupations by mean hours and days worked a week in hotel sector**

<b>Selected occupations</b>	<b>Hours worked a week</b>	<b>Hours worked a day</b>	<b>Days worked a week</b>
General Manager	74.0	11.1	6.5
Security guards	71.1	10.8	6.4
Cashier	69.2	10.7	6.5
Housemaids	64.6	10.1	6.3
Waitress/Waiters	63.5	10.0	6.3
Other Personal Services Workers e.g			
House maids	63.2	9.8	6.4
Other Officials and Administrators,	63.0	10.0	6.3
Cooks/chef	60.6	9.4	6.4
Supervisors	59.5	9.4	6.3
Receptionists	58.5	9.6	6.2
Shamba boys	55.5	9.3	6.0
Accountants	55.4	9.0	6.1
Cleaners	53.9	8.3	6.5
Store keeper	51.0	8.0	6.4
Casual laborers	47.7	7.9	6.0
Room attendants	46.4	7.5	6.2
Support staff	46.0	9.5	5.3
Directors and Chief Executives	42.7	7.8	4.9
Technician	38.8	6.1	6.4
<b>Total</b>	<b>60.9</b>	<b>9.6</b>	<b>6.3</b>

**Conclusion**

A total of 88 establishments were covered in the hotel sector, with a total employment of 2,450. OF the total employment, 44 percent were females.

About 84 percent of the employees in the hotel sector were regular full time employees, while 13 percent were temporary/contract.

One quarter of the employees in the hotel sector was waiters/waitresses and 17 percent were cooks.

The employees in the hotel sector had the lowest median monthly wage of shs. 100,000. The support staff and cleaners earned a median monthly wage of shs. 50,000 and shs. 60,000 respectively.

Employees in the hotel sector on average worked 21 hours more a week compared to the normal 40 working hours a week. The security guards and cashiers in this sector worked 31 and 29 hours more respectively than the normal working hours a week.

## Chapter Six: Education Sector

### 6.0: Introduction

The liberalization policy has not only been felt in the manufacturing industry, but also in the education sector. A number of private schools both primary and secondary schools have been set up in the country. According to UBI, 2006, the Education sector in general experienced tremendous growth from 2002 through to 2004 of 6.2 percent, 8.0 percent, 10.3 percent respectively. In 2005 the sector grew by 8.0 percent. The percentage contribution of the Education sector to GDP was 4.9 percent in 2006 and 5.3 percent.

This Education sector covered in this report mainly focuses on educational Institution employed 15 persons and more in the private sector.

### 6.1 Distribution of Education businesses

The survey covered 352 education establishments businesses as shown in Table 6.1 of which 158 businesses were Primary Schools (45%) and 194 were secondary schools (55%). The total employment was 10,668 persons of which 39 percent were females. Of the total employment in the surveyed education establishment, 38 percent was in primary education.

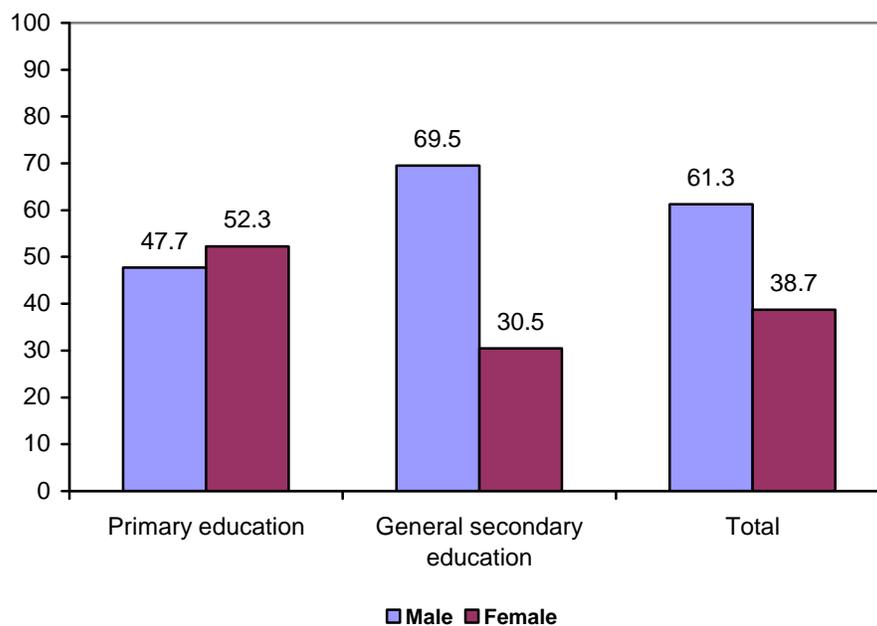
**Table 6.1: Number of establishments and employment in education sector**

Education sub-division	Number of Establishment	Employment		
		Male	Female	Total
Primary education	158	1,925	2,145	4,070
General secondary education	194	4,548	1,953	6,501
<b>Total</b>	<b>352</b>	<b>6,539</b>	<b>4,129</b>	<b>10,668</b>

### 6.2 Sex Ratio of Primary and Secondary Education Employment

The distribution of education businesses by sex shows that overall 61 percent of the employee was males and 39 percent were females (Figure 6.1). It also illustrates that more of the females are employed in primary schools (53%) as compared to only 31percent employed in the secondary school.

**Figure 6.1: Distribution of employed person in education sector by sex and type of school.**



### 6.3 Employment by Employment Size Band

Table 6.2 shows that overall, 67 percent of those employed persons in the education sector were 15-49 employment size band, followed by those in 50+ (30 percent). There was notable sexual difference, the proportion of females was slightly higher in the employment size band of 15 to 49 (70 percent) compared to that of males (65 percent).

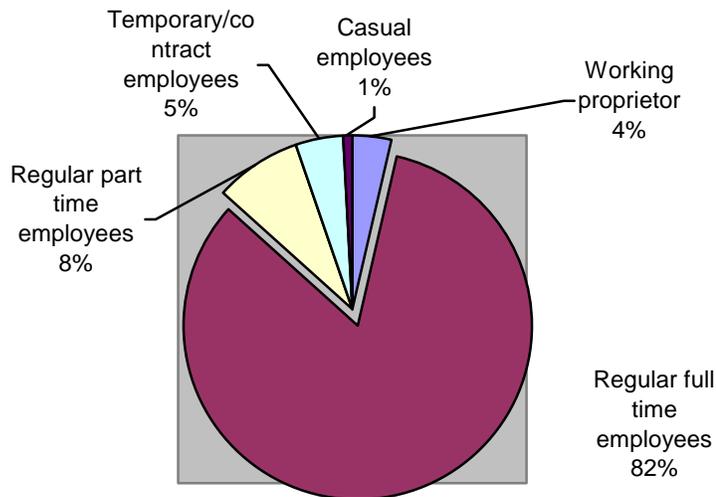
**Table 6.2: Size of Businesses in Education sector**

Employment Band	No. of Estab.	Employment		
		Male	Female	Total
Less 15	96	2.6	3.1	2.8
15-49	269	65.0	70.1	67.0
50 plus	46	32.4	26.8	30.2
<b>Total</b>		<b>100</b>	<b>100</b>	<b>100.0</b>
<b>Number</b>	<b>411</b>	<b>6,539</b>	<b>4,129</b>	<b>10,668</b>

## 6.2 Employment Status

The largest category of employment status in education industry workers were the regular full-time employees (82percent) as indicated in Figure 6.2. The regular part time employees constituted 8 percent in the education sector. In the education industry, only a few workers were casual employees, they constituted only one percent of the total employment.

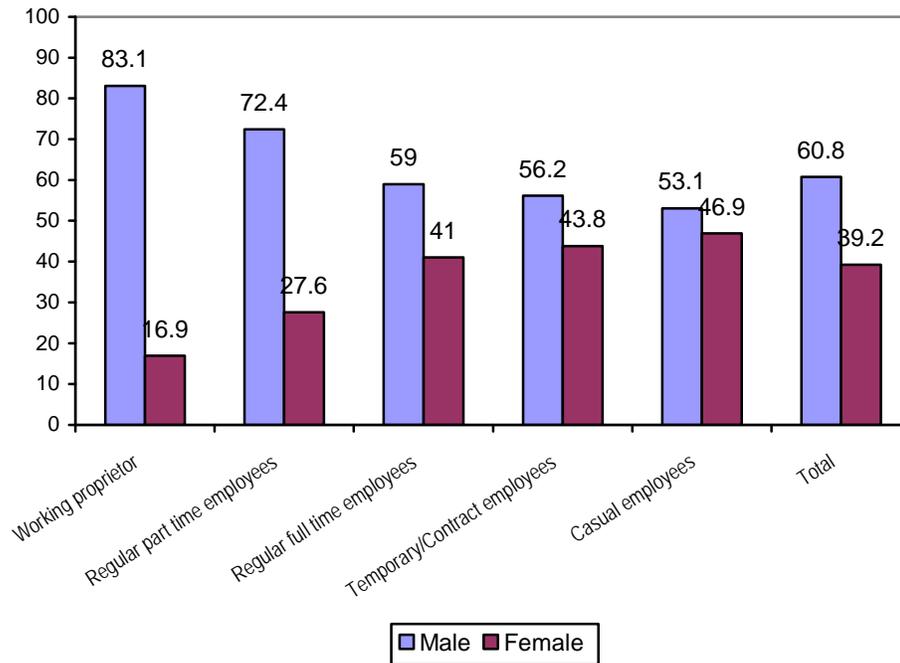
**Figure 6.2 Employment Status**



### 6.2.1 Employment status by sex ratio

Overall, 61 percent of the persons employed in education industry were males as depicted by Figure 6.3. The figure further illustrates that more than four in every five employees who reported as working proprietor were males. The proportion for males is higher than that of females in all the categories of the employment status, but with differing proportions.

**Figure 6.3: Employment status by sex in the education sector**



### 6.3 Occupation in Education Sector

Overall, one third of the employees in education sector were secondary school teachers as shown in Table 6.3. This was followed by primary teachers with 22 percent. The proportion for males was higher than that of females in secondary teachers, while that of primary teachers was higher for females than that of males.

The Table further shows that females are dominant in occupations which are feminine in nature. These include secretaries, matrons, nurses and bursar.

**Table 6.3: Occupations by number of employees in the Education sector**

<b>Occupations</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Secondary teachers	38.1	26.6	33.6
Primary teachers	18.0	26.8	21.5
Cooks/chef	8.2	8.7	8.4
Security guards	6.5	0.4	4.1
Matron	0.4	8.2	3.5
Director of studies	3.5	1.2	2.6
Head Teacher	3.2	1.5	2.5
Bursar	1.0	4.0	2.2
Secretaries	0.4	4.6	2.0
Cleaners	1.8	2.4	2.0
Post - Primary Education Teaching Associ	2.0	1.6	1.8
Support staff	1.5	2.3	1.8
Deputy Head Teacher	2.2	1.2	1.8
Directors and Chief Executives	1.9	1.3	1.7
Head Teacher	1.4	1.2	1.3
Deputy Head Teacher	1.3	1.2	1.3
Director of studies	1.4	0.6	1.1
Casual laborers	1.0	0.5	0.8
Nurses	0.0	1.5	0.6
Motor Vehicle Drivers	0.7	0.0	0.4
Educational Methods Specialists, School	0.5	0.2	0.4
General Laborers	0.3	0.2	0.3
Others	4.7	3.6	4.2
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Number</b>	<b>6,720</b>	<b>4,411</b>	<b>11,131</b>

#### **6.4 Wage rates in the education sector**

The availability and effective use of wage data on the country's workforce is crucial for the formulation and successful implementation of national development programmes and projects. Periodic generation of such data is useful in collective bargaining, wage fixing, economic and employment policy formulation and monitoring wage trends. It can also be used for minimum wage fixing, investment decisions and vocational guidance and for assessment of standards of living. The wage data is useful in determining remuneration and employment trends for private employees.

Table 6.4 shows that overall, the median monthly wage in the education sector was shs. 120,000. It was second lowest median monthly wage after the hotel sector. The lowest paid employees in the education sector were shamba boys followed by cleaners with a median monthly wage of shs.

47,500 and shs. 50,000 respectively. The directors of schools and head teachers of secondary schools were the most highly paid persons in the education sector with a median monthly wage of shs. 250,000 each.

The primary and secondary teachers in private schools are paid a similar median wage/salary of about Ushs.140,000.

**Table 6.4: Mean and Median Wages in Education Sector**

<b>Selected occupations</b>	<b>Number Employees</b>	<b>Mean wage</b>	<b>Median wage</b>
Shamba boys	28	55,400	47,500
Cleaners	227	67,841	50,000
General Laborers	31	56,883	52,500
Casual laborers	90	96,818	55,000
Cooks/chef	934	74,502	60,000
Security guards	453	69,406	60,000
Support staff	205	95,353	62,000
Matron	389	95,167	80,000
Secretaries	228	108,999	100,000
Motor Vehicle Drivers	46	105,875	100,000
Library, Mail, Filling Coders, Proof Rea	30	114,437	100,000
Post - Primary Education Teaching Associ	205	137,113	125,000
Teachers primary	2391	150,030	136,000
Bursar	248	151,859	137,500
Teachers secondary	3735	210,111	140,000
Nurses	69	146,337	140,000
Director of studies	122	163,996	150,000
Director of studies	284	211,061	180,000
Teacher Training Institutes Teaching Pro	78	271,177	180,000
Deputy Head Teacher primary	144	262,726	186,500
Deputy Head Teacher secondary	202	240,064	200,000
Head Teacher primary	149	273,864	200,000
Educational Methods Specialists, School	42	217,664	230,000
Head Teacher secondary	279	309,059	250,000
Directors and Chief Executives	185	318,766	250,000
Others	337		
<b>Total</b>	<b>11,131</b>	<b>166,312</b>	<b>120,000</b>

The monthly wage/salary are low compared to their counterparts in the public sector who are paid a minimum of Ugs 200,000/= for primary teachers and Ugs. 400,000/= for secondary teachers (see Table 2.9). The mean wage rates for head teacher and directors earn almost double that of teachers. The non-teaching staff earn in the range of Ushs.60,000 – 90,000 per month. The Occupational wage differences seem to be big between private and public sector.

The analysis of wage differentials highlights the fact that labour markets in Uganda typically contain considerable wage variations. Gender and regional wage differentials are common in the labour market.

### 6.5 Hours and days worked a week

Data was also collected on the number of hours worked per week by occupation and the results are indicated in Table 6.6. The results show that overall, the employed persons in the education sector worked on average for nine hours a day and for six days a week. The matrons and security guards worked for the longest number of hours per day of 11, and they worked for 7 days a week. They worked for more than 35 hours beyond the national recognized normal hours of work of 40 per week. These were among the least paid with a median monthly wage of shs. 80,000 and shs. 60,000 respectively.

**Table 6.6: Mean hours and days worked a week in education sector**

<b>Occupations</b>	<b>Hours worked a week</b>	<b>Hours worked a day</b>	<b>Days worked a week</b>
Matron	75.4	11.1	6.7
Security guards	73.7	11.0	6.8
Nurses	65.3	9.9	6.6
Cooks/chef	61.9	9.4	6.6
Head Teacher secondary	58.4	9.8	5.9
Deputy Head Teacher secondary	56.1	9.6	5.8
Casual laborers	55.5	9.0	6.0
Deputy Head Teacher primary	54.8	9.3	5.8
Head Teacher primary	54.7	9.2	5.8
Director of studies	54.0	9.2	5.8
Support staff	53.0	8.6	6.1
Director of studies	52.9	9.2	5.6
Bursar	49.8	8.9	5.5
Teachers primary	48.5	8.9	5.4
Secretaries	47.1	8.8	5.3
Motor Vehicle Drivers	46.9	8.2	5.6
Educational Methods Specialists, School	44.4	8.7	5.1
Cleaners	43.0	7.3	5.7
Teachers secondary	40.1	8.2	4.8
Directors and Chief Executives	38.4	7.6	4.7
General Laborers	38.0	7.3	5.3
Post - Primary Education Teaching Associ	35.1	8.1	4.3
Teacher Training Institutes Teaching Pro	34.2	7.3	4.6
<b>Total</b>	<b>53.8</b>	<b>9.2</b>	<b>5.7</b>

### Conclusion

A total of 342 establishments were covered in the education sector, with a total employment of 10,668. Females constituted 39 percent of the total employed.

About 82 percent of the employees were regular full time employees, 8 percent were regular part time employees, while 5 percent were temporary/contract employees.

Of the total employment in the education sector, 34 percent were secondary school teachers, while 22 percent were primary school teachers.

The employees in the education sector had the second lowest median monthly wage of shs. 120,000 after the hotel sector. Shamba boys and cleaners received a median monthly wage of shs. 47,000 and 50,000 respectively.

On average, employees in the education sector worked 14 hours a week more than the normal 40 working hours a week. The matrons and security guards worked 35 and 34 hours more a week respectively compared to the normal working hours a week.

## Chapter Seven: Health Sector

### 7.0 Introduction

The liberalization policy has not been felt in the manufacturing industry only, but also in the Health sector. A number of private clinics have come up in the country. The health sector contribution to GDP has been 1.7 percent from 2004 to 2007 at constant prices.

The Health sector covered in this report mainly focuses on private health institutions, number of employees, sex, employment status, occupations, mean and median wages, and average hours worked per week.

### 7.1 Distribution of Businesses in Health sector

The survey covered 27 as shown in the Table 7.1, and the total employment was 1,252 persons of which 53 percent were females. About 72 percent of the total employment in the health sector was in the 50 and above employment size band. Only 6 percent of the total employment was in the less than 15 employment size band.

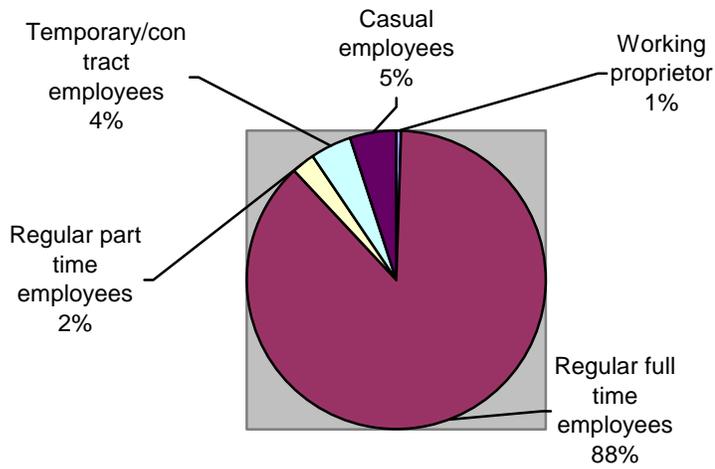
**Table 7.1: Size of Businesses in Education sector**

Employment Band	No. of Estab.	Employment		
		Male	Female	Total
Less 15	7	4.7	6.8	5.8
15-49	10	23.2	20.9	22.0
50 plus	10	72.1	72.3	72.2
<b>Total</b>		<b>100</b>	<b>100</b>	<b>100.0</b>
<b>Number</b>	<b>27</b>	<b>591</b>	<b>661</b>	<b>1,252</b>

### 7.2 Employment Status

About 88 percent of the employees in the health sector were regular full-time employees, as indicated in Figure 7.1. Less than one percent of the total persons engaged in health sector were working proprietors. The health sector generally employs few casual employees, temporary/contract employees, and regular part-time employees.

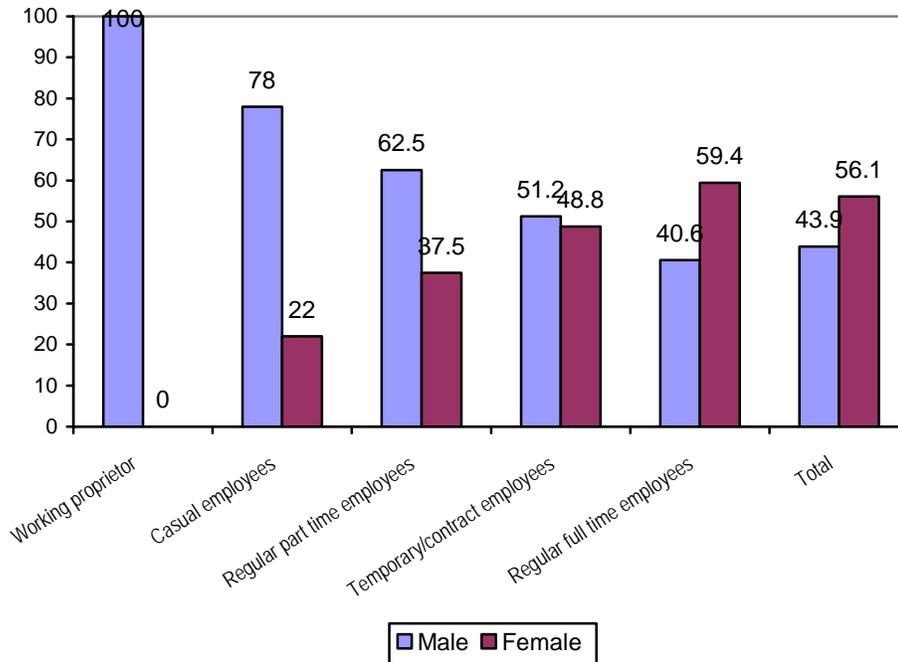
**Figure 7.1: Employment Status**



**7.3 Employment Status by Sex ratio**

Figure 7.2 show that on overall, 56 percent of the persons employed in health sector were females. The figure further shows 100 percent of the working proprietors were males. The proportion of males for casual labourers and regular part-time employees were 78 percent and 63 percent respectively. There were more female employees than males who were regular full-time employee (59 percent).

**Figure 7.2: Employment status by sex in the health sector**



#### 7.4 Occupation in the health sector

Table 7.2 illustrates the different occupations selected in the health sector. Overall, nurses constituted 27 percent of the total employment in the surveyed health sector. It was observed that in some occupations, males are more than females and vice-versa. Some of the occupations where females are out weighed by males include: medical doctors, casual laborer, security guards, clinical officers, shamba boys, Directors and Chief Executives. In some occupations females out weigh the males, the range is to big, to an extent that in there no males some occupations for instance mid wifely, the data shows that there no males employed.

**Table: 7.2 Occupations in the health sector**

Occupations	Numbers		
	Male	Female	Total
Nurses	12.6	39.0	27.1
Cleaners	7.8	5.3	6.4
Medical Doctor	8.8	4.0	6.1
Nurses and Midwives	1.4	9.4	5.8
Semi skilled	6.4	3.8	5.0
Casual laborers	6.8	2.8	4.6
Security guards	9.4	0.3	4.4
Clinical Officers	7.0	2.0	4.2
Orthopaedic Officer	2.4	3.8	3.2
General Manager	2.0	2.8	2.4
Midwives	0.0	4.3	2.3
Shamba boys	4.0	0.8	2.3
Directors and Chief Executives	3.2	0.8	1.9
Cashier	2.2	1.6	1.9
Accountants	2.2	1.3	1.7
Receptionists	1.2	2.0	1.6
Laboratory Technicians	2.4	0.8	1.5
Motor Vehicle Drivers	3.2	0.0	1.4
Cooks/chef	1.0	1.8	1.4
Laboratory Assistant	1.4	1.0	1.2
Supervisors	2.2	0.3	1.2
Accounts Assistant	0.2	1.8	1.1
Other Life Science Professionals	0.8	1.0	0.9
General Laborers	1.0	0.8	0.9
Others	10.4	8.4	9.3
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

### 7.5 Mean and median monthly wages

The results indicated in Table 7.3 show that overall, workers in the health sector were paid a median monthly wage of shs. 219,000. The workers in this sector had the third median monthly wage after the finance and construction sectors. However, the least median wage is 60,000/= which is paid to the cleaners and for the rest who are paid below 100,000 minimum wage, the difference is small. Nurses and midwives were paid a median wage of 100,000/= per month and the rest of the employees are paid different median wages/salaries per month. The Directors/ Chief Executives are the most highly paid employees in the health sector with a median payment of 675,000/= per month, followed by the medical doctors.

**Table: 7.3 Monthly Mean and Median Wages in the Health Sector**

Occupations	Numbers	Wages	
		Mean	Median
Cleaners	71	68,141	60,000
Shamba boys	25	66,895	65,000
Casual laborers	51	70,000	70,000
Semi skilled	55	77,000	77,000
General Laborers	10	80,073	80,000
Security guards	49	118,179	90,000
Nurses	300	194,666	150,000
Midwives	26	163,528	150,000
Motor Vehicle Drivers	16	199,992	150,000
Cashier	21	208,370	175,000
Receptionists	18	202,125	200,000
Nurses and Midwives	64	229,183	225,000
Clinical Officers	47	324,161	280,000
Accountants	19	659,472	364,600
Laboratory Technicians	17	327,670	372,181
Orthopedic Officer	35	589,490	470,000
General Manager	27	677,583	550,000
Medical Doctor	68	677,048	615,934
Directors and Chief Executives	21	783,464	675,000
Others	177		
<b>Total</b>	<b>1,107</b>	<b>317,118</b>	<b>219,000</b>

**7.6 Mean hours worked per week**

Data was also collected on the number of hours worked per week by occupation and the results are indicated in Table 7.4. The results show that overall, the employed persons in the health sector worked on average for 9 hours a day and for six days a week, or an average of 48 hours a week. This was above the national recognized normal working hours a week of 40. The general labourers and security guards worked for the longest number of hours per day of 11 and 10 respectively. They also worked for 7 and 6 days a week respectively. The general labourers in the health sector worked 32 hours a more than the national recognized normal hours of work of 40 per week. These were among the least paid with a median monthly wage of shs. 80,000 as indicated in Table 7.3. The Shamba boys worked the least number of hours per week of 33 hours, and they were equally low paid with a median monthly wage of shs.65,000.

**Table 7.4: Mean hours by occupation**

<b>Occupations</b>	<b>Hours worked a week</b>	<b>Hours worked a day</b>	<b>Days worked a week</b>
General Laborers	72.0	10.7	6.7
Security guards	60.8	9.7	6.2
Other Life Science Professionals	59.0	9.0	6.5
Cashier	57.2	9.6	5.8
Laboratory Assistant	53.4	8.9	6.0
Accounts Assistant	52.8	10.0	5.2
Cooks/chef	52.6	8.7	6.0
General Manager	49.4	8.7	5.6
Midwives	49.3	8.8	5.4
Directors and Chief Executives	48.1	8.6	5.4
Motor Vehicle Drivers	48.0	8.4	5.7
Nurses	48.0	8.7	5.4
Nurses and Midwives	47.8	9.3	5.1
Clinical Officers	47.4	9.0	5.2
Cleaners	46.9	7.7	5.9
Laboratory Technicians	45.3	8.3	5.5
Supervisors	45.2	8.1	5.3
Semi skilled	45.0	7.5	6.0
Accountants	44.9	8.5	5.3
Medical Doctor	44.0	8.3	5.3
Receptionists	43.5	8.5	5.1
Casual laborers	42.5	7.8	5.5
Orthopedic Officer	40.0	8.0	5.0
Shamba boys	33.3	6.7	5.0
<b>Total</b>	<b>48.4</b>	<b>8.7</b>	<b>5.5</b>

**Conclusion**

A total of 27 establishments was covered in the health sector, and the total employment was 1,252. Fifty three percent of the total employment was females.

Eighty eight percent of the employees in the health sector were regular full time employees, 5 percent were casual, while 4 percent were temporary/contract. Twenty seven percent of the employees in this sector were nurses.

On overall, the median monthly wage for the health sector was shs. 220,000. The cleaners and shamba boys received a median monthly wage of shs. 60,000 and shs. 65,000 respectively.

Workers in the health sector worked 8 hours a week more than the normal 40 working hours a week. The general labourers and security guards worked 32 and 21 hours more a week compared to the normal working hours a week.

## Chapter Eight: Agriculture Sector

### 8.0 Introduction

The agriculture sector dominates the Ugandan economy, and its share to GDP in 2006 was 30 percent. The growth rate of the agriculture sector increased by 2 percent from the year 2005. According to the Uganda National Household Survey (UNHS) of 2005/2006, the agriculture sector employs 73 percent of the working population in Uganda.

The data collection in agriculture sector covered large farms engaged in market gardening and agriculture which included tea growing, sugar cane growing and flowers growing.

### 8.1 Size of business

A total of 8 agriculture establishments were covered as indicated in Table 8.1. The total employment was 6,036 persons of which 20 percent were females. Almost all the employment was in the 50 and above employment size band.

**Table 8.1: Size of Businesses in agriculture sector**

Employment Band	No. of Estab.	Employment		
		Male	Female	Total
15-49	1	0.4	0.2	0.3
50 plus	7	99.6	99.8	99.7
<b>Total</b>		<b>100</b>	<b>100</b>	<b>100</b>
<b>Number</b>	<b>8</b>	<b>4,803</b>	<b>1,233</b>	<b>6,036</b>

### 8.2 Employment status by sex

Almost all the employees in the covered agriculture sector establishments were regular full-time employees. The proportion for working proprietors is very small so that it rounds to 0.0.

**Table: 8.2 Employment status by sex and number of businesses in the**

Employment Status	Employment		
	Male	Female	Total
Working proprietor	0.0	0.0	0.0
Regular Full-time employees	100	100	100
Casual employees	0.0	0.0	0.0
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Number</b>	<b>4,803</b>	<b>1,223</b>	<b>6,036</b>

### 8.3 Selected Occupations in the Agriculture Sector

Table 8.3 shows that the biggest numbers of employees in the agriculture sector are Agricultural, fishery and related labourers constituting 87 percent of the total employment. The proportion is almost the same for males and females. This was followed by the public and private administrative associated professionals constituting 4 percent, the proportion being higher for females than that of males.

**Table: 8.3 Occupations in the Agriculture sector**

Occupations	Proportion		
	Male	Female	Total
Agricultural, Fishery and Related Laborers	86.8	84.5	86.3
Public and Private Administrative Associate prof.	2.4	9.9	3.9
Foremen	3.0	0.2	2.5
Security guards	2.4	0.4	2.0
Supervisors	1.8	2.4	1.9
Motor Vehicle Drivers	1.7	0.0	1.3
Specialized Managers - Production and op	0.5	0.2	0.5
Clerks	0.3	0.4	0.4
Shamba boys	0.2	0.4	0.3
Others	0.9	1.5	1.1
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

### 8.4 Mean and median wages in the agriculture sector

As indicated in table 8.4, the overall median monthly wage in the agriculture sector was shs. 120,685. Apart from the supervisors, the difference between the mean and median wages is small. The workers in this sector earn low wages compared to the other sectors covered by this survey. Apart from the foremen, supervisors, specialized managers and clerks, the workers in the agriculture sector earn both the mean and median income of less than shs. 100,000 per month. The shamba boys in the agriculture sector got a meager mean and median monthly wage of shs. 30,000.

**Table: 8.4 Occupations by number mean and median wages in agriculture sector**

<b>Occupations</b>	<b>Number of Employees</b>	<b>Mean wage</b>	<b>Median wage</b>
Shamba boys	15	30,000	30,000
Askari/Security	118	73,494	63,238
Agricultural, Fishery and Related Labore	5,172	73,483	69,941
Public and Private Administrative Assoc. prof.	234	86,604	86,604
Clerks	21	113,905	91,910
Motor Vehicle Drivers	80	122,834	97,590
Foremen	147	100,659	101,317
Supervisors	113	590,485	249,850
Specialized Managers	28	521,054	454,000
Others	63		
<b>Total</b>	<b>5,991</b>	<b>422,157</b>	<b>120,685</b>

**8.5 Mean hours and days worked a week**

Overall, the employees in the agriculture sector worked for 8 hours a day for six days, or 48 hours a week, and this was 8 hours above the national recognized normal hours of work a week of 40. The motor vehicle drivers worked for 12 hours more than the national recognized normal hours of work a week of 40, while the clerks as well as the public and private administrative associate professionals worked for the least of 45 hours a week.

**Table 8.5: Mean hours and days worked per week**

<b>Selected occupations</b>	<b>Hours worked a week</b>	<b>Hours worked a day</b>	<b>Days worked a week</b>
Motor Vehicle Drivers	52.2	7.9	6.6
Agricultural, Fishery and Related Laborers	48.9	8.2	6.0
Security guards	48.5	8.1	6.0
Supervisors	48.4	8.2	5.9
Shamba boys	48.0	8.0	6.0
Specialized Managers - Production and op	47.1	8.3	5.7
Foremen	46.5	8.5	5.5
Clerks	45.3	8.3	5.5
Public and Private Administrative Assoc. prof.	45.0	9.0	5.0
<b>Total</b>	<b>47.9</b>	<b>8.1</b>	<b>5.9</b>

## **Conclusion**

A total of 8 establishments were covered in the agriculture sector, with a total employment of about 6,000. One fifth of the employees were females.

Almost 100 percent of the employees in the agriculture sector were regular full time employees.

About 86 percent of the employees in the agriculture sector were agriculture, fisheries and related labourers.

The overall median monthly wage for the agriculture sector was shs. 120,685, almost similar to the education sector workers. The shamba boys, security guards as well as the agriculture, fisheries and related labourers received a median monthly wage of shs 30,000, shs. 63,000 and shs. 70,000 respectively.

On average, the workers in the agriculture sector worked 48 hours a week, 8 hours a week more than the normal 40 working hours a week. The drivers as well as the agriculture, fisheries and related workers worked for 12 and 9 a week more than the normal working hours a week.

## Chapter Nine: Finance Sector

### 9.0 Introduction

This sector includes establishments engaged in financial intermediation which includes commercial banks, savings banks and micro finance institutions.

### 9.1 Size of business

A total of 13 financial institutions were covered as indicated in Table 9.1. The total employment was 170 persons of which 39 percent were females. The employment was almost evenly distributed within the employment size bands.

**Table 9.1: Size of Businesses in Education sector**

Employment Band	No. of Estab.	Employment		
		Male	Female	Total
Less 15	10	31.1	31.3	31.2
15-49	2	26.2	37.3	30.6
50 plus	1	42.7	31.3	38.2
<b>Total</b>		<b>100</b>	<b>100</b>	<b>100</b>
<b>Number</b>	<b>13</b>	<b>103</b>	<b>67</b>	<b>170</b>

### 9.2 Employment status by sex

About 88 percent of the employed persons in the financial sector were regular full-time employees, the proportion was slightly higher for males (91 percent) than that of females (83 percent) as indicated in Table 9.2. About 11 percent of the employees in the financial sector were temporary/contract, while only one percent were regular part-time employees.

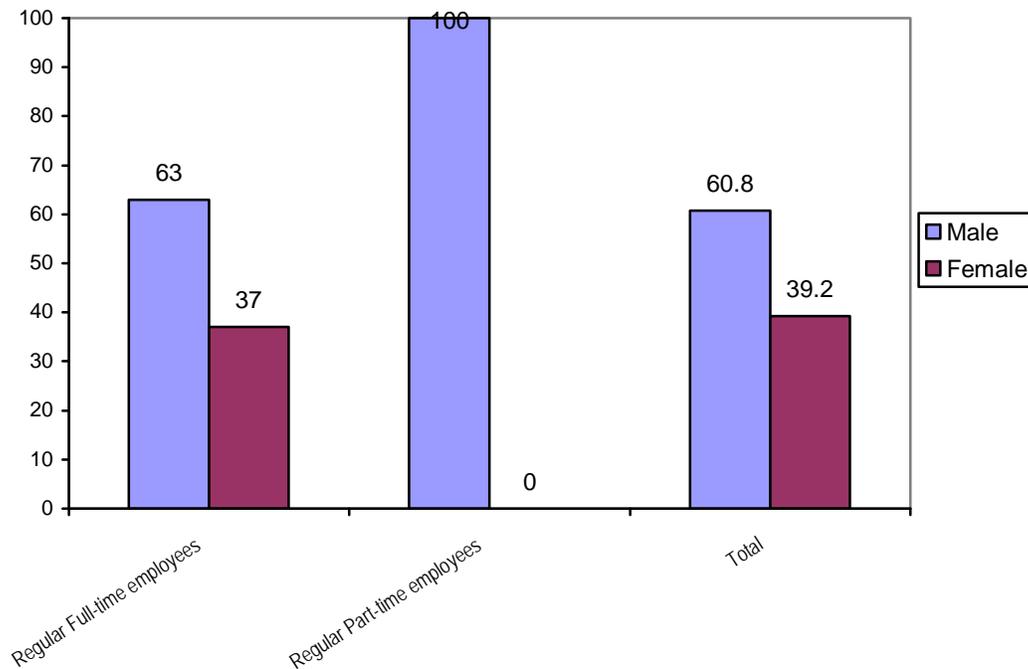
**Table: 9.2 Employment status by sex and number of businesses in the**

Employment Status	Employment		
	Male	Female	Total
Working proprietor	0.0	0.0	0.0
Regular Full-time employees	91.4	83.3	88.2
Regular Part-time employees	1.1	0.0	0.7
Temporary/Contract employees	7.5	16.7	11.1
Casual employees	0.0	0.0	0.0
Total	100	100	100.0
Number	1,537	1,032	2,569

### 9.3 Employment Status by Sex ratio

Figure 9.1 show that overall 61 percent of the persons employed in the finance sector were males. The proportion of males was 63 percent the regular full-time employees. All the employees who were regular part-time were males.

**Figure 9.1: Employment status by sex in the finance sector**



#### 9.4 Selected occupations in the finance sector

Table 9.3 shows that the biggest proportion of the employees in the finance sector were Credit/loan officer constituting 28 percent. The proportion was higher for females (35 percent) compared to that of males (24 percent). This was followed by the field officers (all males) who constituted 10 percent of the total employment in the finance sector. The proportion for female cashiers was far much higher than that of the males.

**Table: 9.3 Selected occupations in the finance sector**

Occupations	Proportions		Total
	Male	Female	
Credit/loan officer	23.7	35.0	28.1
Field officer	16.1	0.0	9.8
Support staff	5.4	8.3	6.5
Cashier	1.1	15.0	6.5
Specialized managers	6.5	5.0	5.9
Finance manager	7.5	1.7	5.2
Supervisors	7.5	1.7	5.2
Accountants	5.4	3.3	4.6
Accounts assistant	2.2	8.3	4.6
Messengers	5.4	3.3	4.6
Other	19.4	18.3	19.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Number</b>	<b>93</b>	<b>60</b>	<b>153</b>

#### Mean and median wages in the finance sector

As indicated in table 9.4, the finance sector was the most highly paid sector both the mean and median monthly wages. The finance managers and the specialised managers were the most highly paid employees with both the mean and median wages above shs. 1,000,000 a month. The messengers were the least paid with a median wage of shs. 150,000 a month.

**Table: 9.4 Selected occupations by mean and median wages in finance sector**

<b>Selected occupations</b>	<b>Number of Employees</b>	<b>Mean wage</b>	<b>Median wage</b>
Messengers	7	177,300	150,000
Cashier	10	312,000	257,400
Support staff	10	325,000	325,000
Accounts assistant	7	274,300	360,000
Credit/loan officer	43	439,200	493,400
Field officer	15	500,000	500,000
Accountants	7	440,000	500,000
Supervisors	8	885,000	885,000
Specialized managers	9	1,234,000	1,400,000
Finance manager	8	2,091,000	1,800,000
Supervisors	8	885,000	885,000
Other	29		
<b>Total</b>	<b>153</b>	<b>817,000</b>	<b>493,400</b>

**9.6 Mean hours and days worked a week**

Overall, the employees in the finance sector worked for 8 hours a day for 5.6 days a week, or 45 hours a week, five hours above the national recognized normal hours of work a week of 40 as indicated in Table 9.5. The support staff worked for the longest period of time of 54 hours a week but their wages were equally commiserate with the time worked as indicated in Table 9.4.

**Table: 9.5 Occupations by mean time and days worked a week in finance sector**

<b>Selected occupations</b>	<b>Hours worked a week</b>	<b>Hours worked a day</b>	<b>Days worked a week</b>
Credit/loan officer	43.2	8.0	5.4
Field officer	40.0	8.0	5.0
Support staff	54.0	9.0	6.0
Cashier	45.8	7.9	5.8
Specialized managers	50.0	8.6	5.8
Finance manager	41.7	7.8	5.3
Supervisors	40.0	8.0	5.0
Accountants	45.8	7.9	5.8
Accounts assistant	45.3	8.0	5.7
Messengers	44.3	7.8	5.7
<b>Total</b>	<b>44.9</b>	<b>8.1</b>	<b>5.6</b>

**Conclusion**

A total of 13 establishments were covered in the finance sector, with a total employment of 170. Females constituted 39 percent of the total employment

Eighty eight percent of the employees in the finance sector were regular full time employees.

The median monthly wage for the finance sector was shs. 493,000, and was the highest among all the sectors covered. The least paid in the sector (messengers) received a median monthly wage of shs. 150,000.

The finance sector worked for the least number of hours per week of 45, only 5 hours a week more than the normal working hours a week.

### Appendix 1: Occupations in Surveyed Establishments by Median Wage

Occupation	Number	Percent	Median wage
Casual laborers	5,225	14.3	84,739
Agricultural, Fishery and Related Labourers	5,179	14.2	9,941
Teachers	3,764	10.3	40,000
Teachers	2,391	6.5	36,000
Cooks/chef	1,517	4.2	70,000
Semi skilled	1,373	3.8	28,500
Machine operators	1,174	3.2	20,000
Security guards	1,075	2.9	65,000
Support staff	975	2.7	75,000
Supervisors	809	2.2	00,000
Waitress/Waiters	668	1.8	80,000
Cleaners	590	1.6	58,000
Motor Vehicle Drivers	582	1.6	00,000
Technician	566	1.5	25,960
Manufacturing Laborers	537	1.5	65,200
Production Manager	462	1.3	00,000
General Manager	427	1.2	00,000
Matron	393	1.1	80,000
Nurses	384	1.1	50,000
Cashier	370	1.0	23,350
Directors and Chief Executives	343	0.9	50,000
Secretaries	342	0.9	00,000
Accountants	309	0.8	50,000
Director of studies	285	0.8	80,000
Other Officials and Administrators, Hall	281	0.8	50,000
Head Teacher	280	0.8	50,000
Sales Representative/Marketeer	276	0.8	00,000
Specialized Managers - Production and op	264	0.7	30,500
Foods and Related Products Processing Traders	255	0.7	20,000
Managing Supervisors - Other Dept. managers	252	0.7	04,285
Bursar	251	0.7	40,000
Public and Private Administrative Assoc. prof.	239	0.7	04,425
General Laborers	205	0.6	60,220
Post - Primary Education Teaching Ass. prof.	205	0.6	25,000
Deputy Head Teacher	203	0.6	200,000
Foremen	189	0.5	160,000
Fibre preparing, weaving & sewing textiles	176	0.5	180,000
Construction Laborers	161	0.4	80,000
Housemaids	159	0.4	95,000
Head Teacher	149	0.4	200,000
Deputy Head Teacher	144	0.4	186,500

<b>Occupation</b>	<b>Number</b>	<b>Percent</b>	<b>Median wage</b>
Receptionists	132	0.4	150,000
Porters in manufacturing	129	0.4	100,000
Director of studies	122	0.3	150,000
Shamba boys	121	0.3	80,000
Printing and Related Trades Workers	112	0.3	100,000
Porters in construction	102	0.3	126,000
Store keeper	95	0.3	150,000
Accounts Assistant	95	0.3	233,330
Other Personal Services Workers e.g barbers	89	0.2	80,000
Carpenter	85	0.2	196,500
Clerks	79	0.2	144,722
Teacher Training Institutes Teaching Pro	78	0.2	180,000
Other Elementary Service Workers n.e.c	74	0.2	77,518
Foreman	73	0.2	412,550
Medical Doctor	72	0.2	575,000
Unskilled workers	71	0.2	50,000
Room attendants	71	0.2	100,000
Mechanic	69	0.2	165,258
Messengers	68	0.2	95,860
Nurses and Midwives	66	0.2	225,000
Textiles and Garment Trades Workers (inc	63	0.2	155,740
Administrators of Special Interest Organ	60	0.2	350,000
Engineers	58	0.2	600,000
Food and Related Products Processing Mac	54	0.1	171,600
Clinical Officers	52	0.1	287,500
Transport Laborers	44	0.1	62,205
Credit/Loan Officer	43	0.1	493,350
Educational Methods Specialists, School	42	0.1	230,000
Sales Manager	41	0.1	300,000
Laboratory Technicians	38	0.1	190,000
Orthopedic Officer	35	0.1	470,000
Machinery Mechanics and Fitters, motor v	33	0.1	250,000
Finance Manager	33	0.1	650,000
Library, Mail, Filing Coders, Proof Rea	31	0.1	100,000
Cartographers, Surveyors, Town Planners	31	0.1	700,000
Welders	30	0.1	130,000
Midwives	27	0.1	165,000
Physical science and engineering technicians	27	0.1	502,938
Metal Molders, Sheet Metal Workers,	26	0.1	104,540
Religion Professionals (Ordained Catechists	24	0.1	125,000
Laboratory Assistant	23	0.1	150,000
Other Office Clerks	23	0.1	150,000
Messengers, Watchers and Security Worker	21	0.1	200,000

<b>Occupation</b>	<b>Number</b>	<b>Percent</b>	<b>Median wage</b>
Special Education Teaching Professionals	21	0.1	230,000
Auditors	21	0.1	400,000
Domestic Helpers e.g House girls, shamba	21	0.1	
Vocational Training Institutes Teaching	20	0.1	80,000
Mason	19	0.1	150,000
Electricians	19	0.1	195,000
Social Workers	19	0.1	300,000
Others	300	0.8	
<b>Total</b>	<b>36,531</b>	<b>100.0</b>	<b>140,000</b>

## Appendix 2: Accidents by type and cause

Type of Accidents	Cause of accidents	Number
Motor Accident	Bad Roads	2
Fire Burns	Horse Pipe Burning	1
Plant Accident	Neglect Of Workers	1
Motor Accident	Negligence	2
Knife Cutting	Carelessness	1
Eye	Carelessness(No Use Of Glasses)	1
Machine Cut	Machine	1
Finger Cuts	Machines	4
Eye Injury	Chemicals	1
Cut	By Sharp	2
Cut	Machines	1
Minor Cuts	Hand Slidding On Paper Edges	1
Cut Finger	Grinder Machine	1
Electric	Loose Terminal	1
Debris Cuts	Unprotected	1
Machine Injury	Lack Of Head C	1
Machine Injury	Door Lightrug	2
Electric Shocks	Carelessness	1
Minor Cut	Failling Metal	1
Felt Dow	Slipery Ground	1
Sport Injury	Sports	1
Scolded	Boiled Water	1
Finger Cut Off	Machine Guard Absence	1
Laboratory	Plicking & Fire	1
Security Guards	Thives	1
Cleaners	Bad Handling	1
Generators Blue Fire	Blew Fire	1
	While Moving Out Like In The Field Ambulance) For Them Use Motor	
Accidents	Bicy1	1
Cut By Broken Bottle	Fell Down And Broke	1
Injured By Machine	Pressed His Thum On The Machine	1
Shocked By Electricity	Touched On Electricity Wires	1
Slided Down	Nature Of The Compound	1
Fire	Unknown	1
General Worker Cut By Prunner	Playing With A Prunner	1
Left Toe Cut By A Hoe	Digging With A Hoe Which Cut Her	1

### **Appendix 3: Definitions**

Working proprietors (including working partners) are those owners of the enterprise who regularly work there but do not get any salary or wage from the enterprise; but they only share profits, if any. If they receive salaries/wages, they should be classified as employees.

Regular full-time employees include all wage and salary earners i.e. directors, managers, employees, etc., who are working regularly and are on contract/understanding to work for a long term.

Regular part-time employees include all wage and salary earners i.e. directors, managers, employees, etc., who are working on part-time basis e.g. a few hours a day or a few days in a week and are on contract/understanding to work for a long term.

Temporary/Contract employees include all wage and salary earners i.e. directors, managers, employees, etc., who are working on a contract/understanding basis. The contract normally has a short period life span e.g. one year.

Causal workers also referred to as casual labourers are taken for short-term employment, and laid off as soon as the specified work is finished.