

Inclusion Works

Uganda Situational Analysis

June 2020 update

The Institute of Development Studies (IDS) has prepared Situational Analyses (SITANs) for the **Inclusion Works Programme** (operating in Bangladesh, Kenya, Nigeria and Uganda), which synthesise the most recent existing literature and evidence (drawing on government and non-government sources available online) about each country generally and on factors relating to persons with disabilities involvement in formal employment. For more information about how the situational analyses were conducted see page 42.

This situational analysis addresses the question: “what is the current situation in relation to formal sector employment for persons with disabilities in Uganda?”.

The SITAN can be used throughout the programme, by all those involved in it, to better understand the current context and available evidence, as well as by others working in this area. This will help lead to better informed projects which may be focusing on different actors and aspects of the topic (e.g. persons with disabilities, employers, government, DPOs, partnerships, and policy) and help with situating the different activities within the wider country context. Where possible, the SITANs also flag up gaps in evidence which the Inclusion Works programme may be interested in addressing. As living documents, they will be updated and adapted to include newly published evidence and to reflect any new areas of interest in the programme as it develops. The six Inclusion Works programme outcome areas are flagged in the relevant sections of the SITAN. This SITAN has been briefly updated from the June 2019 SITAN.

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1. Summary of key information

The country context

Poverty rates: National poverty rate: 21.4% (2016/17); USD 1.90 PPP poverty rate: 34.6% (2013); multidimensional poverty rate: 70.3% (2011). Poverty is concentrated in the Eastern and Northern regions. As a result of COVID-19 up to 3.6 million people could fall into poverty.

Disability prevalence: Estimates range – 12.4% (2014 National Population Census); 6.5% (2016 Demographic and Health Survey); 16.5% (2017 Functional Difficulties Survey). Disability rates are higher amongst women and in rural populations.

Disability and poverty: People with disabilities are more likely to be living in poverty than people without disabilities.

Stigma: People with disabilities, especially persons with albinism, persons with intellectual and/or psychosocial disabilities, persons who are deaf-blind, women and children, experience stigma and discrimination which restricts their lives and participation in society.

COVID-19 has had a disproportionate impact on persons with disabilities, with food security a major concern.

Employment rate: The unemployment rate is 2.3% and the labour force participation rate is 67% for females and 73.92% for males (2019). Wage and salaried workers made up 20% of total employment in 2016/17.

Labour force by occupation: 67.8% in agriculture, 7.1% in industry; 25.1% in services and other activities (2017) – other estimates are available but all indicate that agriculture is the main employer.

Types of jobs available and main/growing sectors of employment: The majority of people are employed by the informal sector and the formal sector does not create enough jobs to meet demand. Most jobs in the formal sector are in the private sector. Most formal sector employees worked in education (66.7%) in 2016/17.

Main businesses: Most businesses in Uganda are micro, small and medium enterprises, and they account for approximately 90% of private sector employment.

If COVID-19 persists for 6 months it will cause about 3.8 million workers to lose their jobs temporarily, while 0.6 million would lose their employment permanently. Most of those likely to lose their jobs permanently are in the service industry and mainly in Kampala.

Persons with disabilities and inclusive employment

Disability and livelihoods/work: There is generally a lack of data on disability and employment but available evidence suggests that people with disabilities are more likely to be unemployed than their non-disabled peers, especially youth and women. People with disabilities tend to work in the informal sector rather than the formal sector. They are more likely to be discriminated against and exploited in work. This is as a result of barriers including stigmatisation; the actual and perceived skills and education levels of persons with disabilities; low self-esteem and self-confidence of people with disabilities; inaccessible transport; and less human, social, physical, financial and natural capital than persons without disabilities.

Disability and education and training: Children with disabilities are almost twice as likely to not complete education as their non-disabled peers (18% compared to 32% in primary education), especially children with self-care, communication and hearing impairments. Girls with disabilities are more likely to never have attended school than boys with disabilities, but if in education they are more likely to complete it. 27% of youth with disabilities are in education/training of youths (compared to 36% of youths without disabilities), while 3.8% of persons with disabilities are in university education compared to 11% of persons without disabilities.

Employers and inclusive employment

Disability and formal employment: In 2016/2017 1.3% of formal sector employees were people with disabilities, working mainly in the arts, entertainment and recreation sector. Persons with disabilities tended to occupy lower level positions, although some were in top positions in companies. Knowledge of existing legislation supporting inclusive employment is low and few companies have a disability policy. Some employers understand the business case for disability inclusive employment. While employers say they are open to employing people with disabilities they are generally reluctant to apply affirmative policies or practices despite the lack of disabled applicants. This is as a result of barriers including negative perceptions about and attitudes towards persons with disabilities; discrimination and stigmatisation; the perceived skills and education levels of persons with disabilities; low expectations of people with disabilities; lack of accessible job advertisements; lack of physical access and access to information in work places; lack of reasonable accommodation, and the perceived cost of employing people with disabilities. Some employers had made efforts to accommodate employees with disabilities. Persons with disabilities have faced abuse and discrimination once in work.

Government and national policies relating to inclusive employment

Uganda has a rich policy and legislative framework for disability inclusion, but implementation has been a challenge.

Uganda ratified the *UNCPRD* in 2008. Disability rights are provided under Uganda's 1995 constitution and the *2019 Persons with Disabilities Act*, amongst others. There is also a 2006 National Policy on Disabilities. The *Ministry of Gender, Labour and Social Development* has the mandate to promote and protect the rights of persons with disabilities. The National Council for Disability Act monitors and evaluates the rights of persons with disabilities.

The *National Employment Policy for Uganda 2011* recognises that the employment of vulnerable groups, including people with disabilities, is important for wealth creation and poverty eradication. Other relevant legislation includes the 2007 Equal Opportunities Act, the 2006 Employment Act, the 2011 Employment Regulations, the 2000 Workers' Compensation Act, and the 2008 Business, Technical, Vocational Education and Training (BTVET) Act, as well as provisions for quotas and tax incentives under the Persons with Disabilities Act.

The disability movement and inclusive employment

The disability movement in Uganda has been active in supporting persons with disabilities access to formal employment through a range of activities, including research, skills training for persons with disabilities, and awareness raising and support for employers. Some of those involved include National Union of Persons with Disability in Uganda (NUDIPU), Uganda National Action on Physical Disability (UNADP), YODA, Disability Employment Rights Initiative, Embrace Inclusive Employment; Uganda National Association of the Deaf; Integrated Disabled Women

Activities (IDIWA); Light for the World, Cheshire Services Uganda, and East Africa Center for Disability Law and Policy,.

Partnerships for inclusive employment

There are a variety of existing partnerships which have worked to promote disability inclusive employment in Uganda, although their impact is unclear. Some of the partnerships include the Uganda Business and Disability Network; Federation of Ugandan Employers (FUE) & NUDIPU; Make 12.4% Work Initiative; Labour Advisory Board; trade unions; Professional Fellows Program on Inclusive Disability Employment; HR Manager's Association; the Platform for Labour Action; and Disabled People's Organisations Denmark (DPOD).

Main report

1. Country overview

Uganda has ‘one of the youngest and most rapidly growing populations in the world’ (DTDA, 2019, p. iii). It has made considerable progress in addressing poverty over the last two decades with the national poverty rate declining from 56% in 1992 to 21.4% in 2016/17 (RoU, 2015, p. xxi; World Bank, 2016, p. x; UBOS, 2019 p. 42). Rates of multidimensional poverty are much higher and in 2011 70.3% of the population were multi-dimensionally poor (experiencing deprivations in education, health and living standards) while an additional 20.6% lived in near multidimensional poverty (UNDP, 2016, p. 6). In 2013, 34.6% of the population lived below the international extreme poverty line of USD 1.90 PPP a day (World Bank, 2016, p. xiii). The incidence of poverty is higher in rural areas and poverty has become increasingly concentrated in the Eastern (35.7%) and Northern (32.5%), regions of Uganda, as the Central and Western regions had experienced more rapid poverty reduction (World Bank, 2016, p. xvi; UBOS, 2017, p. 39-40; UBOS, 2019, p. 42). However, between 2012/13 and 2016/17 there was an increase in poverty in all regions, except the Northern region (UBOS, 2019, p. 43). Income inequality increased in rural and urban Uganda between 1993 and 2016/17 when it measured 0.42 on the Gini index (World Bank, 2016, p. xiv; UBOS, 2017, p. 41; UBOS, 2019, p. 44). Inequality was largely driven by rates in urban areas (UBOS, 2019, p. 43). According to the 2016 Human Development Report, Uganda had a low but increasing human development index of 0.493, positioned at 163 of 188 countries and territories (UNDP, 2016, p. 2). Most of this progress in poverty reduction has been as a result of agricultural income growth, due to peace in northern Uganda, improved regional crop markets, and good weather, which particularly benefited poor households (World Bank, 2016, p. x, xviii). Overall 10% of the population were chronically poor in 2015/16 (UBOS, 2017, p. 42). ‘The chronically poor were more likely to be in households residing in rural areas (12%), households whose head had no formal education (23%), as well as households residing in the Northern region (24%) of Uganda’ (UBOS, 2017, p. 42). Uganda is currently experiencing a huge protracted refugee crisis and hosts over 1.4 million refugees, over a million of whom are fleeing the conflict in South Sudan (UNHCR, 2018, p. 1; DTDA, 2019, p. iii). Host settlements and transit areas have some of the highest levels of poverty and lowest human development indicators in the country, and youth unemployment is high (Huang et al, 2018, p. 10).

Uganda’s GDP is USD 27 699 million, while the GDP per capita is USD 646.2 (measured in 2017)¹. Agriculture is the backbone of Uganda’s economy, its biggest employer, and is dominated by smallholder farmers engaged in food and cash crops, horticulture, fishing and livestock farming (RoU, 2015, p. xx; KPMG, 2017, p. 1). According to UN statistics, in 2017 agriculture made up 26.5% of gross value added (GVA) of the economy and 67.8% were estimated to be employed in the agricultural sector; industry made up 21.3% of GVA of the economy and employed an estimated 7.1%; services and other activities made up 52.2% of GVA of the economy and employed an estimated 25.1%². Within this tourism is an important sector which has been growing consistently since the restoration of peace and security (RoU, 2015, p. xx).

¹ UN Data Uganda – accessed 30.6.2020

² UN Data Uganda – accessed 30.6.2020

The population is mainly rural, with the urban population only 24.4% in 2019, and young, with an estimated 46.5% aged between 0-14³. The young, fast growing, population, creates a high pressure on job creation (LO/FTF Council, 2016, p. 8).

A key feature of 2020 has been the COVID-19 outbreak which has caused disruption across the world (UNDP-Uganda, 2020, p. 3). As of the end of June 2020, Uganda had 870 confirmed cases and no deaths⁴. In response to the outbreak the government implemented a lockdown, which has had knock-on social and economic impacts (UNDP-Uganda, 2020, p. 4). Millions of children and youth are going without education due to school closures (UNDP-Uganda, 2020, p. 12). The disruption to economic activity will most likely increase food insecurity (UNDP-Uganda, 2020, p. 15). In March 2020, the government predicted that in the short-term the outbreak would increase the number of poor people by 2.6 million and a decline in economic growth in the financial year 2019/20 – from 6% to about between 4.6 and 5.1%⁵ (UNDP-Uganda, 2020, p. 5). UNDP-Uganda (2020, p. 34) suggest the numbers falling into poverty could rise even higher (3.6 million), depending on the length of the outbreak and lockdown, and the government's support to households. The effects will be greatest on the poorest and most vulnerable (UNDP-Uganda, 2020, p. 14).

The country is also contending with a major locust infestation in the North Eastern part of the country, which is having a severe impact on agricultural production (Deloitte, 2020, p. 31).

Disability prevalence

Estimates of disability prevalence within Uganda range and there is a lack of reliable information. It is not always clear what disability definition is being used and if statistics using the Washington Group refer to those with any type of difficulty or only to those with a lot difficulty or cannot do at all. The Ugandan Bureau of Statistics (UBOS, 2018, p. 5) warns that information from survey and censuses has to be used with caution because of changes in the phrasing of questions and the definition of a person with disability.

The **2014 national population census** found that 12.4% of Ugandans aged two and above were disabled, while 13.6% aged five and above were disabled (Omona et al, 2017, p. 8). This figure is believed by some to be an underreporting of people with disabilities as only four of the six Washington Group Questions were used (Omona et al, 2017, p. 10). More females had a disability (15%) than males (12%), and disability was more prevalent in rural areas (15%) than urban areas (12%) (ESP, 2018, p. 2; UBOS, 2019b, p. 7). Levels in disability prevalence were almost the same for the age groups under 25 years and thereafter a gradual steep rise was noticed (UBOS, 2019b, p. 7, 9). The 2016 Uganda Bureau of Statistics National Household Survey also found a disability prevalence of 12.4% (ESP, 2018, p. 2). This means that about 4.5 million Ugandans report one form or other of disability (ESP, 2018, p. 2). On the other hand, the **2016 Demographic and Health Survey (DHS) data**, which used Washington group questions, finds a disability prevalence rate of 6.5% with a lot of difficulty or cannot do at all (7.1% female, 5.9% male) (Leonard Cheshire, 2018, p. 36). The 2017 Functional Difficulties Survey, which also used the Washington Group Questions, found a disability prevalence rate of 16.5% for adults, 7.5% for children aged 5-17, and 3.5% for children aged 2-4 (UBOS, 2018, p. ix). Of those, 7.4%

³ UN Data Uganda – accessed 30.6.2020

⁴ Ministry of Health Coronavirus (pandemic) Covid-19 – accessed 30.6.2020

⁵ Note this differs slightly in Deloitte (2020, p. 29) where the pre COVID-19 GDP growth forecast was 5.3% and the adjusted forecast is 3.5%.

of adults had visual disabilities; 2.7% had hearing disabilities; 14.4% of adults had physical disabilities; and 15.7% had what they called mental disabilities (including psychosocial and or/intellectual, difficulty with communicating, difficulty with remembering or concentrating) (UBOS, 2018, p. 17).

According to the 2017 Functional Difficulties Survey, disability prevalence rates were found to be especially high in the sub regions of Kigezi (30.5% - Western region); South Buganda (23.4% – Central region); Bugisu (23.1% - Eastern region); and Bukedi (20.4% - Eastern region) (UBOS, 2018, p. 56). According to the 2014 census, ‘among persons aged 5 years and above, Lango (20%) and Acholi (17%) sub- regions had the highest proportion of persons having some kind of activity limitation (UBOS, 2019b, p. 10).

Disability and poverty

The Uganda Bureau of Statistics National Household Survey 2009/2010 found that poverty rates in households with a person with disability were 30% higher than in households without a person with disability (ESP, 2018, p. 2). According to the 2016 DHS data, people with disabilities are more likely to be living in a poor household than people without disabilities (57% compared to 45%) (Leonard Cheshire, 2018, p. 50). The causes of extreme poverty amongst people with disabilities are attributed to lack of access to education; lack of completion of education for those able to access it; resultant lack of skills and competencies required for employment or livelihood activities; and deep rooted negative cultures (Nyombi & Kibandama, 2014, p. 250). Nyombi & Kibandama (2014, p. 249) also note that a lack of job opportunities for people with disabilities often leads to poverty. Research in 2016 also found that the ‘incomes of persons with disabilities are often less reliable and stable than those of persons without disabilities’, which increases their vulnerability to shocks (Rubangakene et al, 2016, p. 25).

According to the 2014 census, 80% of households headed by a person with disabilities were dependant on subsistence farming as their main source of livelihood, compared to 14% who were dependant on employment income (30% of households headed by a persons without a disability are dependant on employment income) (UBOS, 2019b, p. 45). UBOS (2019b, p. 45) points out that to move out of poverty, persons with disabilities need to move out of subsistence farming as their major source of livelihood.

Attitudes towards disability and disability stigma

Due to limited awareness about disability among communities, persons with disabilities continue to face both stigma and discrimination leading to their limited participation in all aspects of life (UHRC, 2016, p. 3; NUDIPU, 2014, p. 7). The Ministry of Gender Labour and Social Development (MGLSD, 2016, p. 27) notes that people with severe disabilities are stigmatised and often deprived of resources even within their own families. Aley’s (2016, p. 14) study in Uganda (and Kenya) also found that respondents felt that attitudes to disability in their community were overwhelmingly negative due to ‘harmful traditional beliefs and misconceptions about the causes and nature of disability and about what roles and rights persons with disabilities can have in society’. Many communities believed that disability was a curse resulting from transgressions of former generations in the family (Aley, 2016, p. 14). Wrongdoings of ancestors blamed for disability are usually placed on the mother’s side of the family rather than the fathers, while mother’s sins or promiscuity are more often seen to be a cause of disabilities than father’s actions (Aley, 2016, p. 15). Some communities believed that people became disabled because they had caused accidents and not been properly cleansed (Aley, 2016, p. 14). Others, that that it is due to demonic possession and that people with disabilities are not really human (Aley, 2016, p. 15). On the other hand some community members refer to disability in the context of the

teachings of their faith and frequently viewed persons with disabilities more positively and as individuals who should be allowed to take their place in the community and be more socially included (although others believe that God imposes disability as a punishment or to prevent them from sinning) (Aley, 2016, p. 20).

People with disabilities are more likely to experience violence (47%) than people without disabilities (39%) (Leonard Cheshire, 2018, p. 63; UBOS, 2018, p. 30-32). Women and girls with disabilities are noted to face double discrimination and be at higher risk of abuse, neglect, maltreatment and exploitation (MGLSD, 2016, p. 27; CRPD, 2016, p. 2; MHU & MDAC, 2016, p. 4). Disabled children may be seen as a curse and if they are a girl, they may be denied food, education and health care (Nyombi & Kibandama, 2014, p. 250). Stigma and shame can lead to caregivers of children with disabilities hiding them away or forbidding them to take part in social activities, including because they want to protect them from such attitudes (DSPD, 2016, p. 6). In addition, there is a belief that families can gain wealth in exchange for the intellect or health of one of their children. This can result in assumptions that a family with a disabled child, particularly a child who is intellectually disabled, is greedy and ruthless, having used witchcraft to trade their child's intellect for prosperity (Groce & McGeown, 2013, p. 13). Wealthier families appeared to be particularly anxious to hide their children with disabilities as a result, although in other cases more affluent social classes were 'more likely to support their children with disabilities properly and to promote their education and social inclusion, rather than hiding them away or believing in harmful traditional practices' (Groce & McGeown, 2013, p. 13-14; Aley, 2016, p. 16). The Committee on the Rights of Persons with Disabilities also notes that it is concerned about 'persisting discrimination against persons with disabilities, including in particular persons with albinism, persons with intellectual and/or psychosocial disabilities, and on other grounds, such as gender identity and sexual orientation' (CRPD, 2016, p. 2). It notes that 'persons with psychosocial and/or intellectual disabilities as well as persons with albinism and deaf-blind persons are disproportionately affected by stigma, which limits their access to education, health and employment' (CRPD, 2016, p. 3; see also MHU & MDAC, 2016, p. 4).

The 2017 Functional Difficulties Survey found that 12.9% of females felt discriminated against or harassed on the basis of disability in the previous 12 months; with 16.9% of adult males, 19.4% of girls and 12.9% of boys also reporting discrimination or harassment on the basis of disability (UBOS, 2018, p. 21). Persons with a deformity, with intellectual and/or psychosocial disabilities, and dwarfs/little people were more likely to be discriminated against than people with other types of impairments (UBOS, 2018, p. 20). In addition, people with disabilities report being discriminated against in social life, especially girls with disabilities (16.3% compared to 12.9% of boys); with 12.3% of adult men with disabilities reporting discrimination in social life compared to 7.9% of women (UBOS, 2018, p. 46). One in four people with disabilities, both men (22%) and women (25%), have experienced sexual violence, while 48% of women with disabilities and 51% of men with disabilities had experienced physical violence (UBOS, 2018, p. 30-31). This varied depending on the region, with spatial analysis of experiences of sexual violence by persons with psychosocial/intellectual disability showing that 'South Buganda (45%) West Nile (39%) and Bukedi (31%) regions had the highest percentage of sexual violence, while Busoga, Bugisu and Kampala sub regions had the lowest rates of less than 10%' (UBOS, 2018, p. 30). West Nile (82%), Kigezi (75%) and North Buganda (75%) also had the highest percentage of the adults with psychosocial/intellectual disabilities reporting that they had ever experienced physical violence (UBOS, 2018, p. 31).

In general, there are spatial differences in the experiences of discrimination of people with disabilities in Uganda. People with disabilities in the sub regions of Bukedi (Eastern region) (15.7% aged 18 and over), West Nile (Northern region) (14.9% aged 18 and over), South Buganda (Central region) (12.7% aged 18 and over), and Lango (Northern Region) (11.5% aged

18 and over) have been particularly affected (UBOS, 2018, p. 57). In total 27.5% of 5-17 year olds with disabilities and 41.4% of persons with disabilities aged 18 and above had experienced unfair treatment (UBOS, 2018, p. 57).

Changing disability stigma

Aley (2016, p. 14, 16) found that respondents reported that attitudes among professionals in Uganda were improving and more progressive ideas about disability are beginning to be accepted, especially amongst educated and economically mobile groups, although they often qualified this observation by stating that it will still take a long time for 'the community' to change their negative attitudes. Teachers, particularly special education teachers, were viewed as being very important in influencing attitudes for the better amongst parents (Aley, 2016, p. 16). Aley (2016, p. 18) found that contact in schools, especially where pupils with disabilities had done well and were positive role models, helped to improve attitudes towards disability. Respondents noted that progressive government policy had helped to gradually change attitudes towards disability (Aley, 2016, p. 20-21).

COVID-19's impact on persons with disabilities

News reports indicate the difficulties persons with disabilities have faced during the COVID-19 lockdown in Uganda in relation to accessing information about COVID-19; food; services; and livelihoods; as well as their ability to get around given the ban on private and public transportation (Oluka, 2020; Oduki, 2020). Food security was found to be persons with disabilities biggest concern in a poll at the end of April ran by the Let's Talk radio show – for 45% of 4810 respondents with disabilities or carers of persons with disabilities compared to 39% of respondents without disabilities (Make 12.4% Work, 2020). Concerns over food security were highest in the central region where the majority of Uganda's urban population lives (Make 12.4% Work, 2020). Research indicates that even when disabled people's organisations (DPOs) compiled lists of persons with disabilities and shared them with local authorities, few were provided with food relief (Emuron, 2020, p. 2). There are concerns that the needs of persons with disabilities were not adequately considered in the response to COVID-19, although efforts were later made to include representatives of people with disabilities in the COVID-19 taskforce (Oduki, 2020).

People with disabilities who had access to some income generating activities such as poultry, grocery shops, or land for farming reported more resilience than their counterparts who lacked these things (Emuron, 2020, p. 2). Some were able to use existing livelihoods programmes such as tailoring and knitting enterprises to produce masks to be able to earn some income (Emuron, 2020, p. 2). Access to mobile phones was found to be an important resource for people with disabilities (Emuron, 2020, p. 2).

The employment sector⁶

A 2019 labour market profile of Uganda found that the labour market is struggling with low skills and low productivity jobs (DTDA, 2019, p. iii). According to the World Bank, Uganda's Labour Force Participation Rate, those working or actively seeking work amongst the working age

⁶ It should be noted that figures and estimates are not consistent

population, for 2019 was 70.34%; 67% for females and 73.92% for males⁷. According to the National Labour Force Survey 2016/17, the unemployment rate was 9.7% and the population in time-related underemployment⁸ was 12% (DTDA, 2019, p. 10). However, according to the more 'strict' international statistical definition of unemployment, the unemployment rate is estimated at 2.3% in 2019 (1.5% for men and 3.1% for women) (DTDA, 2019, p. 11). In 2016/17 the unemployment rate was 14.4% in urban areas (UBOS, 2019, p. 34). DTDA (2019, p. 16) found that 74% of men were employed, compared to 65% of women. 25% of men were employees, compared to 16% of women (DTDA, 2019, p. 16). 81% of women were in vulnerable employment, compared to 68% of men (DTDA, 2019, p. 16). In 2015 there were around one million employees in the formal sector⁹, up from 700,000 in 2010 (UBOS, 2018b, p. 49). The 2016/2017 Manpower Survey found that there were more male employees in the formal sector than female (56% compared to 44%) (UBOS, 2018b, p. xiv, 75).

The government of Uganda in the Second National Development Plan (NDP II) noted that the majority of people in the Uganda were self-employed (81.5%), rather than working in formal employment in 2012/13 (RoU, 2015, p. xxi-xxii). Wage and salaried workers have been a growing group of the total employment, raising from 17% in 2011/12 to 20% in 2016/17 (DTDA, 2019, p. 9). By 2015, wage employment made up 50% of urban employment (UBOS, 2017, p. 168). In 2016/2017, 'more than half (52%) of the employees in the informal sector were paid employees, followed by the self-employed (35%) and contributing family workers (13%)' (UBOS, 2018b, p. xvii). In 2013, 40% of households were engaged in some form of employment in both agriculture and non-agricultural sectors, with the majority of non-agricultural income earned through self-employment rather than wage employment (World Bank, 2016, p. 52). Poorer households are less diversified, with most of their income coming from agriculture (World Bank, 2016, p. 52). The 'scarcity of job opportunities has led to rural-urban migration, high competition in the labour market and the emergence of a bulging underemployed and unproductive work force' (LO/FTF Council, 2016, p. 9).

The informal sector provides most of the employment in Uganda as the formal sector does not create enough jobs to meet the fast rising labour force (LO/FTE Council, 2016, p. 11; DTDA, 2019, p. iii). 'Almost nine out of ten workers operate in the informal economy', where work is generally precarious and low paid (DTDA, 2019, p. iii). The bulk of the workforce remains stuck in agriculture – 9.7 million – mainly working on crops (Ahaibwe et al, 2019, p. 13). Many people are engaged in semi-formal small scale and medium enterprises – about 8.7 million (Ahaibwe et al, 2019, p. 13).

Every year, more than 40,000 young people graduate from Ugandan universities and complete for only 8,000 formal jobs (Waller, 2016; Ahaibwe et al, 2019, p. 4). Access to formal employment is particularly limited in rural areas and small towns (Byiers et al, 2015, p. 32). The 2016/2017 Manpower Survey found that 94% of formal sector employees had previously attended school, 5% were attending at the time of the survey, while 1% had never attended school (UBOS, 2018b, p. xiv). 'The majority of employees had a Certificate/Diploma (47%)

⁷ The Global Economy website - Uganda labour force participation; The Global Economy website - Uganda female labour force participation; The Global Economy website - Uganda male labour force participation – accessed 30.6.2020

⁸ Lack of gainful employment or lack of adequate or decent employment.

⁹ The National Employment Policy for Uganda (MGLSD, 2011) defines the Formal Sector as that which 'covers all the enterprises which fulfil the following conditions: - offer regular wages and hours of work; employees carry with them employment rights; are officially registered, and are liable to taxation' (UBOS, 2018b, p. 44).

followed by a Bachelor's Degree (21%)' (UBOS, 2018b, p. xiv). However, Uganda suffers from a shortage of skilled labour, including accountants, lawyers, engineers, and technicians (LO/FTE Council, 2016, p. 10).

Employees in the formal sector report that the main challenges they faced were underpayment of salary (21%), followed by excess workload/hours (16%), fatigue (13%) and stress (11%) (UBOS, 2018b, p. xvi, 115-116). At least 1% of employees in the private sector mentioned sexual harassment as one of the challenges they faced at work, while it was less than 1% for public sector employees (UBOS, 2018b, p. 115). LO/FTF Council (2016, p. iii) carried out a labour market profile of Uganda and found that employment legislation had poor compliance, due to both flaws in the legislation and the fact that a large majority of the labour force is operating in the informal economy so not covered by these regulations in practice.

Types of jobs available and main/growing sectors of employment

Sectors of employment

Agriculture employs the highest percentage of the working population, with more women than men working in this sector in 2016/17 (73% compared to 63%) – 77% compared to 67% in 2012/13 (DTDA, 2019, p. 11; UBOS, 2017, p. 27). UN estimates from 2017 suggest that 67.8% of people work in agriculture; 7.1% in industry, and 25.1% in services and other activities¹⁰, although KPMG (2017, p. 1) found slightly different figures for employment, with 54.8% working in agriculture, 9.9% working in industry, and 35.3% working in services. Other figures from 2016/17 break the sector employment down further, to show 68% in agriculture, 9.5% in trade, 4.7% in manufacturing, 3.6% in education, 2.4% in transport and storage, 2.2% in construction, 2.0% in hotels and restaurants, and 7.4% others.

Formal sector

The public sector makes up 23% of establishments in the formal sector, and the private sector 77% (UBOS, 2018b, p. 45). However, 33.5% of formal sector employees are in the public sector and 66.5% are in the private sector (UBOS, 2018b, p. 51). Most of the establishments in the public sector are education (87%), followed by human health and social work (7%), and public administration (6%) (UBOS, 2018b, p. 45). Similarly most of the establishments in the private sector are education (54%); followed by trade and repairs (12%); accommodation and food service (9%); manufacturing (6%); human health and social work (4%); other service activities (4%); other (4%); financial and insurance (3%); professional, scientific & technical (2%); and administrative and support (2%) (UBOS, 2018b, p. 46).

According the 2016/2017 Manpower Survey most formal sector employees worked in education (66.7%); followed by public administration (8.5%); manufacturing (7.9%); trade and repairs (3.7%); accommodation and food services (3.6%); human health and social work activities (3.2%); and financial and insurance activities (1.7%), amongst others (UBOS, 2018b, p. 50). 'The bulk of employees in the formal sector were professionals (56%) followed by service and sales workers (17%), and managers (14%)' (UBOS, 2018b, p. 116). Most of the formal sector occupations in 2016/2017 were 'dominated by male employees except for personal service workers, cleaners and helpers, general and keyboard clerks, health professionals, customer

¹⁰ UN Data Uganda – accessed 30.6.2020

service clerks, and personal care workers which had a higher share of female employees' (UBOS, 2018b, p. xv, 51-52, 116).

Employment growth trends

Statistics from UBOS for 2016 found that just above 2,500 formal jobs are advertised in Uganda each year, with figures from the Ministry of Finance in 2014 finding that Uganda's labour force registered around 700,000 new entrants each year (KAS & CDA, 2017, p. 9). The low labour demand growth is partly linked to limited survival and growth of firms in the formal sector (KAS & CDA, 2017, p. 9). In 2015, Byiers et al (2015, p. 38) found that the majority of new jobs were being created in low-productivity sub-sectors, such as retail trade and hospitality, while employment in formal manufacturing had expanded but remained relatively low.

In 2015, the highest percentage of new employees was in the education sector (59.9%)¹¹, followed by manufacturing (10.3%)¹², accommodation and food service activities (6%), public administration (5.9%), trade and repairs (5.5%) (UBOS, 2018b, p. 57). This has been the trend since 2010, with proportions fluctuating over the years (UBOS, 2018b, p. 57). The 2016/2017 Manpower Survey found that there were an estimated 50,100 permanent positions vacant countrywide of which two thirds (63%) were due to growth while 8% were due to replacement (UBOS, 2018b, p. 59). Jobs that fell vacant due to growth were service and sales workers (71%) followed by technicians and associate professionals (61%), and were mainly in the public sector, largely due to growth (71%) (UBOS, 2018b, p. 59).

The projected manpower demand in the years between 2016 and 2019 was highest in the education sector, although the proportions declined progressively (UBOS, 2018b, p. 60). The demand for manpower in administrative and support activities was projected to increase from 1% in 2018 to 23% in 2019 (UBOS, 2018b, p. 60). The skills requirements for the forecast jobs include technical skills (31%), followed by managerial skills (13%) and communication skills (12%) (UBOS, 2018b, p. 63-64). Ahaibwe et al (2019, p. 15-16) suggest that 'the greatest opportunity to create employment in Uganda lies in the service sector', with a 1% increase in service sector GDP growth inducing approximately 7,720 jobs.

Formal sector jobs require a mixture of relevant qualifications and soft skills such as communication, customer service and computer skills (Ahaibwe et al, 2019, p. 4).

Main businesses/employers

Micro, small and medium enterprises are key drivers in fostering innovation, wealth and job creation in Uganda (MTIC, 2015, p. 1). In 2015, they employed over 2.5 million people accounting for approximately 90% of the entire private sector employment (MTIC, 2015, p. 1). They are spread across all sectors, with 49% in service sector, 33% in commerce and trade, 10% in manufacturing and 8% in others (MTIC, 2015, p. 1). However, the majority of micro, small and medium enterprises operate informally (MTIC, 2015, p. 6).

Research by the World Bank in 2010/2011 found that micro enterprises (fewer than five employees) dominated the formal labour market, providing 60% of the total jobs, followed by

¹¹ Ahaibwe et al (2019, p. 27) found that the primary education sector is 'is poised to expand its staffing numbers with a view to improving the pupil to teacher ratio' – up to 22,000 primary school teachers in 2019/20.

¹² Education also had the 'highest share of employees who had left before the end of their contract followed by manufacturing' (UBOS, 2018b, p. 58).

small firms (between five and 20 employees) with 18% of formal jobs, while larger firms only accounted for about 12% of total jobs (Byiers et al, 2015, p. 28). In 2014, The Economic Development Policy and Research Department found that employment growth among larger established firms was extremely low and that there were 'very few established firms with several paid employees compared to the large number of small and micro enterprises with more limited job creation and growth potential' (EDPRD, 2014, p. 18).

Impact of COVID-19 on the labour market

COVID-19 will result in job losses in the formal and informal sector (UNDP-Uganda, 2020, p. 9). 'Small and medium businesses have experienced the largest effects of the risk associated with COVID-19 compared to large scale businesses' (Lakuma et al, 2020, p. 1). The shock to the services sector will significantly affect growth and the livelihoods of millions of Ugandans (UNDP-Uganda, 2020, p. 10). Tourism, which contributes to more than 6% of total employment, directly or indirectly, will be particularly affected by the COVID-19 outbreak, resulting in large job losses (UNDP-Uganda, 2020, p. 9; Deloitte, 2020, p. 30). Agricultural enterprises have also been severely affected (Lakuma et al, 2020, p. 1).

A survey of 147 businesses in April found that 76% had reduced the size of their workforce due risk presented by COVID-19 and subsequent lockdown measures (Lakuma et al, 2020, p. 4). 'Businesses in agriculture have undertaken the largest restructuring in the workforce, with 37% reducing their workforce by at least 50%, and another 44% by at least 26% (Lakuma et al, 2020, p. 4). Similarly, 41% of manufacturing businesses have reduced employees by more than 50% (Lakuma et al, 2020, p. 4). Micro-businesses were most likely to report that they would trim their staff (Lakuma et al, 2020, p. 7). Most businesses (62.3%) reported no changes to the salaries of employers (Lakuma et al, 2020, p. 5).

Lakuma et al (2020, p. 1) estimate that if the COVID-19 situation persists for the next six months 'about 3.8 million workers would lose their jobs temporarily while 0.6 million would lose their employment permanently'. Over 75% of those 'projected to lose their jobs permanently are from the service sector and mainly from Kampala' (Lakuma et al, 2020, p. 1, 6). Some companies tried adapting to the situation and have repurposed production lines, but this has still resulted in job losses (Fox & Signé, 2020). For example, at the beginning of May, Uganda's Premier Distilleries had only retained 20% of its employees despite repurposing its production lines to make hand sanitisers (Fox & Signé, 2020). 'Businesses in agriculture are more likely to maintain the size of their workforce compared to other sectors, with 40.4% of them foreseeing no lay-off in the next six months' (Lakuma et al, 2020, p. 7).

2. Persons with disabilities and inclusive employment

Outcome 2: Women and men with disabilities have enhanced skills to access formal employment

Outcome 6: Change in knowledge, attitude and behaviours from stakeholders involved in programme interventions that promotes and enables inclusion of women and men with disabilities in formal employment - from perspective of persons with disabilities

Disability and livelihoods/work

There is a general lack of data on employment issues related to people with disabilities, and in 2016, DPOD-NUDIPU (2016, p. 7) found that there was no information available showing the actual employment level of persons with disabilities either in the private or public sector despite the Persons with Disabilities Act 2006 enabling Ministers to request such data from employers (see also FUE & NUDIPU, 2017b, 3). However, the 2016/2017 Manpower Survey disaggregated by disability and found that 1.3% of the formal sector workforce were people with disabilities (UBOS, 2018b, p. 77). People with disabilities were found to access the formal sector through the use of internships, individual networks, job trials, and public as well as private sector agencies (Ahaibwe et al, 2019, p. 33-36).

The 2014 census found that the majority of persons with disabilities were subsistence farmers (73.7% compared to 61.6% of persons without disabilities) (UBOS, 2019b, p. 27). Some smaller studies looking at the employment of persons with disabilities include a study carried out by DPOD-NUDIPU in 2015 which looked at disabled people's involvement in formal employment in Kampala, which found that the majority of persons with disabilities were still working in the informal sector in Uganda; a sector which provides low skilled, poorly remunerated, hazardous and precarious jobs (DPOD-NUDIPU, 2016, p. 13; see also Bekoreire et al, 2012, p. 2). A 2019 study of 136 youth with disabilities in Tororo found that '39.7% (44.2% male and 33.9% female) youth with disability reported being involved in some kind of work that earns them income' (Luwangula et al, 2019, p. vii). The work they were involved in 'ranged from personal business (42.6%), informal jobs working for employers (16.7%), formal jobs (5.6%), crop growing (7.4%) and animal rearing (7.4%)' (Luwangula et al, 2019, p. vii). A 2012 survey of 164 youth with disabilities found that 24% were employed in the formal sector, 32% were actively involved in the informal sector and 20% in agriculture (DPOD-NUDIPU, 2016, p. 7). About 9% of the interviewees did voluntary work with different organisations and 15% were totally unemployed (DPOD-NUDIPU, 2016, p. 7). Research with 91 people with disabilities in an urban and rural area of Uganda (Kawempe and Gulu) carried out in 2016 also found that most people with disabilities were self-employed in two or three different enterprises, with few formally employed (Rubangakene et al, 2016, p. 9, 26).

Data from the 2016 DHS found that youth (15-25 years old) with disabilities were more likely to be unemployed than youth without disabilities (22% compared to 16%) (Leonard Cheshire, 2018, p. 52). Young women with disabilities were much more likely to be unemployed (26%) than young men with disabilities (7.5%) (Leonard Cheshire, 2018, p. 52). The unemployment rate evened out more for adults aged 25-64 years old, with 11% of adults with disabilities unemployed compared to 10% of adults without disabilities (Leonard Cheshire, 2018, p. 53). Women with disabilities continued to be more likely to be unemployed than men with disabilities (13% compared to 2.8%) (Leonard Cheshire, 2018, p. 53).

Research by Ojok et al (2019, p. 14) in 2019 with 63 employees with disabilities found that 'there were more male employees with disabilities (60%) than female employees with disabilities (40%)'. Data from the 2016 DHS found that 64% of women with disabilities were employed in the informal sector, similar to the 62% of women without disabilities (Leonard Cheshire, 2018, p. 56). Information was not available for adults with disabilities generally, or men with disabilities. Data from the 2011 DHS find that disabled women aged 15-49 years were mainly self-employed in agriculture (41.8%); unemployed (30.3%); working in sales and services (19.7%); employees in agriculture (5.4%); or in professional/technical/managerial jobs (2.8%) (Omona et al, 2017, p. 15). There are a number of organisations in Uganda which focus specifically of supporting or employing women with disabilities in a range of activities, including crafts and breast cancer detection, as well as supporting their land rights so they can work in agriculture (Secorun, 2018).

Inclusion International (2019, p. 7) notes that women with intellectual disabilities were less likely to find employment as a result of family concerns over safety in the workplace, lower levels of education, and because the type of jobs that tend to hire persons with intellectual disabilities involve manual labour and these jobs mostly hire men.

'By disability type, data from Uganda Manpower Survey 2016/17 shows that the majority of employees with disabilities who are in formal employment have physical disabilities (47%), followed by persons with visual impairment (41%)' (Ojok et al, 2019, p. 24). Ojok et al (2019, p. 19) found a very uneven distribution of impairment type amongst the employees with disabilities they surveyed – not a random sample. 77% of employees with disabilities had physical impairment, followed by employees with visual impairment (8%), speech/hearing impairment (3%), and the other types of disabilities comprised about 1% each (Ojok et al, 2019, p. 19). People with mild to moderate disabilities and those with physical disabilities were found to stand better chances of getting employed than others in research carried out in 2006 (Hartley et al, 2017, p. 27; ADD, 2011, p. 7, 23). ADD International (2011, p. 7, 22-23) also found that the few companies that were employing persons with disabilities tended to employ mainly persons with physical disabilities. Analysis found that most of the companies (61.5%) which were employing persons with disabilities recruited them when they did not have a disability but acquired it later (ADD, 2011, p. 23).

People with disabilities are routinely discriminated against in the recruitment and selection process and are liable to exploitation at work, often earning less than other employees without disabilities (Nyombi & Kibandama, 2014, p. 255; NUDIPU & UMWA, 2018, p. 1; Inclusion International, 2019, p. 4). Inclusion International (2019, p. 4, 18) notes that persons with intellectual disabilities are often expected to work unpaid for a period of time first to prove themselves and it is common for them to earn less than half a full salary (see also Inclusion International, 2019c, p. 1). Nyombi & Kibandama (2014, p. 253) noted that people with mental disabilities were prone to forced labour and exploitation (often working for years without being remunerated) due to the nature of their impairment. A 2012 study with 123 participants found that persons with disabilities who were formally employed were employed in the jobs at the lowest tier of organisational hierarchy (Bekoreire et al, 2012, p. 6; see also ADD, 2011, p. 7).

Job satisfaction of persons with disabilities was found to be reduced by concerns over 'meagre salaries and allowances, difficulty navigating unsafe and inaccessible premises, delay and/or denial of promotions, extra costs of transportation, lack of personal assistants and insensitivity to their requests for reasonable accommodation' (Ojok et al, 2019, p. 32). However, others were satisfied because of 'being involved in workplace activities, being recognized, opportunity for promotion, job security and feeling accepted' (Ojok et al, 2019, p. 32).

Barriers to employment

Entry into the formal labour market poses challenges for people with disabilities in terms of physical access, access to information about vacancies and opportunities, and their own self-confidence to seek out opportunities (DPOD-NUDIPU, 2016, p. 14). Research also found that the perceptions about and attitudes towards persons with disabilities within the general society, leading to discrimination and stigmatisation, were a significant barrier for formal employment of persons with disabilities (DPOD-NUDIPU, 2016, p. 17, 20; FUE & NUDIPU, 2017, p. 5; Rubangakene et al, 2016, p. 23; OHCHR & EOC, 2019, p. 43; Luwangula et al, 2019, p. viii).

ADD (2011, p. 22) also note that discrimination by families affects the job opportunities of persons with disabilities, especially as the employment situation in Uganda is one of very strong competition even for people without disabilities. Inclusion International (2019, p. 12) notes that

families are 'often overprotective, and do not trust [persons with intellectual disabilities] to leave the home for employment because they are worried about stigma and safety'. It is easier for people with intellectual disabilities from wealthy families to find employment as they have more connections, better access to education and transport, although stigma remains an issue (Inclusion International, 2019, p. 13-14; Inclusion International, 2019c, p. 3).

Another barrier which was identified was the actual and perceived skills and education levels of persons with disabilities and the challenges people with disabilities face in gaining the qualifications and skills employers were looking for (DPOD-NUDIPU, 2016, p. 17-18; Bekoreire et al, 2012, p. 4; Ahaibwe et al, 2019, p. 4; Luwangula et al, 2019, p. viii). 16.4% of respondents in the 2012 study mentioned limited qualifications as the factor limiting the employment of persons with disabilities, the second highest reason (Bekoreire et al, 2012, p. 4). See section below on the education levels of persons with disabilities. Lack of skills such as CV writing and interview preparation were also an issue (Ahaibwe et al, 2019, p. 34; Luwangula et al, 2019, p. viii). However, graduates with disabilities or persons with disabilities with employable skills were also found to still have difficulties finding jobs (DPOD-NUDIPU, 2016, p. 18; UHRC, 2016, p. 6; NUDIPU & UMWA, 2018, p. 1).

A further barrier to employment was found to be low self-esteem and self-confidence of persons with disabilities as a result of experiencing discrimination and stigmatisation (DPOD-NUDIPU, 2016, p. 18; Ahaibwe et al, 2019, p. 38). Discrimination, together with limited access to formal education and a lack of awareness of rights and entitlements, was found to lead to a vicious cycle of low self-esteem and lack of motivation to work or engage in society amongst people with disabilities, which was felt to be more of an issue than the impairment itself (Ghore, 2016, p. 8-9). Both employers and DPO representatives also felt that persons with disabilities were not applying for jobs in the formal labour market as many had never been encouraged to see themselves as employees and never been presented with the same career development opportunities as their non-disabled peers by their families, the education system, and employers (DPOD-NUDIPU, 2016, p. 18; Ahaibwe et al, 2019, p. 38). The 2017 Functional Difficulties Survey found that 26% of men with disabilities and 21% of women had stopped themselves from applying for a job (UBOS, 2018, p. 45). Ojok et al (2019, p. 20) found that 'some persons with disabilities lost interest in applying for jobs because of the stigma and discrimination they experienced from previous job search attempts', which contributed to developing self-pity and low self-esteem. Luwangula et al (2019, p. viii) noted that even when people with disabilities had high self-esteem, they scored themselves relatively low on 'knowledge and skills needed to competently and confidently compete for gainful employment'.

Persons with disabilities were also reported to be unaware of their rights, or the process for claiming and defending their rights, which alongside barriers in the legal system, meant they rarely challenge employer's discrimination in the courts (Griffiths et al, 2018, p. 12; Luwangula et al, 2019, p. viii).

Transport to and from the workplace is often challenging for persons with disabilities due to the cost and lack of accessibility (DPOD-NUDIPU, 2016, p. 19; Bekoreire et al, 2012, p. 2). 33.3% of respondents in a 2012 study in Eastern Uganda said that the major limitation to persons with disabilities accessing employment is inability to move freely (Bekoreire et al, 2012, p. 4).

A research project conducted in 2016 found that people with disabilities in the Odek sub county of Gulu (representing the rural context) and the Kawempe division in the city of Kampala (representing the urban context) often had less human, social, physical, financial and natural

capital¹³ than people without disabilities (Ghore, 2016, p. 6). The amount of human, social, physical, financial and natural capital helps persons with disabilities find work and is affected by the type and severity of impairment, due to the additional barriers some persons with disabilities may face (Ghore, 2016, p. 7-8; Rubangakene et al, 2016). The more severe the impairment, the greater the marginalisation experienced (Ghore, 2016, p. 14). Access to education and family support were found to be important in enabling persons with disabilities to find economic success (Ghore, 2016; Rubangakene et al, 2016).

Ahaibwe et al (2019, p. 4) note that ‘there is no robust and well-coordinated labour market coordination system in Uganda for supporting formal job inclusion of [persons with disabilities]’. In a job market where the majority of the educated population is at higher risk for unemployment, partial employment or full employment at lower wages, people with disabilities have an even greater risk of not finding quality employment (ADD, 2011, p. 22).

Other barriers experienced by persons with disabilities in formal employment are outlined in section three below on employers and inclusive employment.

Disability and education and training

As mentioned above, persons with disabilities experiences of education have an impact on their experience in relation to employment. Their lack of inclusion in the workplace is reflected in the lack of earlier inclusion in education.

According to the 2016 DHS data, literacy rates among those aged 15 and above were 46% for people with disabilities, compared to 58% for people without disabilities (Leonard Cheshire, 2018, p. 48). Males with disabilities (51%) had higher literacy rates than females with disabilities (44%) (Leonard Cheshire, 2018, p. 48). Different figures were found by the 2014 census, with 55% of persons with disabilities literate compared to 75% of those without disabilities (UBOS, 2019b, p. 24).

According to the 2014 census, 61.3% of people with disabilities (65.8% male, 57.0% female) attended school in comparison to 68.1% of persons without disabilities (UNOS, 2019b, p. 17). 31% of persons with disabilities had never attended school, in comparison to 13.2% of persons without disabilities (UBOS, 2019b, p. 23). The 2017 Functional Difficulties Survey found slightly better figures, as 80.5% of children with disabilities had ever attended school, compared with 90.6% of children without disabilities (UBOS, 2018, p. 36). A 2014 situational analysis conducted by UNICEF found that only 9% of primary school going-aged children with disabilities were enrolled in primary school (NUDIPU, 2018, p. v). The 2016 DHS data found that only 18% of children with disabilities completed primary school, compared to 32% of children without disabilities (Leonard Cheshire, 2018, p. 38). Leonard Cheshire Disability and Inclusive Development Centre (LCDIDC, 2016, p. 11) found a ‘widening gap in educational attainment among children and young adults with and without disabilities compared to attainment levels of older individuals with and without disabilities’. A recent survey by NUDIPU (2018, p. vi) also found that the level of access to education for people with disabilities has been low and declining over time. The number of pupils with disabilities enrolled in pre-primary school declined by more

¹³ **Human capital:** Human capital includes personal health, education, capacity to work, skills and knowledge that enable people make a living. **Social capital:** Family, friends, networks and social relationships, formal and informal groups are the social resources people rely upon to make a living. **Physical capital:** Physical capital consists of basic infrastructure, technology, tools and equipment people use for their livelihood activities. **Financial capital:** Financial capital includes savings, credit, remittances, salary/wages and any form of liquid asset that people use for economic activities. **Natural capital:** This consists of natural resources (such as land, water, forest, wildlife, minerals) that support people in deriving livelihoods.

than half (58%) between 2010 and 2016; enrolment in primary school by pupils with disabilities declined by 13%; and enrolment in secondary school declined by 35% (NUDIPU, 2018, p. vi). Access to education for about eight of every ten children with disabilities is likely to end at primary education level (NUDIPU, 2018, p. vi). People with intellectual disabilities are often segregated before P3 so do not have access to school certificates (Inclusion International, 2019c, p. 4).

The 2014 census finds that among persons 15 years and above, a higher proportion of females never attended school (39% of girls with disabilities and 17% of girls without disabilities) (UBOS, 2019b, p. 23). However, according to the 2016 DHS data, slightly more girls with disabilities (20%) completed primary education than boys with disabilities (17%) (Leonard Cheshire, 2018, p. 38). Even fewer children with disabilities completed secondary education (8.9% compared to 15% of children without disabilities) (Leonard Cheshire, 2018, p. 39). Again, slightly more girls with disabilities (10%) completed secondary education than boys with disabilities (7%) (Leonard Cheshire, 2018, p. 39). This is despite data from the 2017 Functional Difficulties Survey which found more males currently in school (78.6%) than females (76.9%) (UBOS, 2018, p. 36).

Self-care (34.5%), communication (33.4%) and hearing impaired (35.6%) persons were associated with higher proportions of persons with no education at all compared to other forms of impairments, according to 2011 Uganda Demographic Health survey data (Omona et al, 2017, p. 13-14). Children with problems remembering or with concentration had the most barriers to attending school (24.8%) followed by those with communication barriers (21.4%) and least by mobility (6%) according to the 2009/10 Uganda National Household Survey (Omona et al, 2017, p. 14-15). The 2017 Functional Difficulties Survey found that children with visual impairments (87%) and those with psychosocial/intellectual (75%) were more likely to attend school, while those with self-care (17%) and communication (33%) impairments were least likely to attend school (UBOS, 2018, p. 37).

According to the 2014 census, people with disabilities in rural areas were more likely to have no education compared to in urban areas (UBOS, 2019b, p. 23). In addition, the education levels of persons with disabilities generally increases with the wealth levels of the households (UBOS, 2019b, p. 23).

Further and higher education

According to the 2016 DHS data, 27% of youths (15-24 years old) with disabilities participated in education/training compared to 36% of youths without disabilities (Leonard Cheshire, 2018, p. 42). Fewer young women with disabilities (21%) participated in education/training than young men (34%) (Leonard Cheshire, 2018, p. 42). Every year about 280 people with disabilities graduate from Mbale Sheltered Workshop, Masaka Vocational Rehabilitation Center, Lweza Vocational Rehabilitation Center, Ruti Vocational Rehabilitation Center, Mpumude Vocational Rehabilitation Center, Ocoko Vocational Rehabilitation Center, Kireka Vocational Rehabilitation Center and Jinja Sheltered Workshop (Nyombi & Kibandama, 2014, p. 255). In 2016, the government noted that 600 youth with disabilities have been trained in four of the regional vocational rehabilitation centres in Ruti, Lweza, Kireka, Mpumudde (MGLSD, 2016, p. 24). However they are underfunded, limited in scope, and a large majority of graduates fail to find jobs after graduating for reasons such as lack of capital to set up a business, personal vulnerabilities, and skills which are unsuitable for the current labour market (Nyombi & Kibandama, 2014, p. 255; NUDIPU & UMWA, 2018, p. 2; Ahaibwe et al, 2019, p. 32). The Business, Technical and Vocational Education and Training (BTNET) system is not disability inclusive (Ahaibwe et al, 2019, p. 32). Only 1.5 % of adults (25-64 years old) with disabilities participate in education and training, although rates are also low among adults without disabilities

(1.8%) (Leonard Cheshire, 2018, p. 42). Very slightly more women with disabilities participated in education/training (1.8%) compared to men with disabilities (1.2%) (Leonard Cheshire, 2018, p. 42).

Only 3.8% of adults with disabilities, aged 25-54 years old, have completed university compared to 11% without disabilities (Leonard Cheshire, 2018, p. 44). Fewer women with disabilities (2.6%) have completed university in comparison to men with disabilities (5.5%) (Leonard Cheshire, 2018, p. 44). Research into disability inclusion in higher education found that there are 'discrimination and exclusion tendencies in matters related to admissions, access to lectures, assessment and examinations, access to library services, halls of residence and other disability support services' (Emong & Eron, 2016, p. 1, 5-9). The government 'sponsors 64 students with disabilities for university education who do not qualify for direct government sponsorship to enable them acquire skills to access employment opportunities' as a result of affirmative action through the 2001 Universities and Other Tertiary Institutions Act (ADD, 2011, p. 12). In 2011, over 200 students with disabilities were graduating annually (in diverse disciplines) from public and private universities in Uganda (ADD, 2011, p. 13).

3. Employers and inclusive employment

Outcome 3: Employers and employment service providers (e.g. recruitment agencies) demonstrate more inclusive practice

Outcome 6: Change in knowledge, attitude and behaviours from stakeholders involved in programme interventions that promotes and enables inclusion of women and men with disabilities in formal employment - from perspective of persons with disabilities

Formal employment

The 2016/2017 Manpower Survey found that only 1.3% of formal sector employees were people with disabilities, with most concentrated in the arts, entertainment and recreation sector (4.9%) followed by education (1.4%), health and social work (1.4%), public administration (1.3%), trade and repairs (0.9%) – for a further breakdown see source (UBOS, 2018b, p. 77; see also Ssemwanga, 2019; Ojok et al, 2019, p. 23). A report in 2011 mentioned that persons with disabilities constituted just 0.2% of the work force in the NGO, private and public sectors (ADD, 2011, p. 11). A survey of 33 private sector employers in 2011 found that 34% were employing one or more persons with disabilities (ADD, 2011, p. 22). A survey of 40 Federation of Ugandan Employers (FUE) employers in 2017 found that only 23% employed persons with disabilities, with 33% having employed a person with disabilities in the last 12 months¹⁴ (FUE & NUDIPU, 2017, p. 10-11). This is despite existing legislation, which to some extent provides for a framework for the employment of people with disabilities in the private sector and disability organisations engaging in single interventions placing persons with disabilities primarily into companies in Kampala (DPOD-NUDIPU, 2016, p. 6, 13).

Most of the employers interviewed by DPOD-NUDIPU did not keep a record of employees with disabilities as a result of concerns over stigmatisation or discrimination, or because they felt it was unnecessary, especially as they did not register employees according to gender or tribe

¹⁴ Further information about seven of these employers can be found in Khamisi et al, 2017.

(DPOD-NUDIPU, 2016, p. 13). Those that did register employees with disabilities had reporting responsibilities to international companies or organisations (DPOD-NUDIPU, 2016, p. 13). The 2017 survey found that most of those employed were people with physical disabilities (FUE & NUDIPU, 2017, p. 11). Employers mentioned that the 'kind of disabilities their employees had did not have any impacts on their performance at work' (FUE & NUDIPU, 2017, p. 11).

Studies have found that when persons with disabilities were in formal employment, they tended to occupy lower positions, although some were in higher positions (NUDIPU, 2016, p. 14; Ojok et al, 2019, p. 16). The 2011 study found 7.7% of persons with disabilities employed were occupying top management positions in the companies while the majority (61.5%) was occupying lower level positions (ADD, 2011, p. 25). The 2017 survey found that 58% of the employees with a disability working in formal employment had a university and or other tertiary qualification (FUE & NUDIPU, 2017, p. 12). They worked as Head of Programmes, Technical Advisors, Advocacy and Communication officers, Accountants, Community Support Workers, and Project Officers among others (FUE & NUDIPU, 2017, p. 12).

DPOD-NUDIPU (2016, p. 6) found that while most of the interviewed stakeholders and employers knew that legislation includes elements for the protection of persons with disabilities from discrimination and some were also familiar with the Persons with Disabilities Act, very few knew the details of the Act and how it also promotes the rights and opportunities of persons with disabilities within employment (see also ADD, 2011, p. 8). DPOD-NUDIPU (2016, p. 8) also found that the Platform for Labour Action, the Federation of Uganda Employers (FUE) and the International Labour Organisation (ILO) Uganda had limited knowledge in 2015 about legislation pertaining to employment of persons with disabilities and acknowledged that their organisations needed to be further informed in this regard. The 2016/2017 Manpower Survey found that most workplaces did not have a disability policy, especially in the private sector (UBOS, 2018b, p. 121). 28% of public sector employers reported that they had a disability policy, compared to 4% of private sector employers (UBOS, 2018b, p. 121). A study by ADD International on 'Readiness of employers in private sector to employ persons with disabilities in Uganda', found only 25% of the private sector companies and civil society organisations sampled had provisions on disability in their human resource policies and none had a specific policy on the employment of persons with disabilities (ADD, 2011, p. 6; NUDIPU & UMWA, 2018, p. 1-2, 19-20). Provisions mentioned by those who had some, included: 'affirmative action in recruitment; retention of employees who become disabled; promoting disability awareness among employees; equipment/personal support for challenged employees; monitoring practices towards challenged employees; adapting working environment including physical accessibility; consulting with challenged employees on their needs' (ADD, 2011, p.20). Ojok et al (2019, p. 27) found that 'lack of workplace disability policy and lack of awareness about national and international laws and policies on the rights of persons with disabilities reduces the likelihood of employing persons with disabilities'.

The employers interviewed by DPOD-NUDIPU were aware of elements of the business case for including people with disabilities, including how it could contribute to a positive image for the company (DPOD-NUDIPU, 2016, p. 15; see also FUE & NUDIPU, 2017, p. 15-16; Hartley et al, 2017, p. 25-26; Add, 2011, p. 8). Employers interviewed in 2006 wanted their philanthropy to be recognised if they employed persons with disabilities because of the possible liability (Hartley et al, 2017, p. 26). Those who had experiences with employees with disabilities found that 'they were loyal and hard-working employees and that they are just as productive as non-disabled employees' (DPOD-NUDIPU, 2016, p. 15; see also Hartley et al, 2017, p. 25-26; ADD, 2011, p. 7, 30). Employers interviewed by ADD International (2011, p. 7) reported that they would be happy to employ persons with disabilities 'if they have the necessary qualifications, experience and can comply with the working schedule', while others were willing to allocate resources to modify the premises if necessary. More also felt that the benefits of employing persons with

disabilities included corporate social responsibility (34.4%), tax incentives (28.1%), and being able to fulfil their legal obligations, especially as an equal opportunities employer (6.2%) (ADD, 2011, p. 8, 29-30). 12.5% felt there would be no benefits because of the extra costs involved (ADD, 2011, p. 30). A recent 2019 study found that '84% of the employers were satisfied with the effectiveness of employees with disabilities, saying that local governments showed the highest satisfaction (90%) followed by the private sector (77%)' (Ssemwanga, 2019; Ojok et al, 2019, p. 33-34). 'The major reasons employers gave in support of their satisfaction with employees with disabilities were: commitment, loyalty, availability at work, punctuality to work, promptness with work deliverables, hard work, being results-oriented, and being good at work' (Ojok et al, 2019, p. 35).

Some employers in another survey mentioned that they employed persons with disabilities because of their previous relationship with them (Hartley et al, 2017, p. 26). Employers in the 2011 survey who had hired employees with disabilities mentioned that they had done so based on their skills and competencies (ADD, 2011, p. 23).

Ojok et al (2019, p. 27) found that 'employers with high school level education were more likely to employ persons with disabilities than employers who with post A level and university education', suggesting 'a bias by educated elites who may perceive persons with disabilities as less qualified for jobs or more expensive to accommodate at the workplace'. Female employers were also less likely to employ persons with disabilities (Ojok et al, 2019, p. 27).

Barriers faced by persons with disabilities

Research conducted from 2015 onwards found that the perceptions about and attitudes towards persons with disabilities by employers, leading to discrimination and stigmatisation, were a significant barrier for formal employment of persons with disabilities in Uganda¹⁵ (DPOD-NUDIPU, 2016, p. 17, 20; FUE & NUDIPU, 2017, p. 5; Rubangakene et al, 2016, p. 23; NUDIPU & UMWA, 2018, p. 1; Khamisi et al, 2017, p. 12; ADD, 2011, p. 21; Inclusion International, 2019b, p. 1; Ahaibwe et al, 2019, p. 38; Ojok, 2019, p. 19). Ojok et al (2019, p. 45) found that only 53% of surveyed employers were willing to employ a person with a disability, falling to 38% of private for-profit organisations. Added to this, 'employers are more willing to employ persons with physical impairment, albinism and little persons but less likely to employ persons with cognitive impairment, psychiatric (psychosocial), and multiple disabilities' (Ojok et al, 2019, p. 46). The Assistant Commissioner of Employment Services noted that 'persons with disabilities are often perceived as not productive and since private companies are profit driven employing persons with disabilities are not attractive' (DPOD-NUDIPU, 2016, p. 17; FUE & NUDIPU, 2017, p. 13). In addition, there is an assumption that some jobs would be too challenging for people with disabilities as a result of their impairment type or that they may be involved in accidents leading to further disability (FUE & NUDIPU, 2017, p. 13-14; Hartley et al, 2017, p. 26; ADD, 2011, p. 22). For example, Inclusion International (2019b) found that employers did not know if people with intellectual disabilities could add any value. Having low expectations of persons with disabilities qualities and experience means some employers limit their opportunities to demonstrate the potential and abilities (ADD, 2011, p. 22). General lack of awareness of disability and legislation in relation to it by HR Managers and CEOs, as shown above, was also

¹⁵ This reflects earlier research carried out in 2006 with 16 private and 2 public sector employers (Hartley et al, 2017, p. 25). In addition, it was the third highest limiting factor (14.6%) for the employment of persons with disabilities mentioned in the 2012 study (Bekoreire et al, 2012, p. 4). However when it came to looking at challenges in the work place, negative attitudes towards them was the main challenge at 40.7% (Bekoreire et al, 2012, p. 5).

flagged as an issue (DPOD-NUDIPU, 2016, p. 20-21; ADD, 2011, p. 38-39). In addition, the general understanding of disability of customers and colleagues and their attitudes could be a challenge for people with disabilities (FUE & NUDIPU, 2017, p. 13; Bekoreire et al, 2012, p. 7; Gusenga-Tembo, 2019; Inclusion International, 2019b, p. 1). Research in 2006 also found some employers giving 'ugly physical appearance' as a reason for not employing persons with disabilities (Hartley et al, 2017, p. 26). The myths surrounding employing persons with disabilities often result from lack of interaction and experience working with them on the part of employers (Kahmisi et al, 2017, p. 12). People with disabilities were found to tend to only get employed if they were recommended or referred by someone influential (Ahaibwe et al, 2019, p. 36).

Employers mentioned that their vacancies were open to anyone who meets the criteria of the job or that they had Equal Opportunities practices, however most said that they very seldom interview persons with disabilities and a few of them said that they had never interviewed an applicant with disabilities, which they attributed to people with disabilities not applying for jobs (DPOD-NUDIPU, 2016, p. 14; FUE & NUDIPU, 2017, p. 12-13; ADD, 2011, p. 21, 23). A small number of employers (13%) interviewed in 2011 mentioned that some people with disabilities had applied but were not recruited because of their disabilities were seen as a barrier for the particular job (ADD, 2011, p. 24). The interviewed companies were generally reluctant to apply affirmative policies or practices as they were concerned that this would be discriminatory (DPOD-NUDIPU, 2016, p. 14; Khamisi et al, 2017, p. 18-20). However, the Persons with Disabilities Act states that employers should indicate that persons with disabilities would be considered, where appropriate in any job advertisement (DPOD-NUDIPU, 2016, p. 14). The lack of legal requirements in relation to the employment of people with disabilities also means that employers did not feel the need to actively seek candidates with disabilities (DPOD-NUDIPU, 2016, p. 14). Some of the employers surveyed in 2017 mentioned deliberately indicating on the job adverts that persons with disabilities that have the required competencies are highly encouraged to apply (FUE & NUDIPU, 2017, p. 13). Previously some employers¹⁶ deliberately recruited persons with disabilities through specific requests to DPOs and training institutions (ADD, 2011, p. 29). DPOD-NUDIPU (2016, p. 19) also found that people with visual disabilities were disadvantaged as most job vacancies were advertised in print media (see also Nyombi & Kibandama, 2014, p. 256).

Research carried out by ADD International found both private and public sector employers discriminating against persons with disabilities at the interview stage, leaving many qualified persons with disabilities jobless (NUDIPU, 2016, p. 14).

Physical access and access to information in workplaces were identified by DPOD-NUDIPU (2016, p. 19) as problems for people with disabilities (see also FUE & NUDIPU, 2017, p. 13; Bekoreire et al, 2012, p. 5, 7-8). Employers whose buildings were accessible for customers were not necessarily also accessible in back offices or were lacking an accessible toilet (DPOD-NUDIPU, 2016, p. 19). Many employers rent their premises and landlords may be reluctant to adapt the structure of the building (Nyombi & Kibandama, 2014, p. 256). ADD (2011, p. 9, 33) found that provisions for accessibility in the workplace did not include provisions for persons who were deaf or visually impaired. Nyombi & Kibandama (2014, p. 254) suggests that the requirement under the Disability Act for employers to ensure their premises are accessible for people with disabilities is probably the most challenging requirement for employers in Uganda because few were willing to commit to improving their premises to accommodate workers and instead preferred to screen out people with disabilities at the recruitment and selection stage.

¹⁶ Crane Bank, Entebbe Handling Services (ENHAS) and Standard Chartered Bank

The perceived cost of employing people with disabilities was raised as a concern by some employers, especially for those starting out or small and medium enterprises (DPOD-NUDIPU, 2016, p. 20; Nyombi & Kibandama, 2014, p. 256; FUE & NUDIPU, 2017, p. 15; Griffiths et al, 2018, p. 7-8; Bekoreire et al, 2012, p. 7; ADD, 2011, p. 40; Ojok et al, 2019, p. 47). 77% of the employers surveyed in 2017 'thought that they did not have enough resources to provide facilities for their employees with disabilities' (FUE & NUDIPU, 2017, p. 17). Employing persons with disabilities was perceived to be a significant commitment, even though respondents were not able to say how much it would actually cost to accommodate the needs of employees with different impairments (Griffiths et al, 2018, p. 8). The 'additional financial expenditures were associated with assistive devices, structural adjustments to the premises and training of other employees to minimise the impact of stigma and ensure inclusive working environments' (Griffiths et al, 2018, p. 8). Persons with intellectual disabilities noted that employers were reluctant to employ them due to concerns that they will need expensive accommodations and that they will not bring value to the business (Inclusion International, 2019, p. 3-4). Employers in another study noted that the 'heavy entitlement/expectation among some [persons with disabilities]' discouraged them from taking them on (Ahaibwe et al, 2029, p. 38). Ojok et al's (2019, p. 28) research suggests that 'employers that have a workplace policy on disability largely disagree with the perception that hiring persons with disabilities increases the operational costs of organizations', while 'employers that have no workplace disability policy strongly believe that employees with disabilities increase their organizations' operational cost'.

Lack of provision of reasonable accommodation, including the provision of technical aids, has resulted in some people with disabilities resigning from their jobs because the lack of it make it impossible for them to do their job (Ahaibwe et al, 2019, p. 41). Employers interviewed in 2011 were asked about any changes they had made to improve the working conditions of employees with disabilities, which included providing training/retraining, rehabilitation and counselling, a modified work place and/or altered job, special equipment, and flexible working patterns or working hours (ADD, 2011, p. 32). The employers interviewed in 2015 were unable to give any examples of providing reasonable accommodation, although they generally felt that it would be provided if necessary (DPOD-NUDIPU, 2016, p. 20). Employees with disabilities interviewed in 2019 mentioned that 'their employers were either insensitive or inconsiderate to their requests for reasonable accommodation' (Ojok et al, 2019, p. 19). However, 61.5% of the 39 employers surveyed in Tororo 'indicated having made infrastructural adaptations at their workplaces in form of creation of ramps and adjustment of or installation of inclusive WASH facilities; installation of computers with JAWS program, flexing arrival time for persons with disability, and providing aides for persons with disability' (Luwangula et al, 2019, p. ix). Employers interviewed in 2017 were able to provide some examples of how disability has been mainstreamed in their workplace, although only 9 out of 40 organisations had put in place relevant measures (FUE & NUDIPU, 2017, p. 14, 17). Other research in 2017 found that due to concerns about complex legislation and worries about accusations of unlawful dismissal of people with disabilities, the interviewed employers were 'more concerned about the retention of people with disabilities who were already in work rather than pro-active recruitment of new employees with disabilities' (Griffiths et al, 2018, p. 8).

As a result of stigma and discrimination, people with disabilities have faced abuse and discrimination at work, with 38% of adolescent respondents in a 2010 survey by the African Child Policy forum (ACPF) revealing that 'they had been attacked and insulted by fellow workers because of their disability, and 64% felt that they were treated unequally by their employers' (ACPF, 2011, p. 52; see also FUE & NUDIPU, 2017, p. 13; Bekoreire et al, 2012, p. 5, 7). Abuse ranges from psychological to sexual abuse (Bekoreire et al, 2012, p. 6). The 2017 Functional Difficulties Survey found that 14% of men with disabilities and 9% of women had been treated unfairly in finding a job; 12% of men with disabilities and 6% of women have been treated unfairly

in keeping a job; and 14% of men with disabilities and 11% of women with disabilities had been dismissed from a job as a result of acquiring a disability (UBOS, 2018, p. 45). Some research by NUDIPU (2014, p. 19) also found that the 'majority of the people that become disabled while at work [we]re dismissed and ... unable to benefit under the provisions of the law on compensation'. On the other hand, 33% of people with disabilities reported being treated more positively in employment (UBOS, 2018, p. 45).

Many people were also unaware that if they are experiencing discrimination they can submit complaints to the Commission of Equal Opportunity's tribunal (DPDO, 2016, p. 19). Nyombi & Kibandama (2014, p. 250) note that no cases have been brought to court in relation to discrimination at work on grounds of disability or infringement of disability law as a result of people with disabilities lacking the financial resources or legal knowledge to bring these cases to court.

Employers surveyed by ADD International identified areas where the private sector felt they needed more support (ADD, 2011, p. 41-42). 29.0% of the employers wanted more information about the special needs of people with disabilities, 22.6% needed sensitisation about the relevant laws and policies on disability, 19.4% identified the need for DPOs to establish job centres where employers can easily access information about the qualified persons with disabilities (ADD, 2011, p. 41).

Suggestions for initiatives to address barriers to formal employment by those interviewed DPOD-NUDIPU (2016, p. 20-25) for formal sector employers include:

- More needs to be done create awareness about persons with disabilities, their capabilities and their needs and the relevant legislation within the corporate sector, through dialogue with CEOs of big companies and HR managers.
- Showcase successful stories including both employers and employees with disabilities as role models and champions of disability inclusion.
- Build and raise awareness of the business case for employing persons with disabilities.
- People with disabilities should be included in internships and traineeships (the Learnship programme in South Africa may be a model to follow).
- There is a need for accurate data and evidence on disability in Uganda.

4. Government and national policies relating to inclusive employment

Outcome 5: Government demonstrates commitment to enabling inclusion of women and men with disabilities in formal employment through creation and/or implementation of inclusive legislation/policy; as a result of programme interventions. (Increased commitment from government and national employer organisations to enable inclusive employment for women and men with disabilities)

Uganda has a rich policy and legislative framework for disability which has been made possible due to the advocacy and policy influence initiatives of persons with disabilities' organisations

(DPOs) and a disability enabling government (UBOS, 2018, p. 1; LCDIDC, 2016, p. 10). They include various policies and initiatives to promote the right to work of persons with disabilities. However, implementation has been a challenge and these laws have not been fully translated into practical outcomes due partly to the absence of statistics and regulations to make them operational, as well as limited budgets, policy incoherence, conditionality of social protection mechanisms, and challenges around definitions of disability, which limits viable assessment and provision of support and services (Griffiths et al, 2018, p. 2; UBOS, 2018, p. 1; LCDIDC, 2016, p. 10; Nyombi & Kibandama, 2014, p. 249; CRPD, 2016, p. 1-2; Bekoreire et al, 2012, p. 8-9). A study carried out in 2017-2018 looking at the implementation of legislation and policy relating to inclusive employment found that many interviewed stakeholders were 'were unaware of the existing provisions; others said that the policies had been poorly communicated and there was ambiguity around policy interpretation' (Griffiths et al, 2018, p. 2, 10, 13). There is a lack of clarity in relation to the specific responsibilities of the statutory bodies and civil society organisations set up to promote and monitor the implementation of the policies, leading to poor coordination and disjointed actions (Griffiths et al, 2018, p. 2, 10, 12). Griffiths et al (2018, p. 2) also identified 'lack of political will and accountability, bureaucracy, and stigma' as key contextual factors contributing to the poor policy implementation.

Constitution

Articles 32 (affirmative action for marginalised groups) and 35 (rights of persons with disabilities) of the 1995 Constitution firmly establish the promotion and protection of the rights of persons with disabilities (DPOD-NUDIPU, 2016, p. 7; NUDIPU & UMWA, 2018, p. 3). 'In order to enact the Constitution the Government of Uganda has adopted a number of laws and policies pertaining to persons with disabilities, including their right to productive and decent work and basic services' (DPOD-NUDIPU, 2016, p. 7).

UNCRPD

Uganda ratified the UNCRPD and the Optional Protocol on the 25th September 2008. Concluding observations on its initial report were made in 2016 (CRPD, 2016). Nyombi & Kibandama (2014, p. 249) suggest that it has been the biggest driver of reform. Article 27 relates to work and employment:

1. States Parties recognize the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities. States Parties shall safeguard and promote the realization of the right to work, including for those who acquire a disability during the course of employment, by taking appropriate steps, including through legislation, to, inter alia:
 - a) Prohibit discrimination on the basis of disability with regard to all matters concerning all forms of employment, including conditions of recruitment, hiring and employment, continuance of employment, career advancement and safe and healthy working conditions;
 - b) Protect the rights of persons with disabilities, on an equal basis with others, to just and favourable conditions of work, including equal opportunities and equal remuneration for work of equal value, safe and healthy working conditions, including protection from harassment, and the redress of grievances;

- c) Ensure that persons with disabilities are able to exercise their labour and trade union rights on an equal basis with others;
 - d) Enable persons with disabilities to have effective access to general technical and vocational guidance programmes, placement services and vocational and continuing training;
 - e) Promote employment opportunities and career advancement for persons with disabilities in the labour market, as well as assistance in finding, obtaining, maintaining and returning to employment;
 - f) Promote opportunities for self-employment, entrepreneurship, the development of cooperatives and starting one's own business;
 - g) Employ persons with disabilities in the public sector;
 - h) Promote the employment of persons with disabilities in the private sector through appropriate policies and measures, which may include affirmative action programmes, incentives and other measures;
 - i) Ensure that reasonable accommodation is provided to persons with disabilities in the workplace;
 - j) Promote the acquisition by persons with disabilities of work experience in the open labour market;
 - k) Promote vocational and professional rehabilitation, job retention and return-to-work programmes for persons with disabilities.
2. States Parties shall ensure that persons with disabilities are not held in slavery or in servitude, and are protected, on an equal basis with others, from forced or compulsory labour.

National Disability policy

Up until 2019, the **Persons with Disabilities Act, 2006**, which made provisions for the elimination of all forms of discrimination against people with disabilities and towards equal opportunities, including in relation to employment was the main disability specific legislation in Uganda (OHCHR & EOC, 2019, p. 38; DPOD-NUDIPU, 2016, p. 7; NUDIPU & UMWA, 2018, p. 3). However, DPOD-NUDIPU (2016, p. 8-9) found a lack of statutory instruments relating to the Persons with Disabilities Act, which was passed prior to the UNCRPD, and disability sector representatives highlighted the lack of implementation of the Act. In 2014, the government proposed a new Persons with Disabilities Bill, to correct anomalies in the Act, a move that was broadly welcomed in the disability sector (DPOD-NUDIPU, 2016, p. 9). However there were concerns that the new Bill would not improve the legal protections for persons with disabilities in Uganda in terms of effecting the 1995 Constitution and the UNCRPD, but would actually constitute a dilution and negation of the progress made and reflected in the Persons with Disabilities Act of 2006 (DPOD-NUDIPU, 2016, p. 9; NUDIPU, 2018, p. vii). The 2018 draft Persons with Disabilities Bill was criticised by representatives of persons with disabilities for not really domesticating the UNCRPD and recommendations were made as to how to improve it (Adude, 2019; Office of the Clerk to Parliament, 2019, p. 6). The new **Persons with Disabilities Act, 2019**, responded to these criticisms and was debated by parliament and passed into law, repealing the 2006 Persons with Disabilities Act. *See below for provisions for inclusive employment in the 2019 Act.*

The **National Policy on Disabilities, 2006**, provides a human rights-based framework for responding to the needs of persons with disabilities (DPOD-NUDIPU, 2016, p. 8). The policy recognised that accessing employment is a major challenge for persons with disabilities, especially due to limited accessibility and employers not giving persons with disabilities the opportunity to compete for employment (NUDIPU & UMWA, 2018, p. 4). The country is in the 'process of reviewing the National Policy on Disability in Uganda (2006) to align it the Convention on the Rights of Persons with Disabilities and the Anti-Personnel Mine Ban Convention, as well other relevant International and National laws and policies' (Anyang, 2019, p. 3).

The **National Council for Disability Act (No. 14), 2003**, monitors and evaluates the rights of persons with disabilities as set out in international conventions and legal instruments, the Constitution and other laws (DPOD-NUDIPU, 2016, p. 8). Included in the composition of the council is a representative of the Federation of Uganda Employers (DPOD-NUDIPU, 2016b, p. 7).

The Ministry of Gender, Labour and Social Development has the mandate to promote and protect the rights of persons with disabilities. The Department for Disabled Persons, which is under this Ministry is primarily responsible for registration, vocational rehabilitation and coordination of employment for persons with disabilities (Griffiths et al, 2018, p. 7). The National Council for Disability, which is a public institution under the Ministry of Gender, Labour and Social Protection, is responsible for monitoring, providing advice and mobilising resources for the mainstreaming of disability in all programmes and sectors (Griffiths et al, 2018, p. 7). It is compromised in its ability to monitor and challenge the Ministry on disability legislation and implementation as a result of its position under the Ministry and because it receives its budget from the Ministry (DPOD-NUDIPU, 2016, p. 9).

Employment legislation and policies

Since 2000, Uganda has implemented a number of employment policies and legislation aimed at combating disability discrimination in the workplace and working towards equality of opportunities (Nyombi & Kibandama, 2014, p. 248).

The **Equal Opportunity Act, 2006**, and the **Employment Act (No. 6), 2006**, both prohibit discrimination of persons in employment based on disability (DPOD-NUDIPU, 2016, p. 8; Nyombi & Kibandama, 2014, p. 252; NUDIPU & UMWA, 2018, p. 4). This is both in relation to gaining employment and while in employment, including in relation to the prevention of forced labour (Nyombi & Kibandama, 2014, p. 252-253).

The **National Employment Policy for Uganda 2011** recognises that the employment of vulnerable groups, including people with disabilities, is important for wealth creation and poverty eradication (MGLSD, 2011, p. 32). As a result the government aimed to pursue strategies including: disaggregating data on the labour force in relation to disability; implementing the National Policy on Persons with Disability provisions on recruitment, accessibility, participation and enhancement of their capacities; designing programmes that benefit persons with disabilities; involving people with disabilities in decision making processes; carrying out sensitisation and advocacy on the needs and capacities of persons with disabilities at all levels; collaborating with employers' organisations to ensure the removal of barriers to facilitate the employment of persons with disabilities; and ensuring the provision of tax incentives on any costs incurred by the private sector organisations as a result of employing and facilitating people with disabilities in the work place (MGLSD, 2011, p. 32-33).

The **2011 Employment Regulations** has a number of provisions concerning persons with disabilities. These include requiring employers to encourage persons with disabilities to apply

when advertising for vacancies, subject to the inherent requirements the job (NUDIPU & UMWA, 2018, p. 5). The regulations bar employers from using discriminatory screening methods while conducting interviews and require them to ensure the accessibility of the workspace, as well as equal opportunities and treatment in the workplace. The Ministry responsible for persons with disabilities has the responsibility to periodically provide employers with information on how to support persons with different disabilities, and employers can consult the ministry on their requirement to provide assistance to persons with disabilities. Both the Ministry and employers are responsible for collecting information on persons with disabilities. While this has not been consistently happening, during the **2018 Global Disability Summit** the Government of Uganda pledged to 'consistently produce and submit to Parliament and Cabinet an annual status report on the employment of Persons with Disabilities for consideration and action'.

The **Workers' Compensation Act, 2000**, provides compensation to workers who are injured or disabled through industrial accidents (DPOD-NUDIPU, 2016, p. 8).

The Business, Technical, Vocational Education and Training (BTVET) Act, No. 12, 2008, promotes equitable access to education and training for all disadvantaged groups, including disabled people (DPOD-NUDIPU, 2016, p. 8).

Employment provisions under the Persons with Disabilities Act: incentives and quotas

The Persons with Disabilities Act 2019 stipulates non-discrimination in employment and requires reasonable accommodation¹⁷ (RoU, 2019, p. 14-16). Previously there was no direct reference in the Ugandan legislation regarding reasonable accommodation, including in the Constitution, in the 2006 Persons with Disabilities Act or any other law (DPOD-NUDIPU, 2016, p. 13; Griffiths et al, 2018, p. 8). Employers interviewed in 2017-2018 felt they had 'little clarity or support in accommodating the needs of people with disabilities, who were already in work, which discouraged them to proactively recruit more people with disabilities' (Griffiths et al, 2018, p. 9). A study in early 2018 found that 'there were no accessibility guidelines for employers on how to make adjustments to the work premises or how to support employees with disabilities in travelling to work' (Griffiths et al, 2018, p. 9).

The 2019 Act allows employers with employees with disabilities deductions up to 10% on the chargeable income, 'as may be provided for by the Income Tax Act'¹⁸ (RoU, 2019, p. 16). The previous 2006 Persons with Disabilities Act allowed any company employing 10 or more persons with disabilities to get a tax waiver of 15% of their payable tax (DPOD-NUDIPU, 2016, p. 10). However, the government felt that this was being misused (people with disabilities being employed for the tax waiver but not given the opportunity to work to their ability) and the clause was amended in the Income Tax Amendment Act of 2009 to a tax waiver of up to 2% for companies which have 5% employees with disabilities (DPOD-NUDIPU, 2016, p. 10; NUDIPU & UMWA, 2018, p. 4; Griffiths et al, 2018, p. 9). This made it unattractive to employers (UHRC, 2016, p. 7). The Income Tax Act of 2010 repealed the tax waiver completely in favour of the special grants to persons with disabilities for income-generating projects administered locally in

¹⁷ 'In this section "reasonable accommodation" means necessary and appropriate modification and adjustments where needed to ensure that an employ who is a person with a disability can enjoy or exercise all human rights and fundamental freedoms on an equal basis with others and includes tools, equipment, working environment and where necessary a modified work schedule' (RoU, 2019, p. 15).

¹⁸ Does not specify which Act.

the districts (DPOD-NUDIPU, 2016, p. 10). However, the special grants are not to be seen as a substitute to the tax waiver as the special grants focus on entrepreneurship and will predominately support entrepreneurial initiative and the informal economy and not formal employment (DPOD-NUDIPU, 2016, p. 11). DPOD-NUDIPU (2016, p. 11) found that as a result of these changes there appeared to be no financial incentives available within the legislation for private sector companies to employ persons with disabilities, despite employers seeing it as a potential motivator for employment of persons with disabilities.

Section 9 (6) of the Persons with Disabilities Act states that the ‘Minister shall, in consultation with the Council and employers’ organizations, determine the quota of persons with disabilities workforce for employers, and by statutory instrument publish the agreed quota at least once in every two years’¹⁹ (RoU, 2019, p. 16). The previous Act also provided for this disability quota (DPOD-NUDIPU, 2016, p. 11; Nyombi & Kibandama, 2014, p. 240). However, it was not enforced and currently there is not a set quota for the public or private sector (DPOD-NUDIPU, 2016, p. 11; NUDIPU & UMWA, 2018, p. 6). DPOD-NUDIPU (2016, p. 11) found that DPOs were supportive of a quota, suggesting no less than 5% for private employers and 10% for the public service, while employers had not really engaged with the issue, although some felt that it could be an option to encourage the employment of persons with disabilities. Ojok et al (2019, p. 37) found that 85% of 81 employers surveyed ‘would support or comply with the law that requires them to reserve a defined proportion of their workforce for persons with disabilities’. Ojok et al (2019, p. 39) study found that ‘over 90% of the surveyed employers are likely and very likely to comply with quotas when incentives are available’. This support was dependant on the availability of a qualified and skilled workforce of persons with disabilities, strong enforcement, sensitisation and technical assistance support, transparency, and strong incentives (Ojok et al, 2019, p. 40-41).

There are penalties for people who contravene the section on non-discrimination in employment of ‘a fine not exceeding one hundred [currency] points or imprisonment not exceeding one year or both’ (RoU, 2019, p. 16). Ojok et al’s (2019, p. 39) study found that 85% of surveyed employers were willing to comply with a quota if penalties were used. However, Ojok et al (2019, p. 39) warn that ‘the use of penalties could trigger negative reactions about quotas and make employers resistant to quota system and the attendant perceived costs of employing persons with disabilities’.

The **Public Services Commission**, who manage cases of employment discrimination, was felt by survey participants in a 2017-2018 study to not be ‘effective in communicating the rights of people with disabilities, and that whilst the legal protections against disability discrimination existed in principle they were not implemented in practice’ (Griffiths et al, 2018, p. 12). In addition, it was also ‘unclear whether the **Equal Opportunities Commission** or the **Labour Commission** were responsible for investigating complaints about employment discrimination’ (Griffiths et al, 2018, p. 12).

National Development Plan

The 2015/16 – 2019/20 Second **National Development Plan (NDPII)** builds on the achievements and lessons of the first national development plan, in line with the Uganda’s Vision 2040 – “A Transformed Ugandan Society from a Peasant to a Modern and Prosperous Country

¹⁹ The employers in Ojok et al’s (2019, p. 38) study ‘recommended that the private sector be required to reserve 15% of their workforce for persons for disabilities, while the public sector employers to reserve 20% of the workforce for persons with disabilities. On the other hand, employees with disabilities recommended that 20% and 26% of the jobs in the private and public sectors respectively be reserved for persons with disabilities’.

within 30 years” (RoU, 2015, p. xxiii). The theme of NDP II is “Strengthening Uganda’s Competitiveness for Sustainable Wealth Creation, Employment and Inclusive Growth” (RoU, 2015). The goal of the plan is for Uganda to achieve middle income status by 2020 by i) increasing sustainable production, productivity and value addition in key growth opportunities; ii) increasing the stock and quality of strategic infrastructure to accelerate the country’s competitiveness; iii) enhancing human capital development; and iv) strengthening mechanisms for quality, effective and efficient service delivery (RoU, 2015, p. xxii). The Plan prioritises investment in three key growth opportunities: agriculture; tourism; minerals, oil and gas; as well as in infrastructure and human capital development (RoU, 2015, p. xxv). In agriculture, emphasis will be placed on investing in 12 enterprises (cotton, coffee, tea, maize, rice, cassava, beans, fish, beef, milk, citrus and bananas), along the value chains (RoU, 2015, p. xxv). Oil and six key minerals earmarked for exploitation and value addition include iron ore, limestone/marble, copper/cobalt, phosphates, dimension stones and uranium (RoU, 2015, p. xxv). The plan also provides for investment in infrastructure, education and skills, market strengthening, and economic empowerment of women and youth, amongst others (RoU, 2015, p. xxvi).

During the implementation of NDPI, focus was put on equipping people with disabilities with employable skills in the Vocational Rehabilitation Institutions of the Ministry (RoU, 2015, p. 69). Negative attitudes, discrimination, inaccessibility and insensitive laws and policies were tackled through awareness raising, advocacy and networking, implementation of affirmative programmes and review of some policies and laws to make them disability sensitive (RoU, 2015, p. 69). The current government strategy is Community Based Rehabilitation, for the equalisation of opportunities, rehabilitation and inclusion of people with disabilities in their communities, and the Special Grant (RoU, 2015, p. 69). However, it’s acknowledged that funding for community based rehabilitation is accessed by only 26 districts in the country which is a big gap, while the funding for the Special Grant is too meagre to cater for the overwhelming demand by people with disabilities groups (RoU, 2015, p. 69).

The 2017 **Disability Inclusive Planning Guidelines** provide multi-sectoral guidance on disability inclusion for those involved in planning at various levels, including in relation to employment (NPA, 2017, p. i).

Programmes to support employment

Most government programmes supporting employment are aimed at self-employment rather than formal sector employment. These include programmes which specifically include persons with disabilities, such as the *Special Grant for Persons with Disabilities*, the *Disability Fund*,²⁰ the **Uganda Women Entrepreneurship Programme (UWEP)**, the **Youth Livelihood Programme (YLP)**. Other government programmes aiming to support employment include the **Green Jobs Programme**; the **National Apprenticeship Framework**; as well as the **Uganda Skills Development Project (USDP)**. No obvious mention of people with disabilities in relation to these projects was found on their websites.

A government programme aimed at sensitising employers to recruit qualified and skilled persons with disabilities was noted as leading to some of them employing persons with disabilities (NUDIPU & UMWA, 2018, p. 2). No further information was provided about what this programme was.

²⁰ Managed by the Ministry of Gender, Labour and Social Development, the 2 billion Uganda shillings fund aims to ‘provide more opportunities to persons with disabilities to start income generating activities in their groups and improve their livelihoods’ (Anyang, 2019, p. 1).

During the 2018 Global Disability Summit the Government of Uganda pledged to “engage all sectoral Ministries, Departments and Agencies to allocate quotas for Persons with Disabilities across major national poverty reduction/wealth promotion programs”, as well reviewing and strengthening the delivery mechanism and increasing funding to the Special Grant for Persons with Disabilities.

In its concluding observations on the initial report of Uganda, the Committee on the Rights of Persons with Disabilities recommended that the State party should:

(a) Adopt a strategy and incentive measures to facilitate access to the open labour market to persons with disabilities, in particular young men and women, including through the provision of training, and accessible information on job vacancies, and ensure that persons with disabilities receive equal pay for work of equal value;

(b) Take measures to ensure accessible and adapted workplaces in the open labour market, including provision of reasonable accommodation regardless of disability;

(c) Pay attention to the links between article 27 of the Convention and target 8.5 of the Sustainable Development Goals.

5. The disability movement and inclusive employment

Outcome 4: The disability movement and supporting stakeholders demonstrate strengthened capacity to support women and men with disabilities to realise their rights to work (Article 27) (Disability movement in Uganda (civil society) demonstrates strengthened capacity to lead and support inclusive employment interventions)

This section focuses on publicly available information relating to the disability movement’s involvement in supporting the inclusion of persons with disabilities in the formal sector. It is very likely that more activities are happening than are listed here but given the time and resources available an exhaustive search was not possible.

National Union of Persons with Disabilities in Uganda (NUDIPU)

The National Union of Persons with Disabilities in Uganda (NUDIPU), the umbrella organisation for DPOs in Uganda, has done some work on supporting the employment of persons with disabilities in the formal sector. This has included partnering with the Federation of Ugandan Employers (FUE) and carrying out some research looking at inclusive formal employment with both the FUE and DPOD (see below and integrated throughout the SITAN). In 2015 it was offering a two-day workshop based on material by the ILO, although employers felt that two days was too long for them, despite their desire to learn more (DPOD-NUDIPU, 2016, p. 21). The Disability Demands: 2016-2021, which were developed through collecting the views and opinions from persons with disabilities and other key informants in Masaka (Central Region), Mbarara (Western Region), Lira (Northern Region) and Soroti (Eastern Region), include ones relating specifically to the formal employment of persons with disabilities (NUDIPU, 2016, p. 15).

In 2011, together with **Handicap International (now Humanity & Inclusion)**, NUDIPU promoted the employment of persons with disabilities through the OPEN project (ADD, 2011, p. 14). The OPEN project ‘registered 274 jobseekers, exposed 300 employers to the business case

for employing persons with disabilities and organised 3 job clubs and 3 industry events with industry leaders in banking, telecommunications, health and human service' (ADD, 2011, p. 14).

More information on its activities can be found in the section below.

Uganda National Action on Physical Disability (UNADP)

Some more local DPOs have also planned projects focused on inclusive employment. For example, Uganda National Action on Physical Disability (UNADP), had a project in 2009-2010 which promoted a positive employment environment for persons with disabilities with formal education and without through advocacy, awareness-raising, linking persons with disabilities to potential employers or training those without formal education into income generating activities²¹. It was sponsored by the Danish Brain Injury Association and created a data-base about persons with disabilities job skills, level of qualification and the kind of jobs they could do.

YODA and Disability Employment Rights Initiative

YODA put in a proposal focused on [creating avenues for employing persons with disabilities in Uganda](#), to a 2017 OpenIDEO call, although it was unsuccessful. The person who submitted the proposal is also a cofounder of the [Disability Employment Rights Initiative \(DERI\)](#), which does capacity building with graduates with disabilities in relation to employment skills, and planned on doing an access audit of employers, amongst other things. DERI have been provided with some support by United Social Ventures.

Embrace Inclusive Employment

Embrace Inclusive Employment aims to promote inclusive disability employment in Uganda. This includes providing training and mentoring to persons with disabilities to equip them with employable skills and making employment opportunities more accessible, as well as creating awareness amongst employers of the potential of people with disabilities as an untapped source of labour²².

Uganda National Association of the Deaf

In 2011 the Uganda National Association of the Deaf conducted a study on the employment of PWDs focusing on the public sector, with the support of ADD International (ADD, 2011, p. 14). More recently it has raised awareness in the media of the challenges faced by persons with disabilities in finding employment²³. It is starting a project with the support of Deaf Child worldwide called *Ye, Kisoboka* (Yes, It is possible), which aims to support least 150 vulnerable Deaf youth, aged 15 to 24 in greater Kampala with skills and internships, as well as working with employers to help them absorb deaf youth into their workplaces²⁴.

²¹ [UNADP – Labour Market Project](#)

²² [Embrace Inclusive Employment facebook page](#)

²³ [New Vision: Chances of deaf getting employed 'very limited'](#)

²⁴ [Ugandan Jobline website: Fresher Project Assistant Non-profit Jobs - Uganda National Association of the Deaf \(UNAD\)](#)

Integrated Disabled Women Activities (IDIWA)

IDIWA is a not-for-profit organisation in Eastern Uganda set up by women with disabilities and parents of children with disabilities. Recently it launched a campaign to engage authorities in Mayuge district to implement a 2018 ordinance aimed at ensuring that persons with disabilities are considered in the allocation of employment in the district (Segawa, 2019). They've provided training on developing disability inclusive human resource policies to over 40 public and private sector employers (Segawa, 2019).

Light for the World

Light for the World has supported work towards disability inclusive employment in Uganda. Currently it is working together with a group of young leaders with a disability on the Make 12.4% Work initiative (see below for more information). It provides support to the Northern Uganda Transforming the Economy through Climate-Smart Agribusiness Market Development (NU-TEC MD) programme which is working to increase persons with disabilities employment with agribusiness (Natukunda, 2019). It has also conducted research and hosted conferences relating to disability inclusive employment.

Cheshire Services Uganda

Cheshire Services Uganda, in collaboration with the National Union of Disabled Persons of Uganda (NUDIPU); Uganda National Association of the Deaf (UNAD); Uganda National Action on Physical Disability (UNAPD) and the National Union of Women with Disabilities of Uganda (NUWODU) received money from the Big Lottery Fund to deliver a 2 year project (Aug 2018-July 2020) entitled 'Increasing access to waged employment for Persons with Disabilities in Kampala'²⁵. The project provided a mentoring scheme and worked to 'create an effective online platform to bring together jobseekers and employment opportunities'²⁶. The project also aimed to work with 'potential employers to reduce stigma and negative stereotypes among employers, and increase their awareness and knowledge about the potential, abilities and rights of [persons with disabilities] as well as incentives provided to employers who employ [persons with disabilities]'²⁷.

In addition, Advocating for access to gainful employment by youth with disabilities in Tororo District-Eastern Uganda is an 18-month (December 2018-May 2020) project with the overall objectives of creating awareness among employers on disability inclusive employment policies and legislation as a way of promoting employment of youth with disabilities; empowering youth with disabilities on their rights to employment; and supporting employers to develop and implement institutional disability inclusive policies (Luwangula et al, 2019, p. 3).

Leonard Cheshire Uganda also has a project in Adjumani supporting disabled women to access skills training (both basic and more industry specific), career guidance, and work opportunities²⁸.

²⁵ UNAPD: [Increasing Access to Waged Employment for Persons with Disabilities in Kampala \(2018-2020\)](#)

²⁶ Leonard Cheshire: [Employment in Uganda](#)

²⁷ UNAPD: [Increasing Access to Waged Employment for Persons with Disabilities in Kampala \(2018-2020\)](#)

²⁸ Leonard Cheshire: [Employment in Uganda](#)

East Africa Center for Disability Law and Policy

East Africa Center for Disability Law and Policy (EA-CDLP) planned to conduct a survey on the employment situation of persons with disabilities in the public sector in Uganda, with the support of the National Council for Disability (NCD) and Disability Employment Rights Initiative (DERI) (Waddimba, 2018). A data collection tool was developed, and was being piloted (Waddimba, 2018). The survey builds on lessons learned by EA-CDLP's Hassan Waddimba, while attending the Professional Fellows Program on Inclusive Disability Employment (PFP-IDE) at the University of Oklahoma – see below for more details about the programme. EA-CDLP has also worked on a position paper on employment quotas with NUDIPU (NUDIPU & UMWA, 2018).

Suggestions for initiatives to address barriers to formal employment by those interviewed by DPOD-NUDIPU (2016, p. 20-25) for the disability movement in Uganda include:

- More needs to be done create awareness about persons with disabilities, their capabilities and their needs and the relevant legislation within the corporate sector, through dialogue with CEOs of big companies and HR managers.
- DPOs should tap into existing platforms and create links with employers and employers' forum and networks as well as participate in career fairs organised by employers, government institutions and other organisations.
- Showcase successful stories including both employers and employees with disabilities as role models and champions of disability inclusion.
- Build and raise awareness of the business case for employing persons with disabilities.
- DPOs could act as middle men to link employers with candidates with disabilities.
- DPOs should work with persons with disabilities to build their self-confidence and prepare them for the formal labour market (how to prepare their CVs and job applications, how to present themselves during a job interview and the dos and don'ts at the workplace).
- People with disabilities should be included in internships and traineeships (the Learnship programme in South Africa may be a model to follow).
- The disability movement should have a common stance on their advocacy issues and agree on how to position itself in relation to a quota on employment of persons with disabilities and/or related incentives to the employers.
- The disability movement should celebrate employers who are employing persons with disabilities and use these as role models and champions instead of solely focus on what companies are not doing in terms of disabilities.
- There is a need for accurate data and evidence on disability in Uganda.
- Strategic partnerships should go beyond a focus on the Department of Social Development (where the Commissioner of Disability is situated) to other relevant government departments such as the Department of Labour, the private sector (especially the HR Managers Association and the FUE), and trade unions.

6. Partnerships for inclusive employment

Outcome 1: Partnerships between private, public and civil society are developed to influence the inclusion of women and men with disabilities in formal employment

This section focuses on information about partnerships between private, public and civil society, or variations thereof, that exist to influence the inclusion of women and men with disabilities in formal employment that are not directly related to Inclusion Works. Several partnerships to promote inclusive employment in Uganda already exist and it is likely that there are more partnerships that are working to promote disability inclusive formal employment in Uganda but given the time and resources available, an exhaustive search was not possible. There is not much information that seems to be available about the impact of the activities of these various partnerships.

Stakeholders interviewed by DPOD-NUDIPU (2016, p. 25) felt that the HR Managers Association and the FUE were important strategic partners for the disability movement as these have a large number of members who they can influence and a strong voice with the government.

Uganda Business and Disability Network (UBDN)

The Uganda Business and Disability Network (UBDN) was launched on the 2019 International Day for Persons with Disabilities (Ssebwami, 2019). It was launched with 8 founder members (Coca-Cola Beverages Africa in Uganda, Citi Bank, Vivo Energy Uganda, Nation Media Group, Standard Chartered Bank, Uganda Breweries Limited, Delight Uganda Limited and Graphic systems) and is aimed at 'creating workplaces and company culture that is respectful and inclusive towards persons with disabilities, promoting the hiring, retention and professional development of persons with disabilities' (Ssebwami, 2019). More members are expected to join and those that sign the UBDN charter and commit as members can expect to 'benefit from facilitated business-to-business dialogue, annual conferences that present opportunities for learning and networking', as well as being part of the global disability and business network (Ssebwami, 2019). The secretariat of the UBDN will be hosted by the Federation of Uganda Employers and supported by NUDIPU, Light for the World, Sightsavers and ADD International (Ssebwami, 2019).

Federation of Ugandan Employers (FUE) & NUDIPU

The FUE is the main employers' organisation in Uganda (LO/FTF Council, 2016, p. 2; FUE & NUDIPU, 2017, p. 4). In 2016, they entered into a working partnership with NUDIPU to promote employment of Persons with Disabilities in Uganda (FUE & NUDIPU, 2017, p. 4). The partnership is formal and they have a Memorandum of Understanding (MOU) (Khamisi et al, 2017, p. 3). They have a National Disability Council, although there is not much public information about it. They have co-authored several reports looking at the employment of persons with disabilities in the membership of the FUE and policy briefs promoting inclusive employment of persons with disabilities (FUE & NUDIPU, 2017; FUE & NUDIPU, 2017b; Khamisi et al, 2017). In 2017 they assessed seven shortlisted organisations who were employing persons

with disabilities to determine the overall winner of the FUE disability awards²⁹ (Khamisi et al, 2017). On the 30th May 2019 FUE hosted a CEO Forum to discuss "Enhancing Inclusive Employment of Persons with Disabilities in Uganda", together with NUDIPU and the Make 12.4% work initiative³⁰.

Individual employers have in the past done more work on promoting inclusive employment in Uganda. For example, in 2011 Standard Chartered Bank organised a breakfast roundtable in Kampala to raise awareness on the need for disability adoption by companies³¹. The event attracted the Bank's corporate customers, development actors, and the representatives of the disability community and government in Uganda. In the same year they co-hosted a careers fair for persons with disabilities, along with Sightsavers, geared at linking up qualified disabled persons with potential employers³². No further information can be found on the results of these activities.

Corporate Social Responsibility

The DPOs interviewed by DPOD-NUDIPU (2016, p. 16) saw Corporate Social Responsibility (CSR) as a 'way to engage with the private sector which can develop into partnerships focusing also on employment of persons with disabilities and other more long-term initiatives by the private and disability sector' (DPOD-NUDIPU, 2016, p. 16). However, all the companies³³ interviewed by DPOD-NUDIPU did not make any direct connections between their CSR activities which supported people with disabilities and the opportunities for employment of persons with disabilities (DPOD-NUDIPU, 2016, p. 16).

Make 12.4% Work Initiative

In 2018 the **Make 12.4% Work Initiative** was launched to trigger the private, public and development sector to open up employment opportunities and livelihoods programmes to persons with disabilities. Funded under the East Africa Disability Fund established by the Big Lottery Fund, and initiated by Light for the World, the Initiative started out with 12 businesses and mainstream organisations in Uganda who believe that disability is not inability³⁴. Through employing persons with disability or including them in their mainstream livelihoods programmes, they aim to become role models for other organisations. This should create a multiplier effect whereby more and more companies, ministries, and organisations join the initiative. This has already begun to happen with more organisations and companies choosing to become a member

²⁹ Kayonza Tea Growers, Kabale University, Royal Suites Hotel, Desire Beauty Products, Star Times, National Drug Authority, Welt Hunger Hilfe. The overall winner was Welt Hunger Hilfe and the runner up was Royal Suites Hotel.

³⁰ [Tweet](#)

³¹ [Press release: Standard Chartered Diversity & Inclusion focus on Disability](#)

³² [Press release: Standard Chartered holds Career Fair for Persons with Disability](#)

³³ Stanbic Bank, Total Uganda Limited, Game, MTN, UAP Insurance Uganda Limited / Old Mutual, Crane Bank, Jesa Dairy Farm, Barclays Bank, Mukwano Industries, Umeme Limited / Uganda Human Resource Managers' Association

³⁴ [Make 12.4% Work Initiative ambassadors](#)

by signing a commitment with Make 12.4% Work³⁵. This means they choose to have a disability inclusion assessment and create an action plan to become more inclusive, which can come in various forms depending on the member. Over 20 members have already signed up³⁶.

Young persons with disabilities form a pool of **Disability Inclusion Facilitators**, with the capacity to train on disability awareness and disability inclusion, and coach the members of the Make 12.4% Work Initiative. Further Disability Inclusion Facilitators who will provide services to both the Inclusion Works project and the Make 12.4% Work Initiative will be trained in Western and Eastern Uganda through the Disability Inclusion Academy³⁷.

The Light for the World and the Make 12.4% work project have organised conferences on inclusive employment (Ssemwanga, 2019)³⁸. The project is also developing an app to support its work³⁹.

Labour Advisory Board

Under the 2006 Employment Act the Labour Advisory Board is made up of a mix of government officials, representatives of employers and employees, and one representative of persons with disabilities who are to advise the Minister on any matter falling under the Act and on any matters affecting employment and industrial relations referred to the Board by the Minister (GoU, 2006, p. 13-14). The Board is also supposed to advise the Minister on the formulation and development of a national policy on vocational rehabilitation and the employment of persons with disabilities (GoU, 2006, p. 14). It was inaugurated in 2011 (DTDA, 2019, p. 3).

Trade Unions

Trade unions in Uganda 'have been able to include disability in collective bargaining agreements over recent years' (Gusenga-Tembo, 2019). Ugandan trade unions have been trained by Tanzanian trade unions to use local trade union facilitators to train disability champions through a project supported by the Northern Ireland Public Service Alliance (NIPSA)⁴⁰ and Disability Aid Abroad (NISPA, 2018, p. 7). In turn they have passed their training on to trade unions in other sub-Saharan countries (NISPA, 2018, p. 7).

The National Organisation of Trade Unions (NOTU), NISPA's Ugandan partners, have also set up national and regional Disability Committees and amended their constitution to have the chair of their national Disability committee be an automatic member of NOTU's Executive Committee (NISPA, 2018, p. 7). NOTU has also mainstreamed disability as a standalone issue in collective bargaining agreement discussions with the Ugandan government and employer organisations (NISPA, 2018, p. 7; Gusenga-Tembo, 2019).

³⁵ [Make 12.4% Work Initiative members](#)

³⁶ [Make 12.4% Work Initiative members](#)

³⁷ [Make 12.4% Work: Join Our Disability Inclusion Academy](#)

³⁸ [Make 12.4% twitter](#)

³⁹ [Link to app on google play](#)

⁴⁰ NIPSA is the largest public service union, covering civil and public service employers in Northern Ireland.

Professional Fellows Program on Inclusive Disability Employment

The Professional Fellows Program on Inclusive Disability Employment (PFP-IDE) partners 20 mid-career professionals (Fellows) from Kenya, Tanzania, and Uganda, who are committed to advancing inclusive employment for individuals with disabilities, with university-based research and education centres for disabilities in the United States⁴¹. The programme has been operating since 2018, with two cohorts of 10 each year. Details of previous fellows and their planned activities are available on the [website](#). Embrace Inclusive Employment mentioned above was set up by one of the fellows of this programme.

HR Manager's Association

The Ugandan HR Manager's Association, which includes more than 150 companies and 1000 individual members and has a wide influence across employers in Uganda, saw opportunities for partnering with the Ugandan disability movement as a result of the mapping carried out by DPOD and NUDIPU (Mogensen & Frederiksen, 2016, p. 8). They suggested using the Association's breakfast meetings for raising awareness and sensitising HR managers and practitioners about employment of persons with disabilities and using the annual awards ceremony to reward companies for good HR practices relating to the employment of persons with disabilities (Mogensen & Frederiksen, 2016, p. 8). The HR Managers Association could also provide a link to the CEO's Forum which has a membership of 200 members (DPOD-NUDIPU, 2016, p. 25). It is not clear whether these activities were taken forward.

Platform for Labour Action

The DPOD-NUDIPU mapping found that the Platform for Labour Action was open to a partnership with NUDIPU on things like awareness raising and on legal issues in case of discrimination (DPOD-NUDIPU, 2016, p. 25). It is not clear whether these activities were taken forward.

Disabled People's Organisations Denmark (DPOD)

Disabled People's Organisations Denmark (DPOD) is a Danish umbrella organisation with 33 member organisations, whose Department for Development Cooperation seeks to advance the lives and human rights of persons with disabilities in the developing world through partnerships with local disability organisations (DPOD-NUDIPU, 2016b, p. 3). DPOD partnered with NUDIPU in 2014-2015 to map the situation of formal employment of persons with disabilities in the private and public sector and identify initiatives and cases which could encourage an increase in the employment rate of persons with disabilities in Uganda (Mogensen & Frederiksen, 2016, p. 2). This partnership also involved the same work in Ghana with the Ghana Federation of the Disabled (GFD) and drew on DPOD's experience with working with the disability movement in South Africa on formal employment (Mogensen & Frederiksen, 2016, p. 2). The project involved private sector stakeholders including Standard Bank / Stanbic Bank, Total, Old Mutual, Umeme, the Uganda Association of HR Managers and Federation of Uganda Employers (FUE). Government representatives representing relevant ministries and departments on disability and employment also participated in this project.

⁴¹ Professional Fellows Program on Inclusive Disability Employment (PFP-IDE) website

7. How the SITANS were conducted

A non-systematic but extensive literature review has been conducted for each country within the time and resources available, covering both academic and grey literature, focusing on the situation in the country and persons with disabilities involvement in formal employment. Searches of publicly available English language literature for the intervention areas have been conducted online through academic databases, search engines and websites which host grey literature. No new data has been generated by IDS for this review. Programme partners were invited to provide relevant documents. As disability and development is an under researched area, much of the available literature and evidence is grey literature published by governments and organisations working in the countries, rather than academic literature. Also, the most recent and up to date evidence often comes in the form of journalism or press releases. Some of the evidence presents contradictory findings, especially in relation to disability prevalence. The majority of the report was written in 2019, with this version providing a brief update of recent evidence.

The most recent well-evidenced literature was selected for synthesis in the SITANS to provide those working on the Inclusion Works programme with an overview of the current situation in the country to help with the design of the interventions and to provide a form of baseline of existing secondary knowledge about the areas being targeted by the programme. As a time lag sometimes exists between evidence being gathered and then published, the SITANS are living documents which will be updated annually to reflect newly available evidence. Having the SITANS as living documents also means they can be adapted to reflect new areas of interest to the programme, or areas to be developed further, throughout its implementation. As people in the different countries use and engage with the SITANS in the project planning processes in the countries, they will have the opportunity to feed back on the SITANS based on their current experiences (helping deal with the time lag issue) and provide useful internal evidence which is not available publicly. The SITANS have been reviewed by a gender expert from IDS to ensure that gender/intersectionality are well reflected, where possible.

Inclusion Works SITANS:

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Rohwerder, B. (2020). *Uganda Situational Analysis*. Inclusion Works.

8. Comments received from Inclusion Works Partners

All partners in the Inclusion Works programme were asked for additional literature and comments to build on the 2019 Uganda SITAN. Comments provided are outlined below:

Inclusion International's comments

Within the disability community in Uganda, people with intellectual disabilities are among the most marginalized, with lower rates of employment than people with disabilities from other impairment groups. Jobseekers with intellectual disabilities face additional barriers to employment – educational, attitudinal, and accessibility barriers. School enrolment rates are lower among people with intellectual disabilities, and when people with intellectual disabilities do have access to education, it is most often in segregated settings that rarely provide a path to a certificate, which further disadvantages them in the job market. Vocational skills training

opportunities are rarely delivered in a way that is accessible to people with intellectual disabilities.

Due to strong stigma, Ugandan employers tend to lack understanding of intellectual disability and hold assumptions about people with intellectual disabilities being incapable of working.

Employment initiatives enshrined in legislation like quota systems tend not to benefit the most marginalized groups, who are last in line for employment among other people with disabilities, and people with intellectual disabilities who are employed are typically paid a fraction of the wage of their non-disabled colleagues.

Self-advocates emphasize the need to work towards inclusive formal sector employment as their best option for inclusive livelihoods, and indicate the need for a greater understanding of workplace support strategies among employers and broader training for colleagues to ensure workplaces are free of discrimination.

9. References

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