



INCEPTION WORKSHOP REPORT

“Creating Productive and Decent Work for Youth and Women in Uganda Through Agro-industrialisation”



Protea Hotel, Kampala

Thursday, November 07th, 2019

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List of acronyms

AGI	Agro-industrialisation
BoU	Bank of Uganda
CDO	Cotton Development Organisation
EPRC	Economic Policy Research Centre
ED	Executive Director
GoU	Government of Uganda
INCLUDE	Inclusive Development
MAAIF	Ministry of Agriculture, Animal Industries and Fisheries
MGLSD	Ministry of Gender Labour, and Social Development
MoLG	Ministry of Local Government
MTIC	Ministry of Trade, Industries and Cooperatives
NDP	National Development Plan
NPA	National Planning authority
NYC	National Youth Council
PIMA	Public Investment Management for Agro-industrialization
PLA	Platform for Labour Action
UBoS	Uganda Bureau of Statistics
UDC	Uganda Development Corporation
UAA	Uganda Agribusiness Alliance
UWEP	Uganda Women Entrepreneurship Programme
R&D	Research and Development
YLP	Youth Livelihood Programme

Summary of the proceedings

On 07th November 2019, Economic Policy Research Centre (EPRC) launched a study on **“Creating Productive and Decent Work for Youth and Women in Uganda through Agro-industrialisation”** in partnership with the Africa Policy Dialogues under the Inclusive Development (INCLUDE) knowledge platform, at Protea Hotel, Kampala. The knowledge platform was established in 2012 by the Netherland’s Ministry of Foreign Affairs to promote inclusive growth and the use of knowledge at international levels. It was attended by over 30 participants comprising of policy makers (Principal Economist, Parliament of Uganda); key ministries (MGLSD, MAAIF, MoLG, MTIC) and related agencies including Cotton Development Organisation (CDO); Development partners including NPA, Civil Society organizations; Private Sector organizations (NUCAFE); and various representatives from organizations like National Youth Council (NYC), Platform for Labour Action (PLA), Uganda Agribusiness Alliance (UAA), Uganda Development Corporation (UDC). (See Annex 3).

The purpose of the inception workshop was to bring various stakeholders on board and seek for their opinions on various issues regarding the project and inform them that it is the beginning of the long journey that we are yet to walk with them. It was expected that all stakeholders listen in, raise concerns, advise and take action as the country strives to solve the women and youth unemployment and underemployment problems in order to achieve the overarching 2040 goal. The workshop took a presentation by Dr. Madina Guloba followed by plenary discussions. From the presentations and contributions of members present, below is a summary of the ideas proposed/suggested as pertinent to the project in Question:

- a) The need to modify the entire structure of how migrant workers are going out and what exactly they are going to do, and guaranteeing their safety;
- b) The need to redefine the term “Decent” for instance, fix the issue of the minimum wage, decent working conditions etc;
- c) The need to work on the skills gap that exists among youth and women if they are to be brought on board for jobs along the agricultural value chains;
- d) The issues of land wrangles must be given special attention if we are to implement the AGI agenda;
- e) Legal labour exportation is a good idea given the remittances received. However, targeted bilateral agreements need to be signed so that the migrant workers do not only come back with money, but also some skills so that they can easily be integrated into the AGI agenda;
- f) The need to streamline coordination within and across institutions, to achieve success of the proposed model for instance forming cooperative groups and linking them to specific industries;
- g) Consideration of the production base to guarantee availability of raw materials for the industries as many agro-processing facilities in Uganda are lying idle due to lack of inputs. Cooperatives would be the best idea;

- h) Cotton was identified as the commodity that could present more job opportunities for youth and women given the activities involved in its value chain like spinning and stitching and also its by products and by products;
- i) Changing the mindset of the youth should be given priority before bring them on board;
- j) More R&D needs to be done to ensure that what is produced by the farmers is the variety required in the agro-processing industries to avoid mismatches;
- k) Considering only a few commodities may bring about regional inequality as some commodities are grown in particular parts of the country and not others;

1. Welcoming and opening remarks

On Thursday 7th of November 2019, EPRC kicked off a study titled “**Creating Productive and Decent Work for Youth and Women in Uganda through Agro-industrialisation**” at Protea Hotel, Kampala. The event began at 8:30 am with arrival and registration of invited guests, and the official opening of the workshop was at 9:00 am with self-introductions.

While opening the meeting, the moderator (Dr. Swaibu Mbowa) welcomed the guests to the event he termed “very important” given that it was focusing on of the country’s biggest concerns. He pointed out that as we strive to achieve the country’s vision 2040, we are still facing a problem of unemployment and underemployment despite the various programs implemented by the Government of Uganda (GoU) in a bid to come up with a solution to this challenge. He mentioned that the workshop was intended to introduce the new thinking (fitting the youth and women into Agro-industrialisation agenda). “How best should we solve this problem? How best can we create more opportunities along the agricultural value chains to absorb the unemployed youth and women? How best can we handle labour exportation?” he asked. Dr. Mbowa then invited the Executive director (ED), Economic Policy Research Centre (EPRC) to give opening remarks.

1.1 Opening remarks by ED-EPRC

The ED-EPRC welcomed participants to the project inception meeting organised by EPRC. She notified them that INCLUDE stands for Inclusive Development established in 2012 by the Netherland’s ministry of foreign affairs and emphasized the fact that we are moving away from inclusive growth to inclusive development. She re-echoed the project title (Creating Productive and Decent Work for Youth and Women in Uganda through Agro-industrialisation), emphasizing the key words being “Productive, Decent, Agro-industrialisation, Youth and Women”.

“Why the focus on youth and women?” she asked. These two form part of the vulnerable groups and they are more likely to be left out if no initiative is taken. She also added that women and youth form the biggest percentage of Uganda’s population, and there has been a rise in inequality.

She explained that agro-industrialisation is another key word because we believe industrialisation can create employment opportunities and that to industrialise, we need agriculture hence AGI. She therefore informed the participants that their feedback regarding the project in question is expected.

“Uganda is one of the countries that have realised ‘strong economic growth’, but this growth has not been commensurate with the rate of job creation. The GoU has invested a lot of money in

Public Investment Management for Agro-industrialisation (PIMA) and as EPRC, we are asking ourselves how we can tap into this public investment to create job opportunities for youth and women. Our work will also feed into that of NDP 111, MAAIF and MTIC” she said.

She indicated that labour externalisation is not bad, but the stories we have all heard from the media are not good. So we are asking ourselves, how these people can tap into the public investments so that they can avoid these youth and women from engaging in such vulnerable jobs like prostitution. So nine commodities were chosen for the government to focus on because we need to start small and then scale up in future.

The ED concluded by appreciating the GoU and the INCLUDE platform for support rendered to this project. She also thanked the participants for honouring our invitation and emphasized the fact that the workshop was just the beginning of a long journey that we are yet to move with them and wished them fruitful deliberations as we move forward.

The Moderator thanked E.D for the opening remarks and invited Dr. Madina to give the audience a more detailed presentation.

2. Presentation of the project details

The presentation was made by Dr. Madina Guloba (Senior Research Fellow-EPRC) who provided details of the entire project: (a) Motivation; (b) Objectives; (c) Expected project deliverables; (d) Project timelines; and (e) Questions for plenary discussion.

She emphasized that the meeting/ workshop was just the start of the project to introduce it to the key stakeholders. In the motivation, she pointed out that between financial year 2012/13 and 2016/17, the national unemployment rate reduced from 11.1 to 9.2 percent but the youth unemployment rate increased from 12.7 to 13.3 percent and this increment was driven by female youth unemployment which rose from 15.2 percent in 2012/13 to 16.5 percent in 2016/17.

She also pointed out that underemployment was also on the rise. “People are employed but being paid less than what they should have actually earned (paid less than their worth). Despite the improvement in skills, their wages are still low and this partly explains the high poverty and inequality levels. For instance those in mansions share neighbourhoods with those in grass-thatched houses” she narrated. She further explained that the number of the working poor is also on the rise, that is, one is working, but poor because of the high demands like school fees and home groceries amidst a very low pay.



Dr. Madina Guloba making a presentation about the APD-INCLUDE project

While highlighting the various government responses, the presenter informed the audience that for three consecutive financial years, the government’s focus has been on industrialisation for job creation (both in the annual national budget and the national employment policy of 2011). She pointed out that a big percentage of youth and women is still vulnerable despite the various government programmes targeting them in particular for example Youth Livelihood Programme (YLP) and Uganda Women Entrepreneurship Programme (UWEP).

The failure of all these initiatives has seen the rise in labour externalisation, informality, crime rate, and idleness. With all these, especially with the rise in informality, the country will not reach the middle income status that we are trying to achieve.

In the new government thinking, she indicated that agro-industrialisation (AGI) is likely to create more jobs especially along the various commodity value chains. She explained that AGI is not just about industries and that it is a huge issue that needs to be thought about by government, private sector and all the various agencies and if well thought about, it can create opportunities for the unemployed youth and women and the returned migrant workers. She also informed the audience that nine commodity value chains have been chosen as game changers which can engage women and youth fully.

When linking AGI to employment, Madina pointed out that the game changers are the big agro-manufacturers, say, Nutil industry that requires a constant supply of cotton. So these industries can direct farmers on what kind/variety of inputs they need so that farmers can plant exactly that particular type. With the market assurance in this kind of organisation, an industry like Nutil would identify the right farmers and train them on hoe to grow the varieties of cotton required by the ginneries. This will solve the problem of mismatches like in the case of the chips factory in Kabale where the potatoes grown were not the ones required by the factory.

She then linked labour externalisation to agro-industry; “Where these migrant workers can fit along these value chains? Can they invest their savings in land that they left behind or can they practise agriculture on their newly acquired plots of land?” she asked.

She added that for these questions to be answered, migrant workers need to get jobs in industrialised countries where they can get some skills which will be helpful when they return back home. She emphasized that labour externalisation can work if handled well. In answering the question of why this project? She highlighted the project objectives.

Main Objective

To influence policies and policy processes relating to productive and decent employment for youth and women along the AGI value chains

Specific Objectives

- a) To promote and create awareness on the use of AGI value chain approach as a means of creating productive and decent jobs.
- b) Generate evidence on externalisation of labour—to understand the implications of labour externalisation on AGI value chain agenda.

She concluded the presentation by highlighting both the short term and long term expected project deliverables; emphasizing that these must be achieved within the project timelines of 1.5 years starting from September 2019.

2.1 Feedback on the presentation

The Moderator (Dr. Swaibu Mbowe) thanked Madina for the wonderful presentation and requested for the audience’s feedback regarding the presentation. In response to his request, the following were noted;

A representative from Uganda Development Cooperation (UDC) felt the need to redefine the term “Decent” in the project title to consider how much pay do we consider to be decent? Which working conditions should be considered decent? He also noted that in this era of automation, the need for human labour is fading away especially in industries. “In future, only 5 people will be needed to work on about 5000 metric tonnes of cassava.” He explained. This implies that

future industries will be more capital intensive than labour intensive so we need to rethink our recommendations for this study.

One of the youth from National Youth Council (NYC) applauded the study/project and added that we have the land and the market. He however indicated that extension services are still lacking as farmers lack information on what crop varieties can work best in which areas/soils. "As a country, we need extension services for farmers and youth. The youth need an assured source of earning for instance earning an assured 2000 UGX may sound a better deal for a young person as compared to an investment in agriculture with no assured output" he explained.

Prossy Busagwa, a principal economist at Parliament of Uganda pointed out that the issue of inequality especially amongst youth and women has been a global challenge so gender disaggregated data needs to feed into this project. She threw more light on the issue of the need for extension services to be supported by the Government of Uganda, citing an example of one farmer who claimed that he finances the entire process right from the inputs up to the very end of the production process without any help from the government.

She further expressed her worries over the issue of land. She noted that land wrangles (grabbing and land conflicts) have been on the rise and this may greatly affect the project's agenda.

She further emphasized the need to organise the people being targeted by the project so that they can be trained so that we can be able to achieve the project's objectives.

Usher Wilson Owere, a representative from National Organisation of Trade Unions (NOTU) thanked EPRC for organising the workshop and thanked Madina too for the presentation. He indicated that the project is a very good initiative because the country has the potential but he emphasized the need for a positive mind set. He noted that Uganda has one of the youngest populations in the world and that we need to make use of the available manpower to transform the country. "There is need to refine labour externalisation as it is one of the best avenues for bringing in foreign exchange. However, we need to ensure safety of the migrant workers" he added.

Mind set change is very key especially for the youth. The culture of volunteering needs to be developed if the youth are to gain some experience. He also emphasized the need to love our country and therefore work to transform it.

Mr. Ronnie Mukundane, the public relations manager of Uganda Association of External Recruitment Agencies (UAERA) thanked the presenters and noted that labour externalisation is the way to go, but it only needs to be **legal labour externalisation**. He informed the audience that Uganda has signed a number of bilateral labour agreements with Saudi Arabia, United Arab Emirates, etc and that over 1.3 billion USD are received in remittances.

"But where does this money go?" he asked.

In a bid to respond to the question he posed, he indicated that agro-industrialisation is a very good agenda and that UAERA needs to keep in touch with EPRC to move this agenda forward.

Patrick Omala thanked Madina for the presentation and mentioned that he is looking forward to transforming the country through agriculture. He noted that the following problems with the

youth need to be solved if they are to be on-boarded on the agricultural value chains; i) the desire to acquire property so fast; ii) the desire to acquire power so fast; iii) too much pride and iv) lack of composure.

He therefore emphasized mind set change to stop the youth from engaging in such activities like betting, prostitution and excessive drinking.

“Migrant workers choose to travel for work. They don’t travel out of desparacy” says Grace Mukwaya from Platform for Labour Action (PLA). “We need policies like minimum wage so that we can be able to define what is decent and what is not” she added.

The district level officer for Mbale district, Ministry of Gender Labour and social development raised an issue of the project ignoring people with disabilities. She also noted the need to include vanilla among the commodities whose value chains are to be considered.

A representative from ministry of Gender Labour and Social development (MGLSD) complemented EPRC for the great project and indicated that it was coming in at a timely moment when NDP III is being drafted. “Uganda is urbanising and many youth are seeking employment in town yet most of these jobs are valueless. So the linkage of jobs and AGI is very crucial” she said. She pledged to work hand in hand with EPRC in case any information is required from the ministry. She however cautioned EPRC against child labour while moving this agenda forward.

Richard from Advocates Coalition for Development and Environment (ACODE) also thanked EPRC for the workshop and for the journey they are yet to start. He indicated that there is need to work on farmer’s productivity first before more industries or processing plants are set up. He cited an example of a number of agro-processing facilities like the coffee hullers, rice millers and milk coolers in Hoima district which are lying idle due to lack of enough farm output like rice, milk and coffee. He added that farmers need to be skilled and also provided with some inputs like fertilisers.

“Youth Livelihood programme is not working because of the conceptualisation of the entire programme. The youths just form groups with an intention of just getting money without thinking of how best to recover this money. Cooperative societies are a good idea for example Bugishu cooperative society if connected to a particular factory, supply would be assured” he elaborated.

He therefore highlighted the need to create more cooperative societies and attach them to industries to ensure continuous supply of inputs. Richard also expressed his worry about land ownership by women yet agriculture in Uganda is at the mercy of women. He explained that husbands usually have more say on land so more policies need to be put in place to empower women in terms of property ownership.

Arnold Bugonga, a representative from National Planning Authority (NPA) thanked EPRC for the workshop and informed the audience that NPA is prioritising AGI in the NDP III. He mentioned the need to use the already existing groups like in Youth Livelihood Programme (YLP) and Uganda Women Entrepreneurship Programme (UWEP) to train women and youth since most of them do not possess the skills that may be required for different stages of the value chains.

Arnold suggested the need to establish a market information center to provide information of which industries are already in place, which industries are needed, and what they require. He added that the project should map out the challenges on ground and the available opportunities like the African Continental Free Trade Area and harness them to obtain its objectives.

He finally expressed his concern regarding the project lifespan of 1.5 years. He commented that the timeframe seems too short for the project to achieve its objectives.

A representative from Cotton Development Organisation (CDO) emphasized the need to skill women and youth so that they can be better equipped to handle the kind of production places in place.

About labour externalisation, Arnold expressed his worries about the kind of labour that we are exporting and the kind of work that these people are engaging in. He mentioned that most of these workers are going out to work as maids and he questioned how best such people can be trained to acquire skills that will be needed for them to involve in AGI.

Bakunda Aventino from Ministry of Agriculture, Animal Industry and Fisheries supported the AGI agenda adding that industrialisation presents more job opportunities. However, he added his voice to the worry of raw material supply for these industries being so scarce. He therefore suggested the need to streamline the market, work on infrastructure, land and capital. He thinks that government should support such components through, for example, giving incentives to farmers.

Mr. Andrew Kaggwa from Ministry of Local Government suggested the need to put in place more initiatives like Agri-net in Rwenzori region. "There is need for industrial hubs in various local governments." he added.

He hinted on the issue of land and explained that we actually do not have land that the previous speakers had talked about. He rubbished the 4-acre model that was being talked about, wondering where the youth and women would get such a size of land yet none of the members in the audience had 4 acres of land.

He expressed the need for role models for the youth. “Do we have examples of youth and women that have been successful in Agriculture and therefore make them role models. We need to benefit from the NUSAF 3 project of labour-intensive public works” he asked and suggested.

A member from Uganda Agribusiness Alliance (UAA) commented on the need to handle the issue of production, empower women and youth and change their mind sets, invest in irrigation systems and ensure that production costs are as low as possible.

She raised an important point regarding the AGI model in the presentation where the manufacturers were taken to be the game changers at the centre. She wondered why that was the case yet there are very few women and youths at this stage of production.

In an attempt to respond to some of the issues raised about the presentation, Madina thanked the audience for the issues raised. She mentioned that the choice of the commodities was made on the criteria that a commodity had a high potential for import replacement, export promotion and employment creation along its value chain. She mentioned that not all the nine commodities will be considered and that we need to start small so that in case of success of success, we can scale up the idea to other commodities.

She also mentioned that the youth and women do not have the resources and capacity to invest in big industries, but those who have got the money to invest just need to be assured of the supply of raw materials and that is where the youth and women come in from. SO all we need is an arrangement to connect farmers with industries that use their output as raw materials, to assure them of market and likewise, they assure the investors of constant supply of raw materials. The demand and supply along the value chain needs to be assured. There is therefore need for specialised extension services to farmers and retooling the farmers for a purpose to prevent such instances of wrong varieties for the industries, or wrong output for the intended consumers.

Hajjat Nabiwande Nuluyati, the principal labour officer in charge of productivity at MGLSD enlightened the audience about Youth Livelihood Programme (YLP), disputing the earlier comments that the programme has not been of any importance to the beneficiaries. She mentioned that YLP has contributed 4 percent to job creation in Uganda and has improved access to financial services from 21 to 24.7 percent.

“About labour externalisation, recruitment companies have been licensed but the question remains on those who have returned. We need to have something for them to come back to” she added.

Madina supplemented on her submission by emphasizing the need for mind-set change as the cash handouts from YLP may not be sufficient. The youth especially need to work harder instead of waiting for these cash handouts of which this money is usually mishandled.

3. Plenary session

After the feedback to the presentation, there was a plenary discussion where the audience were asked a number of questions which they had to respond to by giving ideas/ suggestions. The questions were as follows;

1. Which commodity value chains present more job opportunities for youth and women in Uganda?
2. How can the youth and women be absorbed along the selected and prioritised sections of the AGI value chains?
3. What skills set is available and what is required to on-board the youth and women on the selected sections of the value chains?
4. For the migrant workers, what resources and skills can be brought back home to help them take advantage of the job opportunities on the selected AGI value chains?
5. Are some countries better job destinations than others in terms of skills obtained by migrant workers? What makes one job destination better than the other?

3.1 Responses to the questions

While introducing this session to the audience, Dr. Swaibu Mbowe read through the five questions as listed above and asked members to give their views as per question asked.

He re-echoed the nine commodities whose value chains were to be considered to identify those whose value chains would create the most job opportunities for youth and women. These commodities include: Coffee, cotton, maize, Tea, Beef, Dairy, Cassava, fish and palm oil. He asked members to recall that we are aiming at industrializing while creating jobs on the value chains. With these guiding principles, he then re-echoed question one.

One member of the audience wondered why rice was not one of the nine priority commodities.

“NDP II had over 15 commodities and these were chosen on the criteria of; export potential/ tradability of the commodity, import replacement, linkages (both forward and backward) and food security. She mentioned that the AGI agenda further reduced the list to the nine listed commodities, but even then, all the nine will not be considered for starters because we need to

start small and in case of success with one or two commodities, we can replicate the same on other commodities, hence question one ” Madina explained.

A participant from National Organization of Trade Unions (NOTU) raised a concern of unequal representation in terms of regions in case we focus on particular commodities as different areas focus on different crops for reasons beyond their control like the soils and climate for example he mentioned that the eastern region of the country grows mainly rice and sugarcane and none of these crops is among the listed priority commodities so it is possible that this region will be left out even if all the nine commodities are considered.

In an attempt to answer the first question, a representative from Cotton Development Organization suggested that the cotton value chain would present the most opportunities. She supported her suggestion with reasons such as; 2340 people especially women are needed in the stitching and spinning processes. Much as other processes are automated, more man power is needed in others.

A representative from Uganda Development Cooperation (Damalie Lubwama) mentioned that cassava would be a better deal as it has so many products and by products for instance starch which can be broken down into glucose and etherno which products can be exported. He added that cassava is a resilient crop and that plans are underway to invest in cassava industries by government.

Arnorld Bugonga from National Planning Authority suggested coffee, mentioning that it is a traditional crop and hence no training would be needed for the farmers and the processors, we import a lot of processed coffee like nescafe, and hence if coffee was processed locally, the coffee imports would be replaced. He further mentioned that through coffee farming and processing, more job opportunities can be created for the youth and women.

Prossy, the principal economist, parliament of Uganda, was also in support of the coffee idea as she sees the need to improve our processed coffee up to the level of nescafe so that we can also export it. She also mentioned that cassava has a problem of diseases.

Dr. Mbowa, in a bid to respond to Prossy’s last sentence mentioned that different cassava varieties are meant for different purposes for instance the type of cassava needed for food, in breweries and starch are very different. He then suggested the need for more research and development which is streamlined to the agenda. He added that with good R&D, high quality cassava flour could substitute wheat flour.

Sam Ogwal, the vice chairperson, National Youth Council wondered whether the suggestions were considering the entire country. He was in support of coffee but his worry was that coffee does not do well in some parts of the country. He added that coffee is already doing well for instance Nile cafe and that youth leaders in Kisoro have done a great job. He wondered whether we have any industries for cassava in Uganda and stated that fish would be a better option compared to cassava. However, he noted that there is a skill gap among the youth to handle fish farming.

Richard from ACODE supported cotton because of the many products and by products from it for example he mentioned that its seeds can be used for oil production and the residues can be used as animal feeds. He suggested that coffee should be disregarded because there is no market for it.

Sam Ogwal expressed his worries over the issue of land, which he said cannot be ignored if we are to commercialize agriculture.

“There is a misconception that cotton must be grown on a very large piece of land, but small scale cotton growing is very possible. However, with subsidies, cotton can be grown on a very large scale” Damalie responded to Ogwal’s worry.

Charles Kironde from NUCAFE said that coffee is the way to go as it has one of the longest value chains and hence more jobs, alongside the crop being one of the country’s priority crops.

A representative from NOTU suggested the need to do zoning so that different crops are grown/ supported in those particular areas where they do best. He added that cotton is prominent in some areas and coffee is prominent in others. So both commodities could be considered.

Patrick Omala the MD, Shea butter production was in support of cotton, claiming that by products and earnings from cotton are high and that other crops (food crops) like Okra can be grown along with cotton.

Madina wound up the discussion on question one by listing the four commodities with the highest support from the audience; that is, **cotton, coffee, cassava and fish**. And mentioned that we have got a more precise menu and that further selection will be done basing on other criteria.

She noted that **cotton has so far received the biggest support**.

In response to question five, Grace (from Platform for labour action) suggested the need to sign a bilateral agreement with Turkey as the country is known for making clothes. So if people are

taken to work in those factories, they could gain those skills which may be require in the industries here in Uganda.

Damalie from CDO suggested that coffee needs to be dropped from the list of the commodities with highest support. Mercy from Uganda Agribusiness Alliance disputed Damalie's suggestion of dropping coffee. She said that the youth and women do not have the capital requirements to invest in fish rearing and therefore suggested that the 3 Cs (Coffee, Cotton and Cassava) should remain on the list.

While attempting to answer question two, Damalie mentioned that with the constant spinning and stitching, more women and youth can be absorbed along the cotton value chain if the cotton industry receives more support and is carried out on a larger scale.

In response to question three, The UDC representative brought an idea of identifying the youth who are already in this kind of business (i.e. cotton growing or processing) and bring them on-board, and then extend support to them.

Damalie expressed her worries on the skill gap that exists among women and youth to do the tailoring and fashion design on clothes now that most of these machines are electric and therefore need experienced and skilled people to man them.

Dr. Mbowa then asked whether the "skilling Uganda programme" could be the way to go.

Evelyn Kigongo, the ED of Change a Girl Uganda (CHANGU) answered Dr. Mbowa's query by expressing her worries over the problem of information flow. She said that skilling Uganda is a good idea but the kind of skills and who we are skilling is still a very big challenge as wrong people are being skilled for wrong causes. Most of those being skilled are not interested in these skills. She therefore suggested the need to do some benchmarking, find out who exactly needs which skills.

Arnold also added that there is need to support vocational education for instance, the extension workers need to come from these vocational schools with more practical than theoretical skills. Ronal from CSBAG brought a wonderful idea of grouping the youth and women into categories and identify who will work at which value chain. He added that there is need for sensitization. He also suggested the need to bring all the various youth and women on board, and not only those who are already involved in these activities. He added that some of these youth and women could have dropped out of the system due to various reasons like frustration.

"UAERA basically sources employment for Ugandans. The only worry is on the money that is remitted back home. Agriculture has not been considered when it comes to investing this money.

The skills gap will pose a very big challenge because most migrant workers do not go out to work in agricultural related jobs. Countries like turkey and France would be better job destinations but, unfortunately, we have not signed bilateral agreements with them. We therefore need to introduce the AGI idea to these migrant workers before they travel out for work so that they can come back with an idea of best to invest their money in agriculture” Ronnie Mukundane from UAERA responded to question four.

“Labour externalization is a government programme with some financial institutions involved for instance post bank and this has eased the process of sending money back to Uganda” He added.

Prossy expressed her worries over remitting money through these private banks who are here to just make money. She suggested the need to do debriefings with the migrant workers, engage parliament and MGLSD because these have a voice for the people.

“When people are going out to work, they make plans of where they intend to invest their money when they return back home. When you look at that curriculum, most of them mention buying land and building rentals” E.D Platform for Labour Action commented. She therefore suggested the need to feed into these people’s curriculum and we sell to them the AGI idea.

A representative from ACODE said that the migrant workers can only bring back money and nothing else since majority just go out to be house maids and police guards. No skills acquired whatsoever. He suggested the need to sign agreements with countries where we know these people could go and work and get both money and skills which can helpful in this new agenda.

A news reporter from UBC suggested the need to sensitize the migrant workers about how best to utilize their earnings.

Ronnie Mukundane from UAERA responded that they are planning on implementing targeted bilateral labour agreements because they want migrant workers to acquire particular skills and they intend to focus on AGI now that it has been one of the suggestions. He promised that the association will push the government to sign those agreements while focusing on agribusiness skills.

Another participant mentioned that agriculture needs a variety of skills for instance, even drivers and guards are needed in the sector and therefore we should not under look these jobs.

He suggested that Bank of Uganda (BOU) needs to set up a scheme for migrant workers where they can save their money and later invest it when they return.

Hawa Nassazi, an immigration officer suggested that the girls who have not yet travelled abroad for work need to be inspired because most of them want to make their lives better. They have

grown up in families that practiced agriculture but still poor. So they need a motivation if they are to be convinced to invest in agriculture.

Usher Wilson Owere also suggested the need to modify the entire structure of how people are going out and what kind of jobs they are going to do. The issue of a minimum wage needs to be handled for us to differentiate decent from indecent jobs.

4. Concluding Remarks

Uganda needs to consider the future generation (youth) if the country is to move forward. He tasked those who are 50 years old or more to look back at their youthful stage and compare it with the youth of the present generation. He emphasized the need to think about them and do something for them to avoid future chaos.

He added that planning for youth and women should be very solid if we are to prepare for the middle income status. He then promised to share the proceedings of the project with the participants and informed them that we shall be knocking on their doors for further engagements.

On behalf of Economic Policy Research Centre and our partners, the Dutch embassy, the moderator closed the workshop and invited participants for a group photo.



Dr. Mbowa giving final remarks as he closed the workshop



Annex

Annex 1: Programme for the workshop

Program for the inception workshop for APD INCLUDE project on Creating Productive and Decent Work for Youth and Women in Uganda through Agro-industrialization

Date: Thursday, November 7th 2019

Venue: Protea Hotel Kampala

Time	Activity	Responsible Person
8.30am – 9:00am	Arrival and Registration	EPRC- IMD, hotel
Session 1	Opening Session	Swaibu Mbowe, PhD
09:00 – 9:30	Self-Introductions	All members
09:30 – 9:40	Welcome Remarks	Executive Director, EPRC
09:40 – 10:00	Presentation on Project Background and Purpose	Madina Guloba, PhD
10:00 – 10:30	Feedback on presentation	Swaibu Mbowe, PhD
10:30 – 11:00	Tea Break	Hotel
Session 2	Plenary	Swaibu Mbowe, PhD
11:00–12:30	Input to the project	Participants
12:30–	Way forward, Lunch and Departure	All participants

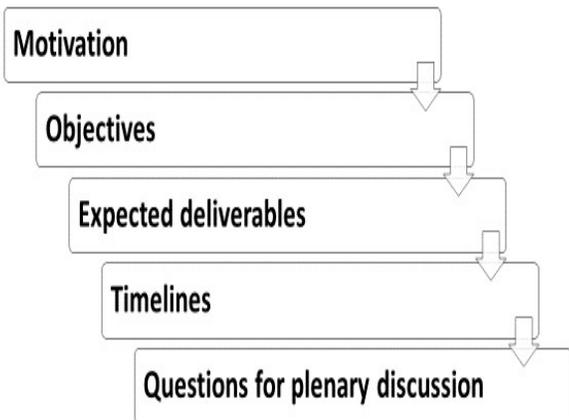
Annex 2: A presentation on “Creating Productive and Decent Work for Youth and Women in Uganda through Agro-Industrialisation” by Dr. Madina Guloba




Creating Productive and Decent Work for Youth and Women in Uganda through Agro-Industrialisation

Project Inception
Presented at Protea Hotel, Kampala-Uganda
November 7, 2019

Outline

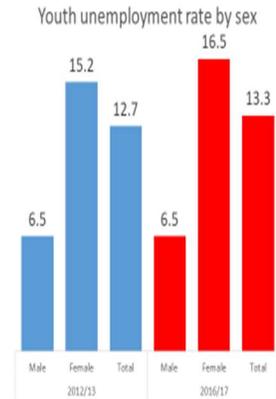


Motivation

For the past 20 years, Uganda has recorded consistent positive economic growth with limited creation of productive and decent jobs, however fewer youth and Women have benefited.

- Unemployment is growing especially among female youth

Youth unemployment rate by sex



	2012/13			2016/17		
	Male	Female	Total	Male	Female	Total
Rate (%)	6.5	15.2	12.7	6.5	16.5	13.3

Source: UBOS Uganda National PPS Surveys

Youth Underemployment is widening

Both unemployment and under employment have contributed to persistent poverty and inequalities.

	2012/13		2016/17	
	Male	Female	Male	Female
Time	10.4	8.4	12.7	10.6
Skills	16.6	20.5	6.6	5.8
Income	27.9	43.8	38.8	58.5

Source: UBOS UNHS

- Youth and women represent **17 and 28 percent** of paid employees respectively with **71 percent** in vulnerable employment

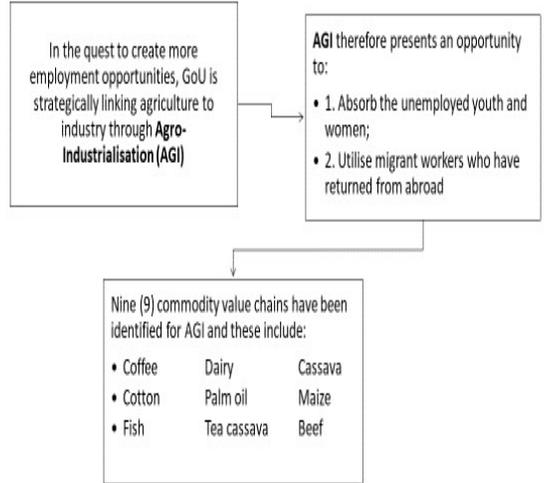
Women and youth are most likely to be left out as they form the biggest percentage of the population.

Responses from Government

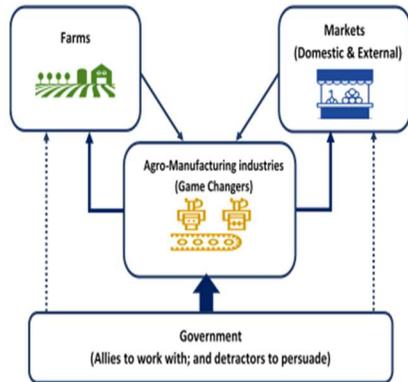


Failure of such initiatives has partly driven the rise in externalisation of labour, informality, idleness, crime rate

New Government Thinking!!!



Linkage btn Agro-industry and employment



Linking labour externalization to Agro industry



<h3>Why the APD Project?</h3> <div style="display: flex; align-items: center;"> <div style="background-color: #4a86e8; color: white; padding: 10px; font-weight: bold; font-size: 24px; margin-right: 10px;">Aim</div> <div style="border: 1px solid #ccc; padding: 10px;"> <ul style="list-style-type: none"> • Seeks to identify opportunities, sources of productive and decent employment; and • Establish effective strategies that promote job creation and inclusive growth along the AGI value chain priority commodities. </div> </div>	<h3>APD Project Objectives</h3> <div style="display: flex; flex-direction: column; gap: 10px;"> <div style="display: flex; align-items: center;"> <div style="background-color: #4a86e8; color: white; padding: 5px; font-weight: bold; font-size: 12px; margin-right: 5px;">Main Objectives</div> <div style="border: 1px solid #ccc; padding: 5px;"> <ul style="list-style-type: none"> • To influence policies and policy processes relating to productive and decent employment for youth and women along the AGI value chains </div> </div> <div style="display: flex; align-items: center;"> <div style="background-color: #4a86e8; color: white; padding: 5px; font-weight: bold; font-size: 12px; margin-right: 5px;">Specific objectives</div> <div style="border: 1px solid #ccc; padding: 5px;"> <ul style="list-style-type: none"> • To promote and create awareness on the use of AGI value chain approach as a means of creating productive and decent jobs. • Generate evidence on externalisation of labour—to understand the implications of labour externalisation on AGI value chain agenda. </div> </div> </div>
<h3>Expected deliverables</h3> <div style="border: 1px solid #ccc; padding: 10px; margin-bottom: 10px;"> <div style="background-color: #4a86e8; color: white; padding: 5px; font-weight: bold; font-size: 12px; margin-bottom: 5px;">Long term outcome of this project;</div> <ul style="list-style-type: none"> • To influence the implementation of the 2011 National Employment Policy </div> <div style="border: 1px solid #ccc; padding: 10px;"> <div style="background-color: #4a86e8; color: white; padding: 5px; font-weight: bold; font-size: 12px; margin-bottom: 5px;">Interventions and Activities:</div> <ul style="list-style-type: none"> • Research and generation of evidence • Policy Dialogues • Knowledge products • Creation and strengthening of networks </div>	<h3>Timelines</h3> <ul style="list-style-type: none"> • 1.5 year project • Start: September 2019 • End: February 2021
<h2 style="color: #4a86e8;">PLENARY</h2>	<h3>Questions for plenary discussion</h3> <ol style="list-style-type: none"> <li style="border: 1px solid #ccc; padding: 5px; margin-bottom: 5px;">1. Which commodity value chains present more job opportunities for youth and women in Uganda? <li style="border: 1px solid #ccc; padding: 5px; margin-bottom: 5px;">2. How can the youth and women be absorbed along the selected and prioritised sections of the AGI value chains? <li style="border: 1px solid #ccc; padding: 5px; margin-bottom: 5px;">3. What skills set is available and what is required to on-board the youth and women on the selected sections of the value chains? <li style="border: 1px solid #ccc; padding: 5px; margin-bottom: 5px;">4. For the migrant workers, what resources and skills can be brought back home to help them take advantage of the job opportunities on the selected AGI value chains? <li style="border: 1px solid #ccc; padding: 5px;">5. Are some countries better job destinations than others in terms of skills obtained by migrant workers? What makes one job destination better than the other?

Annex 3: Lists of participants



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REGISTRATION FORM
 APD INCLUDE Project Meeting
 "Creating Productive and Decent Work for Youth and Women in Uganda through Agro-industrialization"
 Thursday 7th November, 2019 Protea Hotel

	Name	Gender F M	Job Title	Organization	Email	Telephone
1.	Kiaonao EUREWIN	✓	TEAM LEADER	CFRANCA	adelenyigore@cfrafrica.com	0756536815
2.	Hagut Haawo NASSAZI	✓	IMMIGRATION OFFICER	DCIC	NASSAZI HAAWO @GMAIL.COM	0772503145
3.	Onigo Abdallah KALUMI	✓	Operations Director	MAKAMU INTERNATIONAL SOLUTIONS LTD	admin@makamuSolutions.com	+4479 84425 496 0751803149
4.	Richard KAMUYO	m	Project Coordinator	Heifer International	rkamuy@heifer.org	0773161677
5.	Tommy Muzemba Shaphe			EPRC		0772489967
6.	Birabwa Elizabeth	✓	Programme Manager	EPRC	elbirabwa@eprcug.org	0772589002

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MEDIA



6

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	Name	Gender		Job Title	Organization	Email	Telephone
		F	M				
1.	✓ John Odyele	✓		Journalist	NEW Vision	Johnodyele@gmail.com	077 247 018 296/24
2.	✓ Christine Kibabo	✓		legal officer	Foundation for Human Rights Initiative	christine.kibabo@gmail.com	0705728291
3.	✓ Sharon Donda	✓		Business	UBC	sharon@yaho.com	077247018 0780339925
4.	Dennis Nansu			Account	EPRC	dennis@eprc.org	07664136
5.	✓ Kayunga Kwana	✓		Manager	Zion Laban Agency	Kayunga@zionlaban.com	07835219
6.							

INCEPTION WORKSHOP FOR THE APD-INCLUDE PROJECT ON CREATING PRODUCTIVE AND DECENT WORK FOR YOUTH AND WOMEN IN UGANDA THROUGH AGRO-INDUSTRIALISATION



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REGISTRATION FORM
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 "Creating Productive and Decent Work for Youth and Women in Uganda through Agro-industrialization"
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	Name	Gender		Job Title	Organization	Email	Telephone
		F	M				
✓ 1.	Mugisha Ronald		✓	Economist	CSRS/CSRS	rmugisha@csrs.org	075720479
✓ 2.	BUSAGWA PERRY	✓		PRINCIPAL ECONOMIST	PARLIAMENT	plausija@parliament.go.ug	0772843274
✓ 3.	Nalukwago Rose		✓	Principal Fisheries officer	MAAIF	Nalukwago.rose@yahoo.com	0772368562
✓ 4.	Owere Mshawen		✓	CHAIRMAN GENERAL SECRETARY NDCU	NATIONAL ORGANISATION OF FARMERS OF UGANDA	Ushwalede@nfo.org	0772468667
✓ 5.	DMENYA PERRY		✓	MD	SUGAR BUREAU	dmunya@sbu.org	077267561
✓ 6.	Kwame Charles		✓	MLM	Nufo	charles.kwame@nufo.org	0783769114

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4

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Thursday 7th November, 2019 Protea Hotel

	Name	Gender		Job Title	Organization	Email	Telephone
		F	M				
✓ 1.	Sam Ogwal		M	Vice Chairperson	National Youth Council	sam.ogwal@gmail.com	0785484901
✓ 2.	DAVID BALIWANE		M	SPO-Agro Industry	UDC	dbaliwana@udc.org.ug	07825068
✓ 3.	Ronnie Mukundama		M	P.R	UAFERA	ronnie.mukundama@gmail.com	070763277
✓ 4.	ZIRIMMON PA JOSEPH		M	SEN. IT OFFICER	MINISTRY OF ICT & NATIONAL GUIDANCE	Joseph.zirimmonya@ict.go.ug	0777738036
✓ 5.	Richard Ayegwa		M	Research Scientist	ACODE	ayegwa@acode.org	0701199451
✓ 6.	Winnier Jeannette	F		Policy Officer	Uganda Manufacturers Association	Winnier Jeannette@gmail.com	0750650788

INCEPTION WORKSHOP FOR THE APD-INCLUDE PROJECT ON CREATING PRODUCTIVE AND DECENT WORK FOR YOUTH AND WOMEN IN UGANDA THROUGH AGRO-INDUSTRIALISATION



3

REGISTRATION FORM
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 Thursday 7th November, 2019 Protea Hotel

	Name	Gender		Job Title	Organization	Email	Telephone
		F	M				
✓ 1.	Kaggwa Andrew		✓	PAS/BA	MOLG	Kaggwa1970@yahoo.com	0772887436
✓ 2.	Damatie Lubwama	✓		PMIM	EBO	agronomista@colouga.org	0772472325
✓ 3.	Nabirwanell Nuluyali	✓		Principal Labour Officer Productivity	MHLSD	nuluyali.nabirwanell@ongisclig.org	
✓ 4.	Arnold Buganger		✓	Planner	NPA	arnoldbuganger@npa.go.ug	
✓ 5.	SHAMIM NAMUWABU S.	✓		Administrator	AES	shamimnamudely16@gmail.com	
✓ 6.	Wan Mukunga Lito	✓		EO	Platform for Labour Action (PLA)	actdirector@pla-uganda.org	

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2

REGISTRATION FORM
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 Thursday 7th November, 2019 Protea Hotel

	Name	Gender		Job Title	Organization	Email	Telephone
		F	M				
1.	Modina Culobon	✓		SRF	EPRC	ngulabone@eprcug.org	0704613578
2.	Kabunde Rehema	✓		R. Assoc.	EPRC	rkabunde@eprcug.org	0773 285495
3.	Gweziya Kasamba		✓	Knowledge mgt officer	EPRC	gkasamba@eprcug.org	0774992446
4.	Preccin Elomamushabire			ICT AGE	EPRC	preccin@eprcug.org	078842545
5.	Aida Nattabir	✓		R.A	EPRC	aidanattabir@eprcug.org	0788444 841
6.	Sweiso Mweso		✓	SRF	EPRC	sweiso@eprcug.org	0773 616 544

INCEPTION WORKSHOP FOR THE APD-INCLUDE PROJECT ON CREATING PRODUCTIVE AND DECENT WORK FOR YOUTH AND WOMEN IN UGANDA THROUGH AGRO-INDUSTRIALISATION



1

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	Name	Gender		Job Title	Organization	Email	Telephone
		F	M				
✓ 1.	Klabomba Sidrah	✓		DLD	Mbar	wabombasid@gmail.com 0752235395	
2.	MUTANGI Jossy		✓	Communication Officer	EPRC	mutangi@yahoo.com	0772673131
3.	Sewanyana Sarath	✓		EO	EPRC	sewanyana@eprc.org	0772642119
✓ 4.	Bakunda Aventino		✓	Principal Fishery Officer	MAAF (AIFR)	quentino_b@yahoo.com	077259254
✓ 5.	BABIYING MERCY	✓		PARTNERSHIPS	UAA	babiyingmercy@gmail.com	0704351544
✓ 6.	E.O. Ochieng			Director	IDC	Ochieng@idc.org.uk	07723798

INCEPTION WORKSHOP FOR THE APD-INCLUDE PROJECT ON CREATING PRODUCTIVE AND DECENT WORK FOR YOUTH AND WOMEN IN UGANDA THROUGH AGRO-INDUSTRIALISATION

APD INCLUDE Project on Creating Productive and Decent Work for Youth and Women in Uganda through Agro-industrialization Kick-off Meeting

8

7th November, 2019 at Protea Hotel, Kampala

REGISTRATION

No.	Name	Sex	Position/Title	Institution	Email	Signature
1	✓ Carolus Namakula		Account	STOPPED	Carolus Namakula @juma-90-41	070339602
2	✓ Fed Amambusi		Asst	MTU	Amambusi Fed @juma-90-41	0772588883
3	✓ KAMUKA ABREY		SAD	NAMIF	Abrey Kamuka @juma-90-41	0712729562
4						
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6						
7						
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10						