



The Citizen Report

NEWSLETTER

In this issue, we are focused on making a big impact in our community through engaging art, videos, and energetic initiatives. Our popular weekly quiz has sparked significant interest, and we have been actively engaging with schools, universities, and communities to redefine the importance of civics in our daily lives. Our goal is to make learning enjoyable and inspire everyone to make a difference using creative mediums like art and short videos. Through our “community lugambos,” we have encountered various myths and stories, prompting discussions on the relevance of civics and how it relates to the topic of employment. Additionally, we’ve launched a series of compelling videos shedding light on the often-overlooked aspects of civics. While our reach is growing, our ultimate dream is to expand further. This quarter, we have delved into the fascinating world of jobs in Uganda, uncovering eye-opening insights. Join us on this exciting journey as we ignite curiosity, fuel our passion for change, and make a real difference together. It’s time to unleash the power of civic education and engagement like never before as we strive to cultivate a vibrant and civically engaged community.

Community News

Did you know that in some places, asking for your “brother” when hunting for a job doesn’t mean family ties? Nope, it is actually a code for asking for a bribe!. Corruption has found a sneaky new way to creep into our lives, even under the guise of family! Picture this: in Lwala village, Tororo district, we had a blast chatting with the locals about job hunting. One resident shared a hilarious story about how he missed out on a job because he didn’t bring along his “brother” – aka, the bribe! Can you believe it?

We have got the inside scoop on what the community thinks about employment laws. Trust us, it’s a rollercoaster of opinions and insights that will leave you on the edge of your seat! Listen in [here](#).

Project Updates

WOMEN IN PUBLIC SERVICE

This quarter, we've highlighted remarkable women who have made waves in public service, breaking barriers and reshaping the field with their impactful contributions.

First up, we have got **Honourable Betty Amongi**, she has been lighting up the political scene since forever, as the MP for Oyam South since way back in 2001! And now, serving as the Minister of Gender, Labor, and Social Development. Talk about a trailblazer! [More about her.](#)



But that's not all - let's take a moment to remember the late, great **Dr. Margaret Mungherera**. She was not just a psychiatrist - she was a force to be reckoned with, advocating for health professionals and leaving an indelible mark on Uganda's healthcare landscape. [More about her](#)



And last but definitely not least, we've got **Hellen Grace Asamo**, the queen of multitasking. Not only is she a great teacher, but she has also been an MP representing Persons with Disabilities since 2011. Plus, she is chairing the Equal Opportunities Committee as well as a member of the Legal and Parliamentary Affairs committee. Oh, and did we mention she is also an Executive Member of the National Women's Council since 2002? . [More about her.](#)



So, let's give a round of applause to these incredible women who are showing us all how it's done in public service. They're overcoming stereotypes, making history, and inspiring us to reach for the stars. Here's to strong women - may we know them, may we be them, may we raise them!

DISTRICT PROFILES

This quarter, we have been buzzing around Uganda like busy bees, profiling not one, not two, but eight districts! Namely; Buhweju, Buliisa, Nakaseke, Kamwenge, Kayunga, Kiboga, Kassanda, and Nabilatuk. We have now covered a whopping 136 districts out of 146 total. With these latest profiles, we've officially hit a milestone: Can you believe it? We're like explorers on a mission, uncovering hidden gems and celebrating the rich diversity of our nation. It's been a whirlwind of adventure, uncovering hidden gems and celebrating the diverse tapestry of our nation. And guess what? We're just getting started! From bustling cities to sleepy villages, each district has its own unique story to tell, and we've been there every step of the way, capturing the essence of what makes each one special. It's been a rollercoaster ride of adventure, discovery, and excitement. Who knows what wonders we'll uncover next?

Here are a few highlights of some of the districts

Kiboga District- established in 1991, it has a diverse and rich history. In 2010, it made history again by splitting to create the Kyankwanzi District. Find out more [here](#).

Kassanda District - established in 2017 from Mubende District, it's known for its golden opportunities, particularly in gold mining. Sub-counties like Kitumbi, Bukuuya, and Makokoto are key areas for this lucrative economic activity. Find out more [here](#).

Nabilatuk district- Located in North Eastern Uganda, in the Karamoja sub-region, it showcases a vibrant landscape and cultural heritage. Carved out from Nakapiripirit District, it officially emerged in 2018. Find out more [here](#).

Kayunga District - carved out of Mukono, it offers endless horizons and treasures. With the legendary River Sezibwa and majestic Lake Kyoga, inviting exploration of its wetlands and waterways. Find out more [here](#).



Kiboga
KNOW YOUR DISTRICT

It has 2 counties, 3 town councils, 11 sub-counties, 58 parishes and 279 villages.

DISTANCE FROM KAMPALA: 116 km

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Kassanda
KNOW YOUR DISTRICT

It has 3 counties, 3 town councils, 12 sub-counties, 92 parishes and 566 villages.

DISTANCE FROM KAMPALA: 120km

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Nabilatuk
KNOW YOUR DISTRICT

It has 8 sub-counties, 1 town council, 25 parishes and 95 villages.

DISTANCE FROM KAMPALA: 384km

Did you know: The people in Nabilatuk are predominantly agru-pastoralists.

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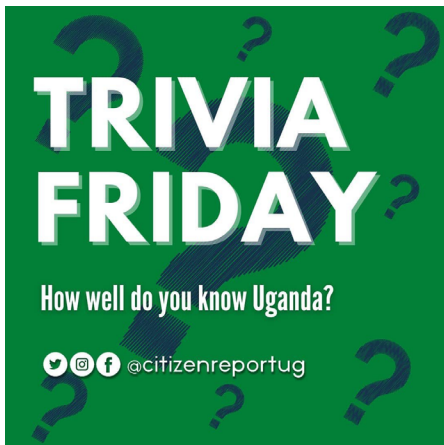
Kayunga
KNOW YOUR DISTRICT

It has 2 counties, 8 sub-counties, 9 town councils, 61 parishes and 374 villages.

DISTANCE FROM KAMPALA: 1 hr 44 min (69.6 km) via Kampala-Jinja Highway

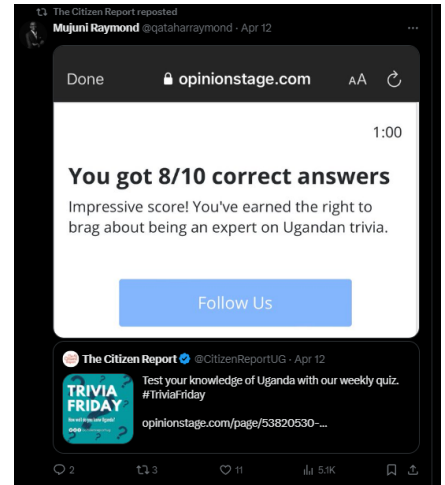
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THE FRIDAY TRIVIA



What was your score on last Friday’s Trivia Quiz? We know you may have not posted your score and we understand. Don’t worry, next time better. Get ready to test your smarts and have a blast, because our weekly TCR quiz is taking social media by storm! With over 3000 respondents joining the fun on any given day, it’s the hottest ticket in town! In this quarter we had over 2250 respondents on average per month. Now that means something, there is a lot to learn about civics in Uganda. But wait, there’s more – corporate companies are jumping on the bandwagon too! They’re

reaching out to us, eager to customise the quiz to fit their own content or spice up their staff events with some civics-themed fun. It’s like turning learning into a party – and everyone’s invited! So, whether you’re a trivia whiz or just looking for a good time, grab your thinking cap and get ready to join the quiz craze. Who knows, you might just learn something new – and have a ton of fun along the way.



SCHOOL VISITS



TCR visits Rise and Shine School Ntinda

We have been on the move, bringing our Facts on Facts game to secondary schools and universities like James Ochola Memorial School, Rise and Shine High School Ntinda, and Uganda Martyrs University Nkozi. It’s been a whirlwind adventure, interacting with over 500 students and putting their knowledge of Ugandan civics to the test. But here’s the scoop: we have discovered that some of the questions in our game are a bit too tricky for secondary school students. But fear not because we are not ones to back down from a challenge. That’s why we are cooking up something special

– different levels of the game tailored to different age categories. That way, everyone can join in on the fun and learn something new along the way! So, get ready to level up your civics knowledge and join us on this epic journey of learning and discovery. It’s time to make education fun for everyone, one game at a time!



TCR visits James Ochola Memorial School

ASK THE CITIZEN- STREET VIDEOS

We've launched a series of captivating clips aimed at sparking discussions among citizens on a wide range of topics. From hot-button issues to everyday concerns, these videos are your ticket to testing your knowledge and understanding of what matters most as a citizen. These videos aren't just about watching – they're about getting involved and making your voice heard. We're on a mission to foster a deeper connection with our audience and inspire active participation in civic matters. So, grab your popcorn and get ready to join the conversation. Your voice matters, and these videos are your chance to be part of the change!



Community Lugambo

Employment in Uganda

As our major topic of exploration through the quarter, here is a glimpse on the state of Employment in Uganda.

With not one, not two, Uganda has six laws governing employment; Employment Act, Trade Union Act, Workers Compensation Act, NSSF act, Occupational safety and health act, labour disputes act, the big question looms: do we need more, or do we need less? Let's unravel this mystery, shall we? First off, who's behind the scenes crafting these laws? Well, it's a collaborative effort involving government officials, legal experts, labour unions, and industry stakeholders, all working together to shape the labour landscape. But here's the kicker – are citizens even aware of these laws? That's the million-dollar question! While some might be well-versed, many are left in the dark, unaware of their rights and protections under the law.

Now, onto the million dollar question: does having all these laws mean we are all employed? Not quite! While these laws aim

to safeguard workers' rights and regulate employment practices, the reality is that many Ugandans still grapple with unemployment and underemployment. So, where does that leave us? It's a complex tapestry of laws, awareness gaps, and economic challenges. Perhaps what we need isn't more or less laws, but rather better education and enforcement to ensure every citizen can thrive in the workforce.

***Did you know?
According to the
1995 Constitution
of Uganda,
having a decent
job is not just
a luxury – it's a
fundamental
right!***

Did you know? According to the 1995 Constitution of Uganda, having a decent job is not just a luxury – it's a fundamental right! – every citizen has the right to fair employment opportunities, including equal pay for equal work, the freedom to withdraw their labour, and the ability to join trade unions for collective

bargaining. Uganda's Constitution also puts its foot down against any form of forced labour or child labour, ensuring that every individual can pursue dignified work without fear or exploitation. So, whether you're punching the clock or fighting for workers' rights, remember – employment isn't just about making a living,

it's about upholding the principles of fairness, equality, and dignity for all.

Uganda's economic landscape is primarily shaped by the dominance of the informal sector, accounting for over 60% of the workforce, which unfortunately translates into significant challenges for workers in enjoying their labor rights, lacking employment contracts and essential benefits like social security. This informal nature of employment also contributes to Uganda's low ranking on the Global Rights Index, highlighting prevalent issues of forced labor, particularly among Ugandan workers in the Gulf region. With a substantial portion of the population engaged in subsistence agriculture, opportunities for stable, waged jobs remain limited, further exacerbating the challenges. The resulting lack of social protection covers only about 3% of Ugandans, while gender inequality persists notably in the education sector, influencing earnings differentials among workers. Consequently, Uganda's economy struggles with low skill levels and productivity, necessitating comprehensive reforms to address systemic challenges and promote inclusive growth.



The launch of the National Employment Policy on May 1st, 2011, marked a significant milestone in Uganda's efforts to address critical employment challenges, as noted by President Yoweri Museveni during the World Labor Day commemoration. Developed by the Ministry of Gender, Labor, and Social Development, this policy aimed to promote productive and decent employment, compliance with labor standards, and social protection while addressing the core issue of

unemployment. It highlighted the mismatch between the education system and labor market requirements, emphasizing vulnerable populations such as people with disabilities, youth, and women, and proposed affirmative action and social protection measures. However, criticisms arose regarding the lack of a minimum wage provision, exposing workers to exploitation. Despite the implementation through National Action Plans, gaps remain, necessitating updated policy solutions to tackle evolving challenges like population growth, unemployment, and labor trafficking.

The minimum wage in Uganda has a historical background dating back to the colonial era when minimum wage boards were established in 1935. Since then, various initiatives and recommendations have been made, but a definite minimum wage policy has not been adopted since 1986. Despite discussions and proposals, no concrete steps have been taken to operationalize a minimum wage, leaving the issue unresolved to this day.

In 2013, Workers' MP Arinaitwe Rwakajara made a move and tabled a motion to draft a Private Member's Bill, aiming to shake up Uganda's outdated minimum wage scene. Fast forward to 2019 when Parliament gives the green light, setting the minimum wage at a cool UGX 136,000 (that's around USD 37). But wait – plot twist! The bill hits a roadblock when the president hesitates to sign it into law, sparking a fierce debate. On one side, naysayers claim it'll scare off foreign investors and spike unemployment, while others champion it as a beacon of decent work, promising to slash poverty and bridge the gap between the haves and have-nots. It's a showdown of epic proportions, with the fate of Uganda's labor landscape hanging in the balance!

In the upcoming months, we will be spotlighting Uganda's education sector, focusing on its notable achievements and key figures. Join us as we explore the strides made in education and shed light on the individuals and initiatives driving positive change in Uganda's educational landscape.

TABLEAU

During this period, we have shared tableau data visualisations in regard to the topic of employment, including but not limited to employment and unemployment rates in Uganda, child labor statistics in Uganda and female employment statistics in Uganda.

Here are some of the very important statistics on Uganda's employment sector:

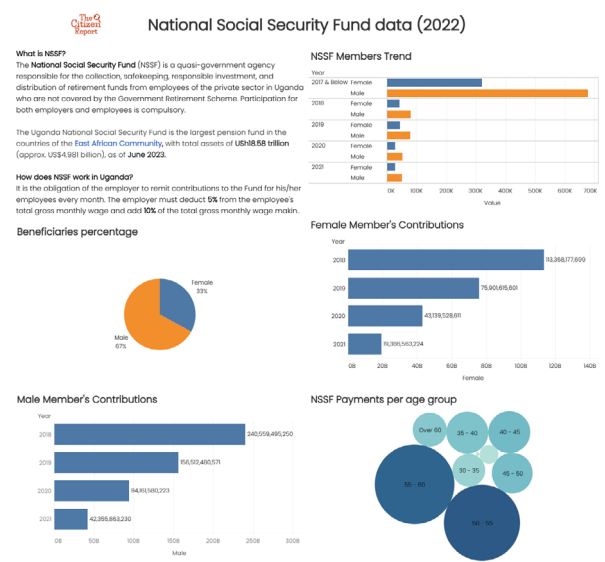
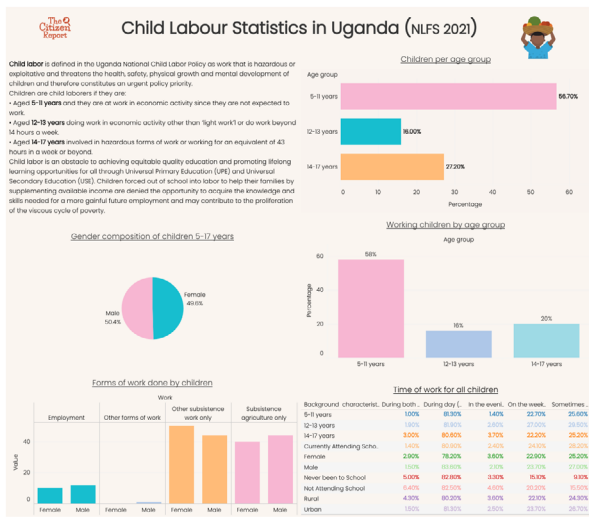
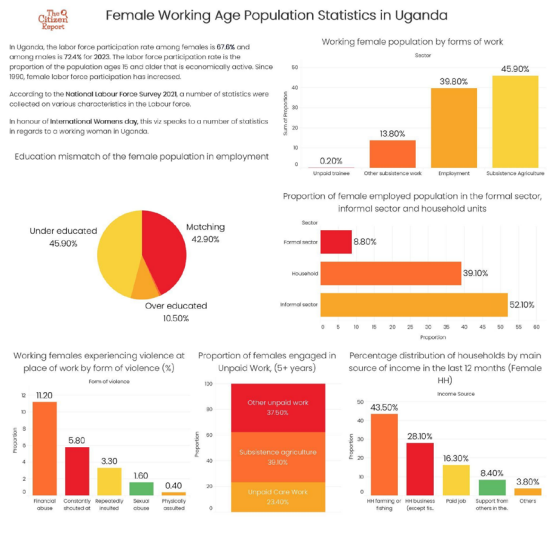
Employment and Unemployment rates in Uganda

NSSF data 2022

Child Labor Statistics

Female Employment Statistics

More Tableau data can be viewed [here](#).

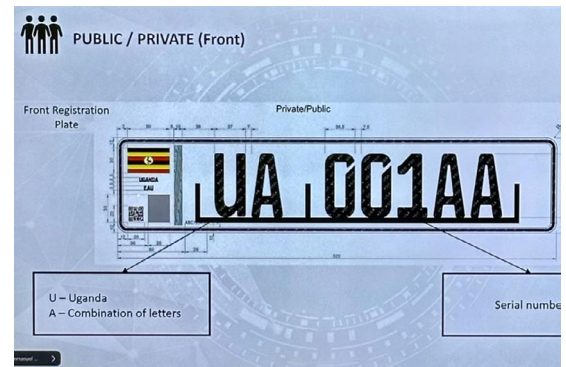


Tips and Resources

ITMS

Did you know that the Government of Uganda through the ministry of Works and Transport together with the Ministry of Defense rolled out the Intelligent Transport Monitoring System (ITMS). New registrations for both vehicles and motorcycles will incur a fee of Shs 714,300, while replacing old registration number plates will cost Shs 150,000 for vehicles and Shs 50,000 for motorcycles.

This move is geared towards enhancing national security, safety, and control of motor vehicle-related criminal activities.



CENSUS 2024



Uganda Bureau of Statistics (UBOS), a semi-autonomous body, will be implementing the enumeration exercise of National Population and Housing Census (NPHC) 2024 from 10th May 2024 to 19th May 2024 with the night of 9th May 2024 as the Census Night.. This nationwide exercise is crucial for gathering accurate and up-to-date demographic information, which is important for planning and development purposes. Census 2024 is going to be the first digital census and the 11th Uganda census , the sixth post independence census and the third census done by Uganda Bureau of Statistics. For a successful census, citizens should cooperate with enumerators by providing accurate information. It is also important to spread awareness about the

census within our communities to ensure widespread participation and understanding of its significance.

IMPORTANT DATES TO NOTE

10th to 19th May 2024 - CENSUS 2024

1st May - LABOR DAY

3rd June - UGANDA MARTYRS' DAY

9th June - NATIONAL HEROES DAY

Get Involved

Follow Citizen Report on social media to stay engaged! Connect with us on X- formerly Twitter, Facebook, Instagram, and TikTok. You can also access our tableau here to keep up with the latest updates, events, and initiatives. Comment, share, retweet, and engage with us online



Allan Amooti. 🇺🇬
@AllanKagwisagye

Follow ...

Not only is Buhweju my home district, but it's such a beautiful place and a calm place. It's very mountainous and very cold. Tea, millet and matooke are widely grown and cattle are plenty. Its people are very hospitable. It, however, has poor roads and high levels of poverty.

17:42 · 20/02/2024 From Earth · 20 Views

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Araali Anthony 🐱
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The kind of legislation we should be discussing. Not ready for minimum wage, barely any labor unions with any teeth - no wonder people have to work multiple jobs, have side gigs, and know a generous procurement officer just to survive.

The Citizen Report 🇺🇬 @Citi... · 08/02/2024

The International Labour Organisation (ILO) defines minimum wage as the lowest amount of payment that an employer must pay wage earners for the work they do within a specific time, and this amount cannot be lowered through collective agreement or an individual contract.



The Professor 🍏🐦
@mrugceo

Follow ...

I know my country perfectly

You got 10/10 correct answers

Impressive score! You've earned the right to brag about being an expert on Ugandan trivia.

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Test your knowledge of Uganda with our weekly quiz. #TriviaFriday

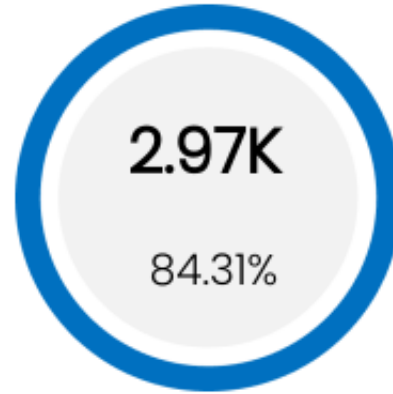
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Social Media Stats

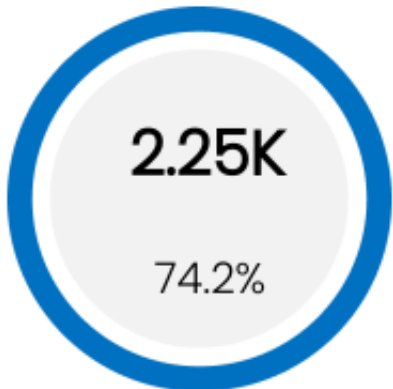
Average number of views



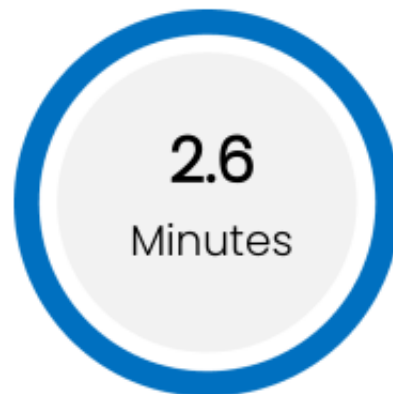
Average Start Rate



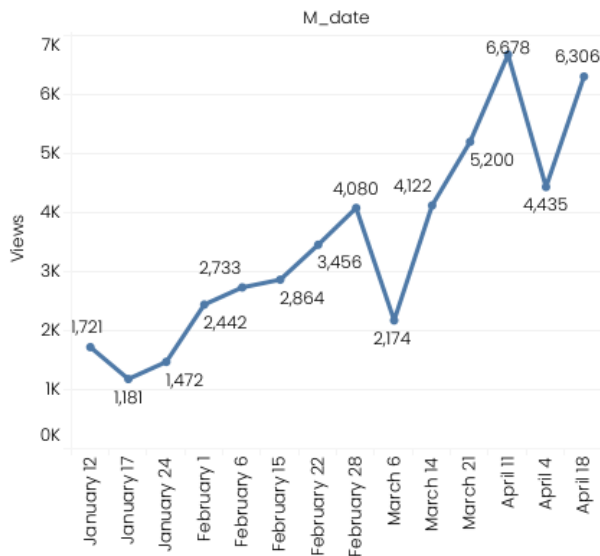
Average Completion Rate



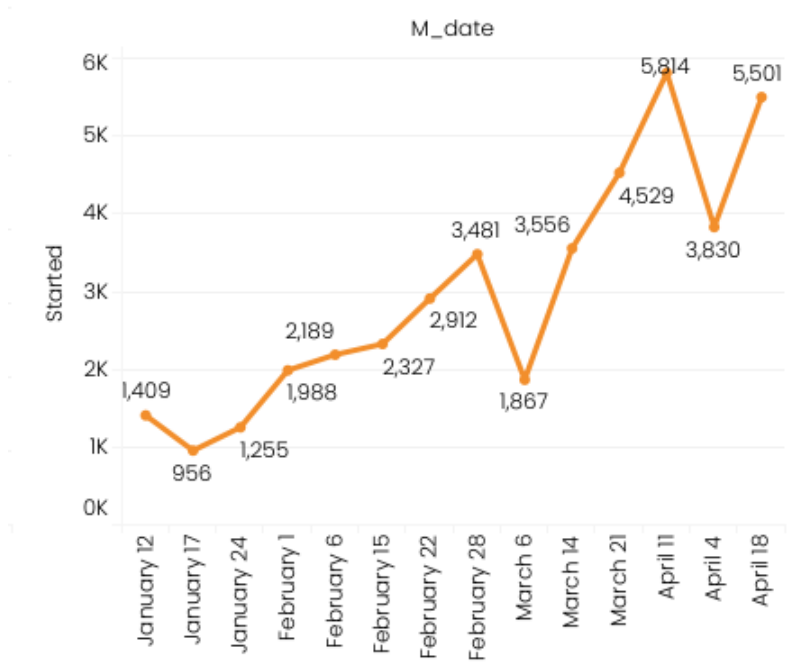
Average Completion Time



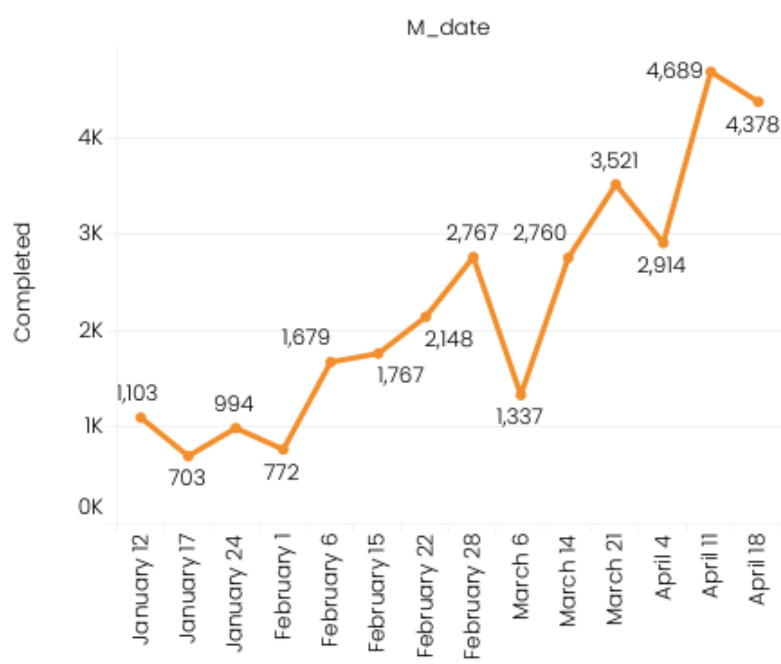
Total Number of Views by Day and Month



Total Number of Participants that Started the quiz by Day and Month



Total Number of Participants that Completed the quiz by Day and Month



See some more of our social media stats [here](#).

How you can support us

- Sponsor our team to conduct civic education in hard-to-reach communities - **550,000UGX** OR **150 USD per school**.
- Sponsor the printing and dissemination of the facts-on-facts game – **150,000 UGX** or **45 USD for 10 packets of the game**
- Sponsor the civic education clubs in schools to have internal and inter-school quizzes on civic education in Uganda – **1,200,000 UGX** or **450 USD per school per year for two school activities on civic education**.
- Sponsor social media promotion and boosting of the facts-on-facts game and trivia quiz on line – **350,000 UGX** or **100 USD per month on five social media platforms**.
- Sponsor school visits and to government institutions and offices – **1,850,000UGX** or **600 USD per school per trip**.

You can also be sponsor in the following categories

- **BRONZE SPONSOR – 500,000 UGX** or **145 USD** you get a TCR Civics Education T-shirt
- **SILVER SPONSOR – 1,500,000 UGX** or **500 USD** you get a TCR Civics Education T-shirt and Bottle
- **GOLD SPONSOR – 2,000,000 UGX** or **800 USD** you get a TCR Civics Education T-shirt, Bottle and Notebook
- **PLATINUM SPONSOR – 2,500,000 UGX** or **950 USD** you get a TCR Civics Education T-shirt, Bottle, Notebook, Pen and Bag

Please make all donations and gifts to;
 Bank Name: **Stanbic Bank Uganda Limited**
 Account name: **CITIZEN REPORT LIMITED**
 Account number USD: **9030018845694**
 Account number UGX: **9030018844310**
 Bank branch: **Metro**
 Swift Code: **SBICUGKX**
 Sort Code: **040847**

Or through MTN MOMOpay at: **599521**

The Citizen Report deeply values your support for any of our activities of your choosing aimed at helping us achieve our mission and vision. To recognize this generous support, we will incorporate acknowledgement of your support in the implementation and communication efforts.

Publications: Your financial support will be prominently acknowledged in Quarterly and annual program publications, including reports, brochures, and informational materials distributed

to stakeholders, partners, and beneficiaries. A dedicated section will be included in these publications, explicitly recognizing PRM's contribution to the program.

Social media: We will regularly post on our social media platforms, including Twitter, Facebook, and LinkedIn, to acknowledge your support. We will tag your Twitter and/or Facebook account, ensuring that you are directly notified of our gratitude.

Website: A dedicated section on our website will acknowledge your financial support for the program. This section will provide information on the program activities supported by you and express our appreciation for your partnership and commitment.

Through these comprehensive branding and marking strategies, The Citizen Report aims to demonstrate our appreciation for your support and ensure that your investment in our mission receives the recognition it deserves. We are committed to maintaining transparency and accountability in acknowledging our funding sources and fostering continued collaboration with other partners in our civic engagement efforts.

Closing Message:

As we wrap up this newsletter, we want to thank you for your support and engagement, especially in our social media activities like Friday trivia. Your participation adds joy and fosters a vibrant community.

To our donors, we extend our deepest gratitude for your commitment and support. Your contributions drive our mission and empower us to make a meaningful impact. Thank you for believing in us.

Stay tuned for more updates and stories. Thank you for being part of the Citizen Report family!

