



TRIPARTITE WORKSHOP ON NATIONAL OCCUPATIONAL SAFETY AND HEALTH GOVERNANCE IN UGANDA

OSH GOVERNANCE SITUATION IN UGANDA

PRESENTED BY

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Background



Uganda is a land locked country situated in East Africa with a total surface area of 241,038Km²

Its population is estimated at 34.8 million people (Uganda National Household 2009/2010)

Uganda's population is projected to increase to 37.9million in 2015

- The share of the population aged below 18 years constituted about 57%. Young people from 0 – 30 years make up about 78%.

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- labour force rose to 11.5 million persons in 2009/10 from 10.9 million persons in 2005/06. This represents a labour force growth rate of 4.7% per annum, which is higher than the population growth rate
- About 75% of the labour force is below 40 years.
- 30% of the total labour force is illiterate and
- Close to 77% have had education below secondary school

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390,000 labour market entrants annually, yet the number of jobs created by the formal sector both public and private is only about 130,000 – one third of the labour market

entrants – leaving 260,000 unemployed and this definitely causes a great challenge in addressing working conditions

INSTITUTIONAL, POLICY AND LEGAL OSH FRAMEWORK

- OSH Department in the Directorate of Labour, Ministry of Gender, Labour & Social Development is the Custodian of OSH issues in the country.
- The Department administers and enforces the OSH Act, 2006 and its subsidiary legislation
- OSH services in Uganda are centralized unlike labour and industrial relations services
- The National OSH Policy development is under process

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- **Mission of the Department:** To ensure the existence of safety and health at all workplaces and work environment



Mandate: To Evaluate and control the physical, chemical, physiological, social and technical factors that affect a person at work and the work environment.

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- **Objectives of the Department:**
 - Minimize occupational accidents, diseases and injuries
 - Promote good health of the worker at the workplaces
 - Promote good working conditions
 - Promote construction of safe and healthy workplaces
 - Promote awareness of OSH among workers, employers and general public

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- Functions of the Department
 - Carry out routine, specialized and statutory inspection of workplaces
 - Identify occupational hazards and putting in place measures to control their occurrence
 - Ensure the provision of adequate occupational health services
 - Enforce OSH Act, 2006
 - Ensure safe handling and use of toxic chemicals

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- Carry out medical inspections of workplaces
- Carry out research and analyse causes of industrial accidents and health hazards
- Monitor, record and interpret OSH statistical data
- Investigate illnesses arising out of different economic activities
- Organize seminars/courses on OSH
- Set and enforce OSH standards
- Coordinate implementation of OPCW

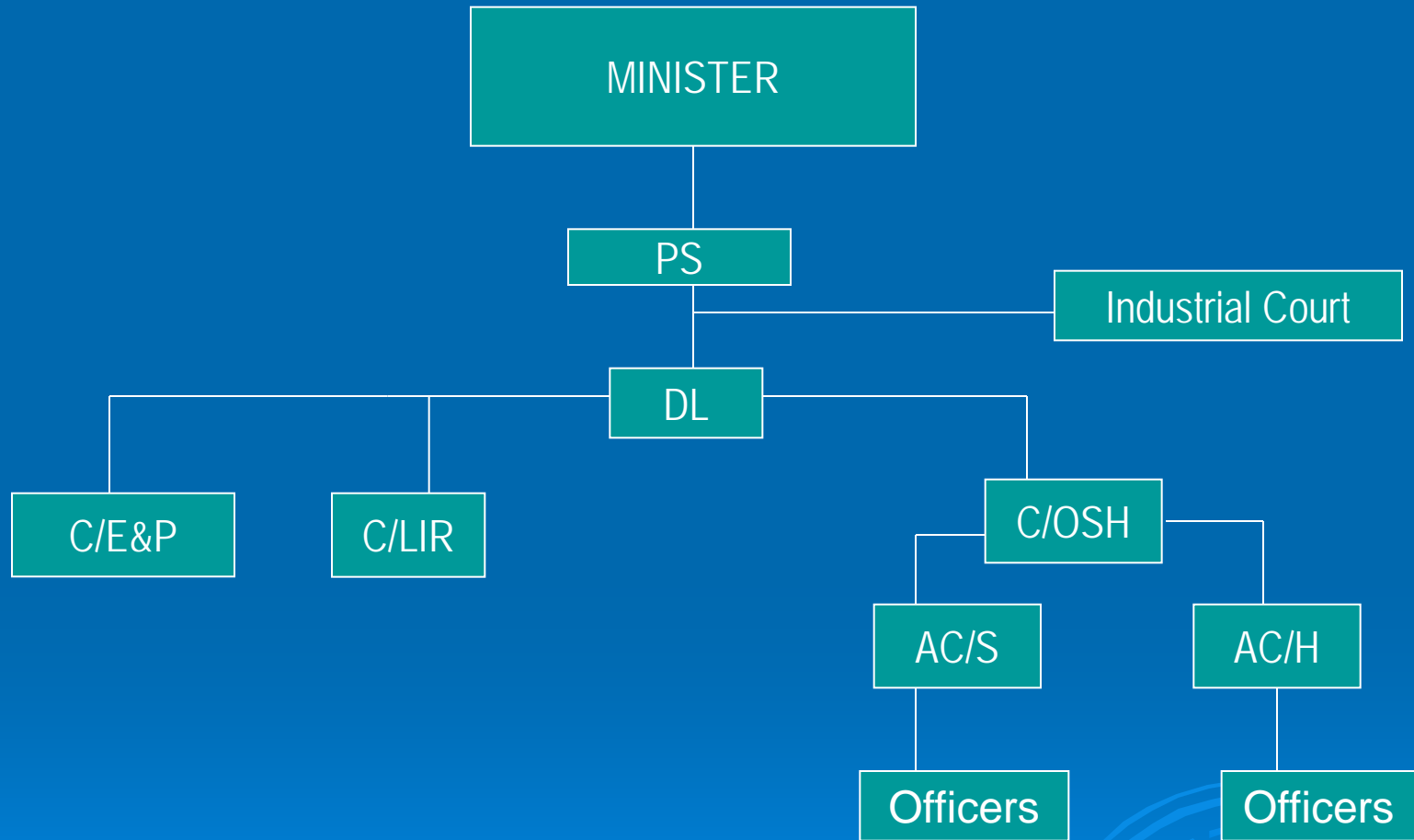
OSH STRUCTURE

- The Department has two divisions:
 - Safety Division
 - Health Division
- **Safety Division** deals with construction, electrical, mechanical, gas installations and general safety inspections.
- **Health Section** carries out medical surveillance of workers analysis and research on causes of workers ill health in different economic activities
- **Hygiene Section** evaluates and analyse hazards at workplaces and working environments

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Institutional Structure



Staffing

- The approved Structure provides for 42 inspectors
- 24 Inspectors (Occupational Hygienists; Specialized Safety Inspectors for Construction, Mechanical & Electrical; Occupational Physicians; General Safety Inspectors; Occupational Nurse; and Lab Technician) are currently employed
- This is against 1:500 workers as per ILO desired standard
- Recruitment and Deployment is by Public Service Commission

OSH Staffing qualifications

Bias in Natural Sciences (Engineering, Medicine, Chemistry, Environment Management/Science, Public Health among others)

Additional OSH skills development /training is requirement.

Specific Programs/Projects

1. Strengthening Safeguards, Safety and Health at the Workplaces Project, worth US \$ 15 million. This is a four year programme which was developed by OSHD and has been approved by the Development Committee in the Ministry of Finance, Planning and Economic Development for funding.

- Its implementation will start next FY 2013/14

Results / Achievement So far

- Approximately over **400 workplaces** are inspected annually
- The Department undertakes enterprise level sensitization programs
- The OSH Inspection Checklist is in place
- Over **UGX 100 million as Non Tax Revenue** is collected from registration of workplaces and plant & equipment examination as statutory fees
- Some **OSH Regulations have been developed** and others are in the process of being completed
- Over 50 EIAs & 20 are reviewed annually

Challenges

- I. Low levels of staffing
- II. Low levels of staff training in OSH management skills
- III. Inadequate funding. No funds have been received from Donor community. We rely on Government funding

Conclusion

The importance of OSH to our existence cannot be overemphasised. Closer inter-agency coordination and monitoring should be at the apex of any Nation.

Think Safe, Act Safe & Be Safe

END OF My Presentation

THANK YOU