



Welcome Remarks

by

**Mr. Pius Bigirimana, Permanent Secretary, Ministry of
Gender, Labour and Social Development**

At the

High-Level Validation Workshop of the Employment

Diagnostic Analysis At

Gardenia Hall, Imperial Royale Hotel, Kampala

On

25 April 2018

Our Guest of Honour – Rt. Hon. General Moses Ali, 1st Deputy

Prime Minister,

Cabinet Ministers and Ministers of State here present,

Honorable Members of Parliament,

Colleague Permanent Secretaries,

Other Heads of Government Ministries, Departments and

Agencies,

Representatives of NOTU, COFTU and FUE,

Members of the Diplomatic Corps and development partners,

Members of the private sector,

Ladies and gentlemen,

**It is my pleasure to give welcome remarks at this landmark
workshop in which we not only validate the Employment**

Diagnostic Analysis - EDA – but most importantly, deliberate with the aim of finding strategies that will address the employment challenge that we all know too well.

EDA does not provide answers – that is left to us here to do.

EDA simply tells us the status of employment in the country and identifies the constraints why inclusive job-rich growth has not happened. With this knowledge base, the policy makers are able to identify priority areas for action in enhancing the prospects for productive employment and progress on employment targets.

I must sincerely thank the political guidance that I received from my Minister, Honorable Janat Balunzi Mukwaya right from the time we started this EDA exercise. As soon as she was appointed to head the Ministry of Gender, Labour and Social Development, one of her priority areas of action included trying to better understand the employment

challenge this country faces. This entailed undertaking the EDA. Her support and leadership has been most gracious and helped shape the direction, till this stage.

The technical team, which I am glad to head, took the mantle and I am confident that the product before you is a valuable additional to the arsenal of information that we so very much need.

The report has many messages, and I leave that to you to discuss for yourselves at the workshop. However let me say three things:-

One, is the importance of embedding employment in the national macroeconomic framework. We have had a number of discussions on this matter in the past, but it looks like we still have a long way to go. We would like to move as one, speak with one voice – Ministries, Departments and Agencies; Workers; Employers; Private Sector; and Development

partners. However we seem to be preoccupied in our imaginary silos doing our little things in bits and pieces and forgetting that sustainable livelihoods through jobs should be a main focus.

Two, is the need for donor coordination. As a country, we are very clear on our way forward as agreed to in the many policy documents we have, such as Vision 2014 and MDP II. However, we remain uncoordinated, due partly to the inability of our development partners to move with us in the same direction. In the end we have a piecemeal approach to major challenges, like jobs. This we need to tackle.

Three, is the question of planning and financing employment. Employment doesn't just happen. It has to be planned. Beyond planning, funding must be in place to ensure a holistic approach. It is a question of prioritization. In our various Ministries, Departments and Agencies, we need to be

cognizant of this fact for jobs to be created. Otherwise we will be pulling in different directions. I look forward to working with all of you here to ensure that planning for jobs is given the due attention it deserves.

On our part, at the Ministry of Gender, Labour and Social Development, we shall continue to build the technical capacity of staff, with a view to ensuring that our research and policy work responds to the ever changing challenges of the day.

Now we know the problem.

At the end of today, we hope to have charted a course toward “A Multi Sectoral Approach to Inclusive Growth and Employment Creation”. Our major areas of focus will be drawn from the outcomes that will come out of this hall. We will ask that all assembled here accompany us on the journey as of ensuring that the strategic proposals that will emerge from

this workshop are mainstreamed into government programmes.

We would like to make such events more regular. We are thinking of going thematic, sectoral and regional in terms of additional studies and dialogues. While we will continue to partner with you, this should position the Ministry as the true home of policy advise on "jobs".

I look forward to the support of all of you assembled here for your guidance in shaping the future of work in Uganda.

I thank you.