

# Labour Market Study Report

## Training and Entrepreneurship Opportunities For Youth in the Albertine Graben of Uganda

### HOIMA AND KIBAALE DISTRICTS

May 2016©

**TABLE BELOW SHOWS SAMPLED DISTRICT AND SUB COUNTIES WHERE MAPPING WAS DONE**

<b>Local Implementing Partner</b>	<b>District</b>	<b>Mapped Sub-county</b>	<b>Number of Youth respondents in the district</b>	<b>Number of Key Informants</b>
ECO-AGRIC UGANDA	Hoima	-Kiziranfumbi Sub-county -Kabwoya Sub-county -Buhimba Sub County	410	445
	Kibaale	-Mataale Sub-county -Bubango Sub-County -Mugarama Sub County	160	195

### KIBAALE DISTRICT

KIBAALE became a District of Uganda in November 2000 by act of Parliament. Located in Western Uganda and can be accessed from Kampala, the Capital City of Uganda, either through Mbarara Town via Ibanda or Mubende - Fort Portal road via Fort Portal. This is a distance of over 400km. It borders Hoima in the west, Ibanda in the south-Southeast and Bushenyi in south, Kabarole in Northwest and Kyenjojo in the North and Northeast. Estimated at 421,470 (UBOS NPHC 2014), the population of KIBAALE district exhibits interesting demographic characteristics. Total fertility rate is at 6.9, with children below 18 years accounting for 57% of the population.

The District receives fairly well distributed bimodal annual rainfall averaging 1200mm throughout the year for most parts. The district has temperatures averaging between 20o- 30oC(maximum) in most parts. This climatic condition is quite favourable for crops, pastures and water availability for livestock in the district.

KIBAALE District occupies an estimated land area of 243.9 Square kilometres. The table below indicates land use patterns in the district.

**Table 4. Land Usage**

Type of land use	Area in Square Km	Percentage coverage %
Farm land	1,200	49.19
Tropical high forests	254.5	10.43
Woodland	271.2	11.12
Bush	39.9	01.64
Grassland	533.7	21.88
Papyrus reeds/swamp	75.2	03.08
Built up area	0.7	00.03
Open water	64.1	02.63
<b>Total</b>	<b>2439.3</b>	<b>100%</b>

Source: National Biomass study carried out by the National Forest Authority in 2013

Socio-economic characteristics of the district indicates that a cross-section of people in most parts of the district engages in cultivation of maize crop (beyond subsistence level). Other crops grown include Bananas, beans Finger millet, cassava, Groundnuts, sweet potatoes and Potatoes (Irish). Major Cash crops grown include coffee rice, maize and beans. Of recent, there has been a major drive in upland rice growing in all Sub counties.

Other livestock animals kept include; goats, sheep, pigs and chicken. For commercial value, cattle are a viable enterprise, followed by goats and pigs. They are kept more or less on free-range basis. To improve on the current breeds, provision of better breeds such as Boran bulls, Boer goats is essential.

Both Fish catch and fish farming are activities of significant importance as they greatly contribute to the wellbeing of the people of KIBAALE. Fish catch is mainly from Lake George and river Mpanga while fish farming is mainly practiced in Kicheche Sub county Busiriba, and Kahunge. Due to the nature of vegetation cover, people practice apiculture which of recent the products have a high demand both within and outside the district.

## HOIMA DISTRICT

The total surface area of Hoima District is 3,389.8 sq.km. Of this, the total land area is 2,911.3 sq.km, the total area of water bodies is 409.7 sq.km and the total area for wetlands is 68.8 sq.km. About 63% of the land area is occupied by nature and wildlife conservation schemes and other government projects such as prison land and irrigation farming. The population is concentrated on the stretch between the Western Rift Valley basin. The population density is over 450 persons per sq. km and the rural population growth rate is over 6.4% per annum. The soils range from clay loams, sand loams to marrum in most areas of the district. Vegetation is mainly open Savannah grass which is, in some places, mixed with woodland. Hoima district is famous for the Mountains of the Moon. The Rwenzori ranges, including the Margherita and Stanley peaks, can be viewed and accessed from the district.

The district experiences bimodal rainfall pattern. The first rains are short and occur during March-May and the longer rains from August-November. Annual rainfall ranges from 800mm-1600mm, and is greatly influenced by altitude. Alongside, there exists wide temperature variations influenced by altitude from rather high temperatures at the plains to as below zero at the summit.

Hoima District population is currently estimated at 702,029 (UBOS, NHPC 2014) people, of which females are 363,233 while males are 338,796. The population growth rate was estimated at 3.6% per annum. The majority of the population i.e. about 53% resides in Busongora County while the rest reside in Bukonzo County.

According to the recently concluded Population and Housing Census, the abstract report for Hoima district indicate that of the working population enumerated then, over 70% of the people are subsistence crop farmers, 6% were associate professionals and 5% were craft and related products' workers. Only 0.2% of the population are in the managerial and seniors officers' level and yet these are the categories that have high pay. 1.7% of the population were subsistence livestock and fishery workers, 4.4% were wholesalers and retailers, 1.3% were market oriented agricultural workers and 2.6% were machine operators.

The major types of cash crops grown in the district include: coffee, cotton, passion fruit, pineapples, mangoes. The major food crops grown include: maize, beans, matoke, sweet potatoes and cassava. Coffee is mainly grown in the mountainous parts of the district. Cotton is grown in the low lands which are flat. The food crops are spread throughout the district but mainly do well in the low lands. The Kitwamba-Hima area is a major maize growing belt in the country. The animals reared include: cattle, goats, sheep, pigs and poultry. Hoima District Animal Census 2014 by type of species indicate as follows:

**Table 5. Livestock Population**

Species	Improved Breed	Local Breed	Total
Cattle	2,100	48,000	50,100
Goats	1,500	39,000	40,500
Sheep		2,979	2,979
Pigs	6,600	1,800	8,400
Chicken	10,000 Layers 20,000 Broilers	87,000	117,000
Rabbits			4,600

Source: District Production Department 2014

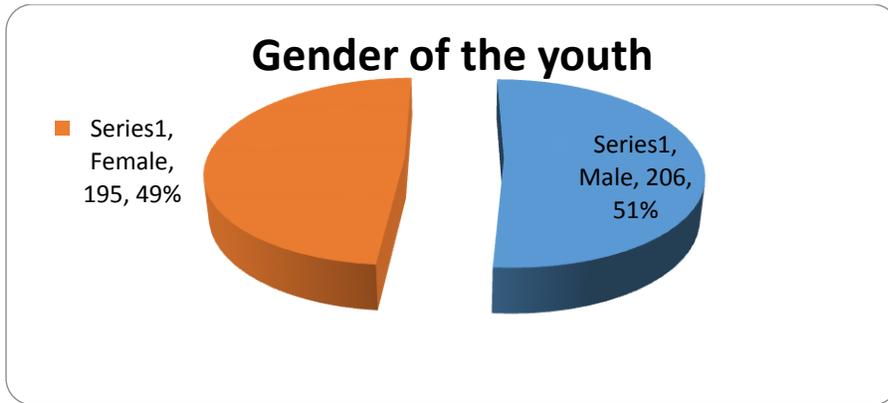
Cattle rearing is more prominent in the sub-counties of Munkunyu, Lake Katwe, Kabwoya , Katwe Kabatoro TC, Rukoki, Buhimba Sub County and Kitwamba. Goat rearing is spread throughout the district. Chicken farming has more than tripled since the NAADS intervention beginning 2007. There are few licenced animal drug shops in the district.

Fishing is mainly practiced on the landing sites of Kasenyi, Hamukungu and Kahendero on Lake Goerge and Katunguru and Kayanja on Lake Edward. In the past fish ponds were introduced but the majority of them have since gone bad except for a few ponds in Bugoye sub-county, Ihandiro and Kitholhu sub-counties. The major fish catch specie is tilapia. There is a beach management unit at every landing site.

There are 70 cooperative organisations in the district of which 6 are for women. Most markets in the district are weekly and mainly deal in agricultural related products. There is one agro processing plant found in Hoima Town Council i.e. Reco Industries Ltd. They produce fruit juice, chilli sauce, pepper, and other products.

## Key emerging issues from the study per district

### HOIMA DISTRICT



Source: Primary data

**Figure 21 Respondents by gender**

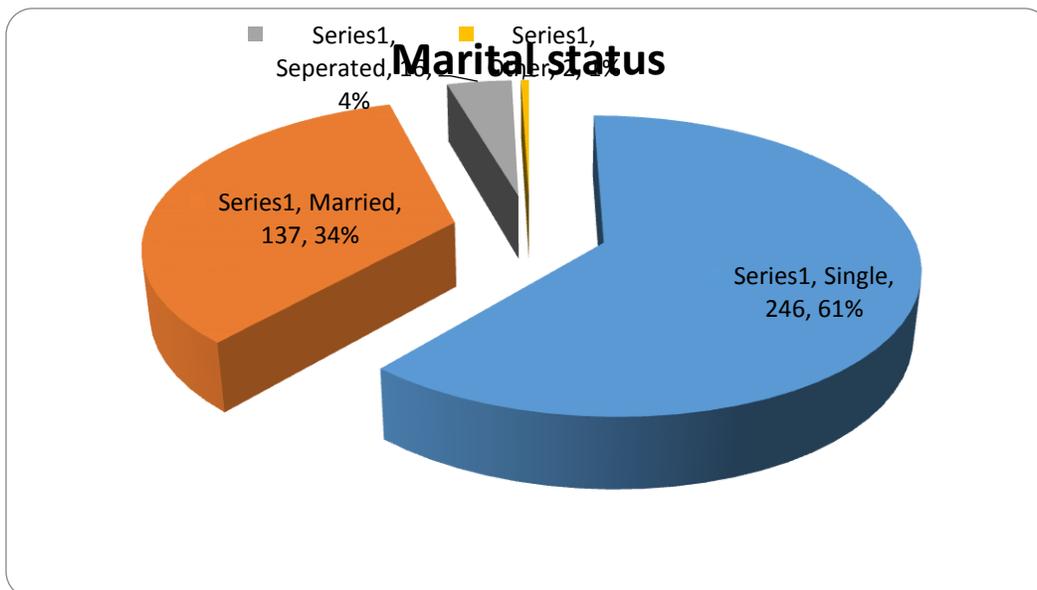
Out of four hundred and one respondents 51 % were male while 49% were female youth. This indicates that majority of the youth who participated in the study were male.

**Table 13 Respondents by age**

Age group	Frequency	Percentage
12-15	41	10.2
16-22	202	50.4
23-24	45	11.2
25-26	25	6.2
27-28	44	11.0
29-30	44	11.0

Source: Primary data.

Age bracket 16-22 indicated the highest being 50.4 percent of the youth interfaced with during the study.



Source: Primary data

**Figure 22 Respondents by marital status**

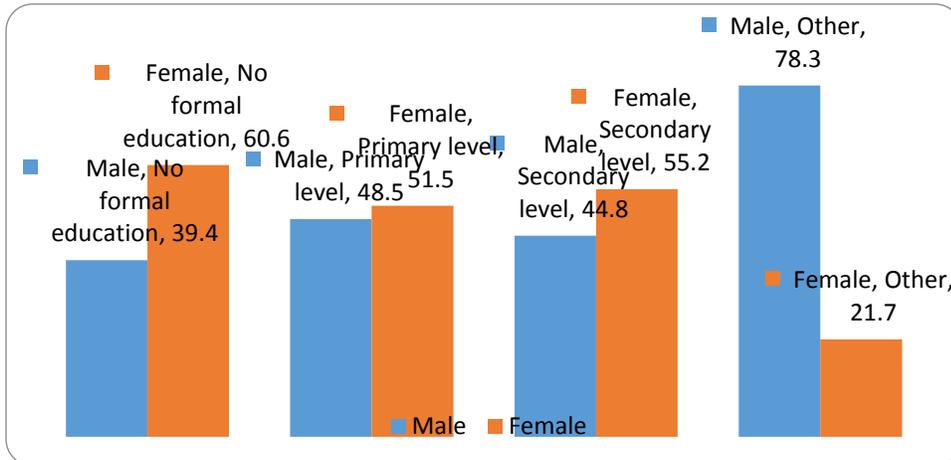
The data analysed indicates that majority of the youth interviewed were single, followed by married youth most of whom indicated that they have family obligations.

**Table 14. Respondents by dependants (Financial)**

Number of dependants	Frequency	Percentage
0	193	48.1
1-2	103	25.7
3-4	66	16.5
5-6	24	6.0

**Source: Primary data**

In the table above, the youth who had dependants were more than those without dependants reflecting the financial burden on them.



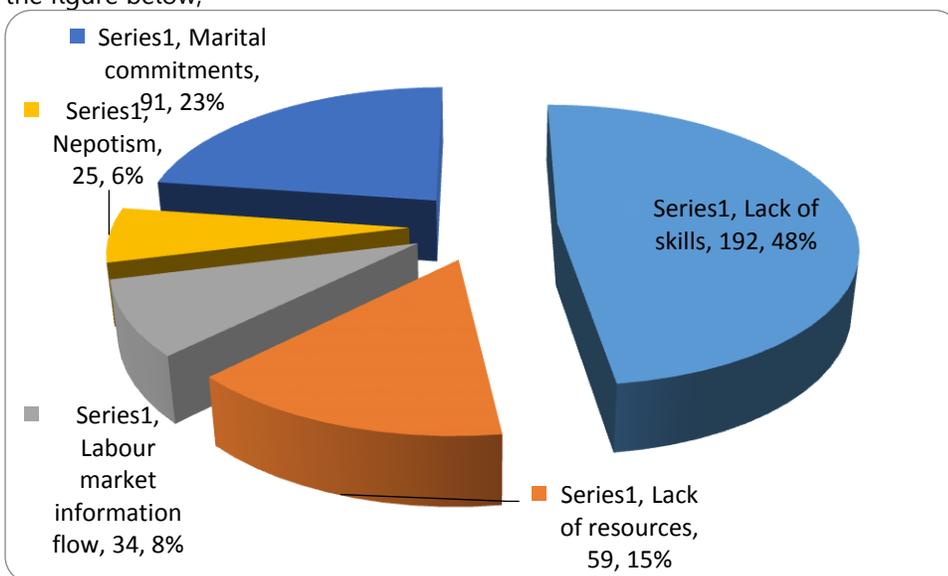
**Source: primary data**

**Figure 23 Level of education by gender**

Most youth were in non-formal and primary levels of education with limited skills to enable them enter the labour market. Even those we interfaced with, who had secondary and post secondary education lacked practical skills for both public and private sector engagement.

**Constraints that youth out of school face in accessing labour market opportunities**

As per the data collected from the youth themselves, they indicated the following constraints as analysed in the figure below;



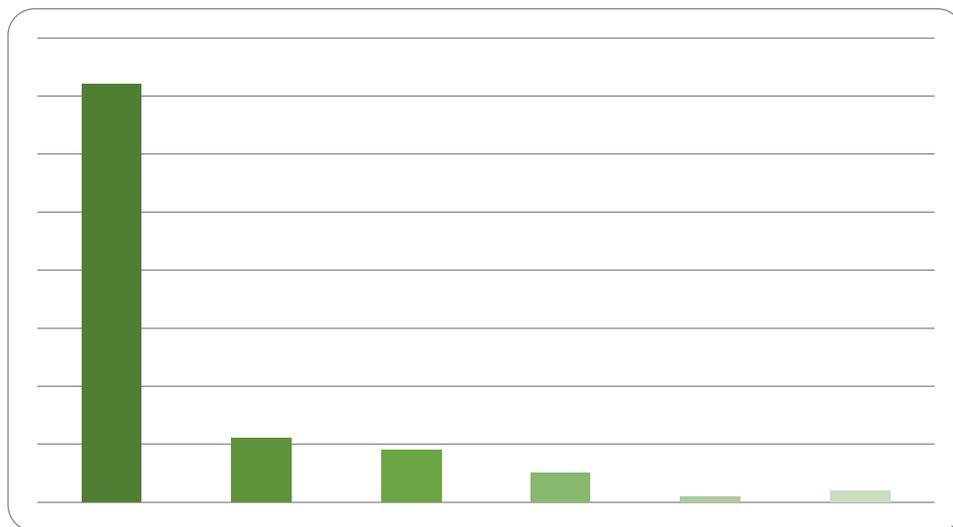
Source: Primary data

**Figure 24. Constraints for labour market entry**

Lack of skills is the major constraint to the youth out of school to enter the labour market. This is compounded by marital commitments due to the reported early marriages as per the district's key informants.

### Growing sectors with potential labour opportunities for Youth

Interface with key informants which were mostly district officials (District Community Development Officer, District Commercial Officer, District Education Officer, District Agricultural Officer, District Labour Officer, District Probation Officer and the District Planner) mentioned that the major growing sectors in Hoima were the following as indicated the figure below.



Source: Primary data

**Figure 25 Growing sectors in the district**

Agriculture was mentioned as the major source of livelihood in the district, whereby people in the mountains grow crops and people in the low lands are cattle keepers. Construction sector has been growing steadily since stability returned to the district. Communication especially ICT related activities like mobile phones, mobile money and internet use is also on increase. The district is bordering two national parks; Queen Elizabeth and Rwenzori Mountain which are tourist attraction centres. Industrialisation both at small scale level and large scale like Hima cement industry contribute a lot to the development of the district. The mining industry is currently dominated by salt mining on Lake Katwe and Lime at Kabwoya .

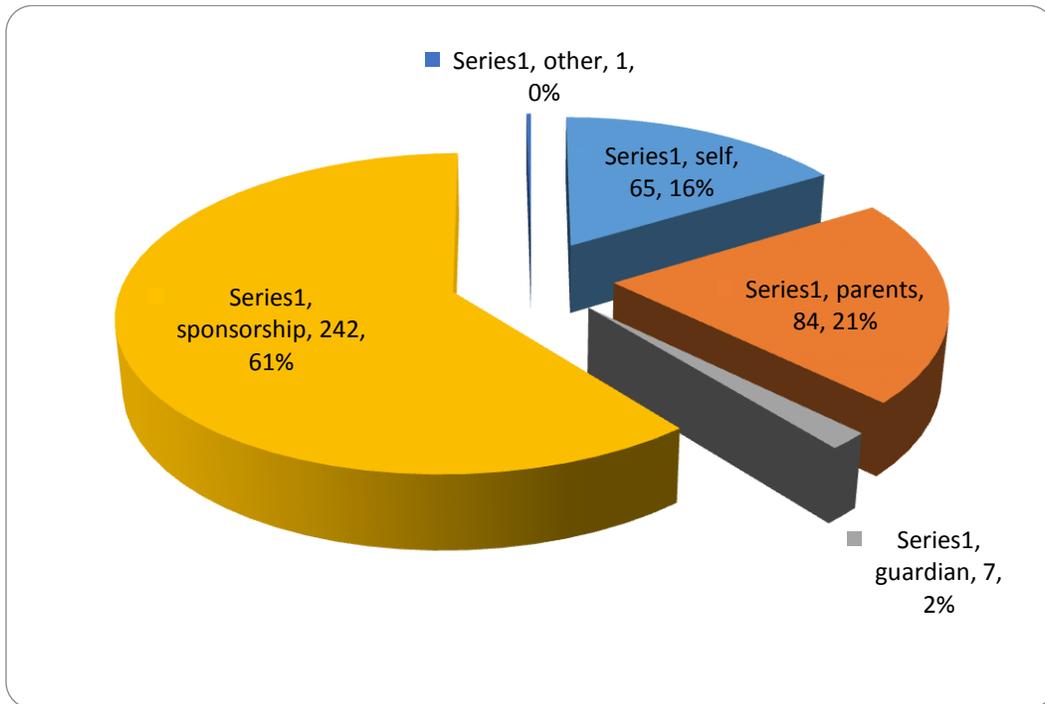
### Vocational training and apprenticeship providers

According to key informants at the district and the study team visit to small scale industries, identified the existence of a multiple of skills training providers both in Hoima Municipality and Buhimba Sub County . These included RECO industries, Metal fabrication enterprises, carpentry units, food processing and packing enterprises, Hima cement industry, tailoring workshops and Kabwoya lime industries.

Both in Buhimba Sub County and Hoima Municipality, there are vocational training institutes, the main one being Hoima Youth Vocational Training Institute which was established under the presidential pledge with the support of Belgium Technical Cooperation under Skilling Uganda program, the institute is being expanded and equipped to effectively handle both formal and non formal skills training for the youth.

The private sector in Hoima Municipality is active, thus a potential for apprenticeship training, placement of students and industrial training which can be a potential source for employing the trained youth under SOY.

Focus group discussion with the care givers, revealed the lack of school fees to enable them support the OVCs into the existing vocational school. This was compounded by the long distance which made it impossible for the learners to be non residents. Data generated from the questionnaire which was administered to the youth showed that if they were to join vocational institutions, 97.8 percent would require full sponsorship. This was analysed and indicated in the figure below.



Source: Primary data

Figure 26 Ability to pay training fees

### Marketable opportunities for the youth and their care givers per district

While generating potential marketable opportunities for the youth in Hoima District whose major constraint to access labour market was lack of skills, market observation, focus group discussion with the care givers, engaging the youth themselves and key informants were key avenues used through the study. The data gathered was analysed and results are presented as below;



Source: Primary data

Figure 28 Priority trades by gender

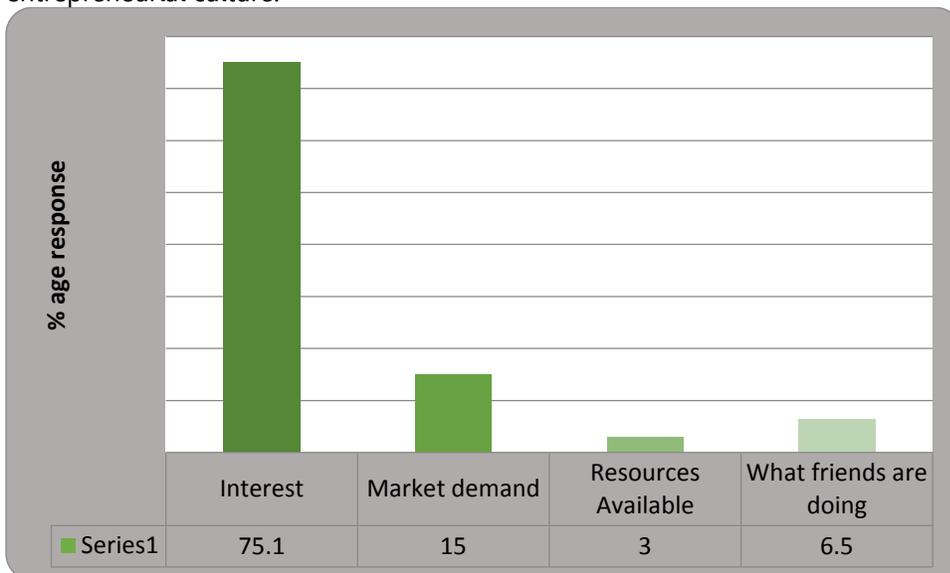
This was assessed among the youth at two levels. Level one was self employment versus wage employment, and level two was interest in taking up a career in the prioritised opportunities. Data generated from the youth was analysed and presented as below;



Source: Primary data

Figure 28 Entrepreneurial culture

The majority of the youth expressed the need for self employment which reflects a high level of entrepreneurial culture.

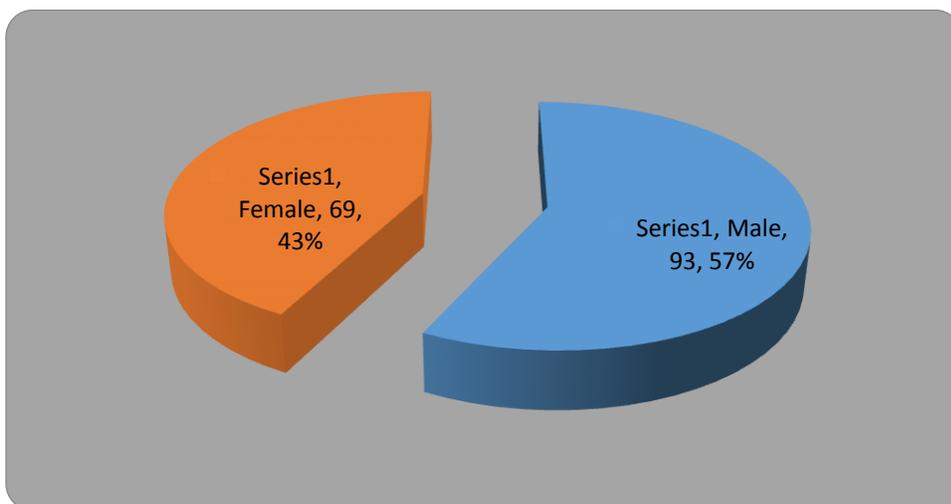


Source: Primary data

Figure 30 Criteria used in opportunity selection

A high percentage indicated interest as a key driving force in taking up these opportunities, an indicator of possible high level of sustaining their enterprises.

## KIBAALE DISTRICT



Source: Primary data

Figure 31 Respondents by gender

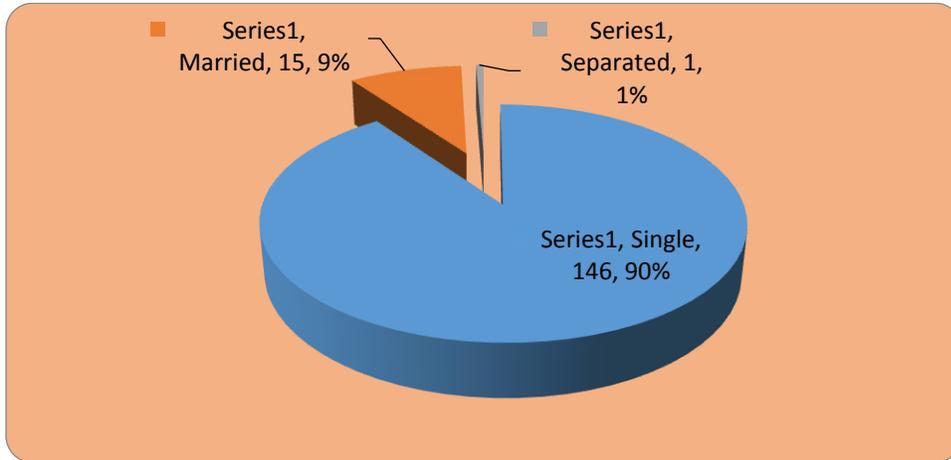
Out of one hundred and sixty two respondents 57 % were male while 43% were female youth. This indicates that majority of the youth who participated in the study were male.

**Table 15. Respondents by age**

Age group	Frequency	Percentage
12-15	17	10.5
16-22	100	61.7
23-24	29	17.9
25-26	9	5.6
27-28	7	4.3

**Source: Primary data**

Age bracket 16-22 indicated the highest percentage of the youth interfaced with during the study.



**Source: Primary data**

**Figure 32 Respondents by marital status**

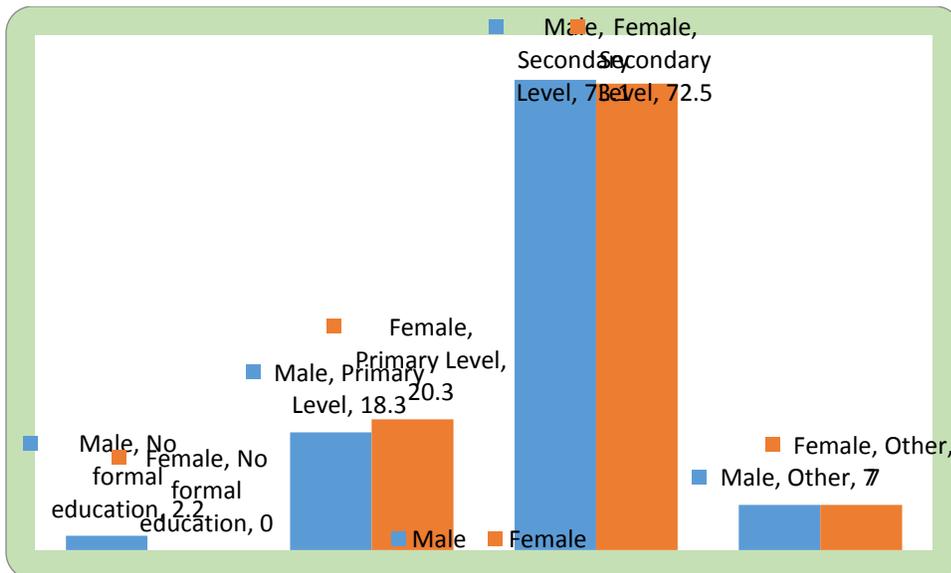
The data analysed indicates that majority of the youth interviewed were single although they indicated that they have family obligations.

**Table 16 Respondents by dependants (Financial)**

Number of dependants	Frequency	Percent
0	126	77.8
1-2	23	14.2
3-4	9	5.6
5-6	2	1.2
Above 6	2	.7
Total	90	100.0

**Source: Primary data**

In table. 16 above, the highest number of youth had 1-2 financial dependents reflecting the financial burden on them.

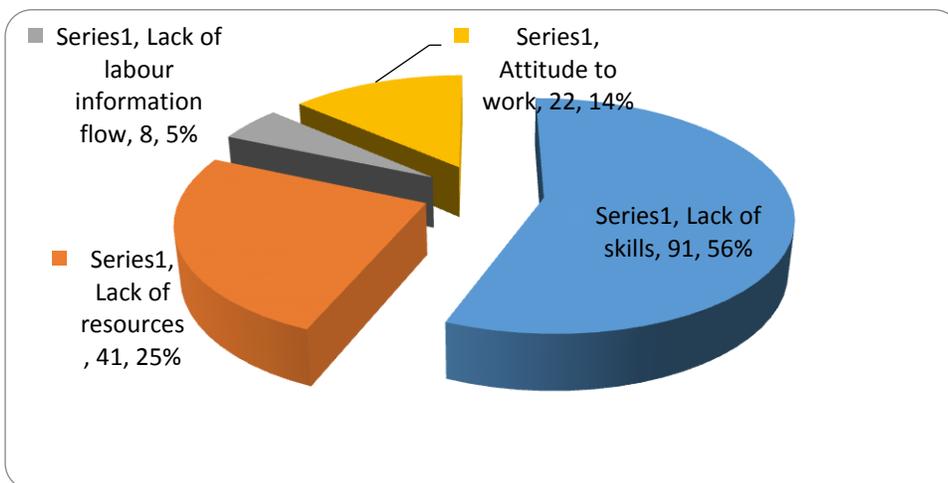


Source: Primary data  
**Figure 33 Level of education by gender**

The majority of the youth interviewed left school at secondary level with limited skills to enable them enter the labour market.

### Constraints that youth out of school face in accessing labour market opportunities

As per the data collected from the youth themselves, they indicated the following constraints as analysed in the figure below;



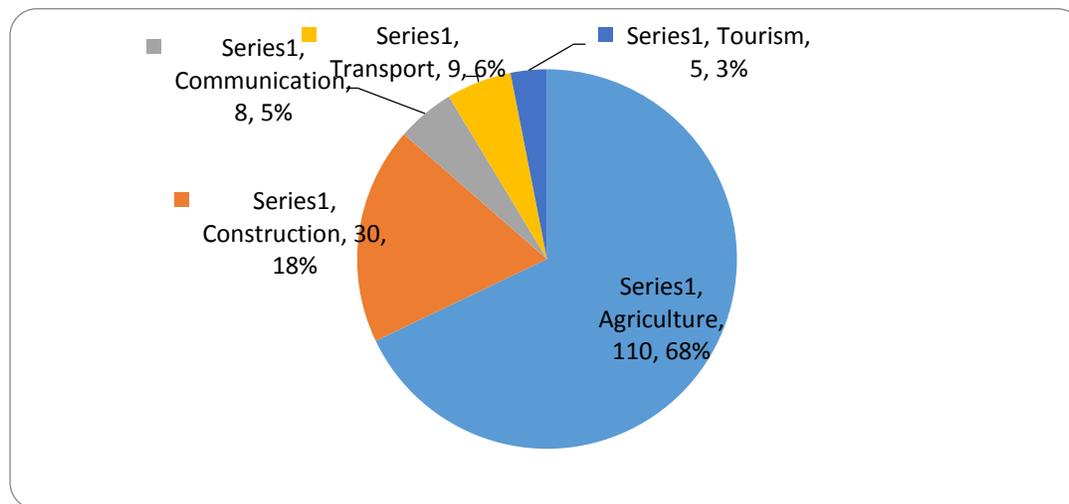
Source: Primary data  
**Figure 34 Constraints for labour market entry**

Lack of skills is the major constraint to the youth out of school to enter the labour market. This is compounded by lack of resources from which the youth could develop products to put to market. The major resource in KIBAALE District is also land which belongs to the care givers/ parents however, the focus group discussions we had with care givers indicated they are willing to provide land for production to the youth if they changed their attitude towards agriculture. Therefore, it was observed that the success of the program will have a higher bearing on involving the caregivers. Poor attitude to work was also mentioned as most youth preferred participating in activities with quick returns such as game betting and gambling which most of the times the respondents reported that they lose, making them more vulnerable. This also requires engaging the care givers to provide career guidance and identifying role

models within the community who could provide mentorship support to the youth. Youth mentioned that they are not known by the potential employers and likewise the employers do not know these youth as potential employees, thus existing gap in the flow of labour information.

### Growing sectors with potential labour opportunities for Youth

Interface with key informants which were mostly district officials (District Community Development Officer, District Commercial Officer, District Education Officer, District Agricultural Officer, District Labour Officer, District Probation Officer and the District Planner) mentioned that the major growing sectors in KIBAALE were the following as indicated the figure below.



Source: Primary data

Figure 35. Growing Sectors in the district

Agriculture was mentioned to be a growing sector estimated at 68% followed by construction at 18%. Communication which they indicated comprise of mobile phones, mobile money (IT) was estimated at 5% in the district. Transport especially by Boda boda motorcycles and boda boda bicycles was mentioned to be growing due to the rural setting of the district and the nature of roads which cannot be used by motor vehicles all the year round.

### Vocational training and apprenticeship providers

In KIBAALE apprenticeship providers that exist and were interfaced with were in the areas of hair dressing, carpentry, and tailoring, welding and metal fabrication. In rural sub counties the enterprises that would provide apprenticeship and industrial training opportunities were at a very small scale.

The assessment team was able to interface with one vocational institute located in Mugarama Sub County that offers carpentry and joinery, brick laying and concrete practice, tailoring and garment cutting, cosmetology, motor vehicle mechanics which would be a key stakeholder in this project.

The private sector in KIBAALE seems not to be vibrant in the area of skill development provision, limiting apprenticeship placement and industrial training opportunities.

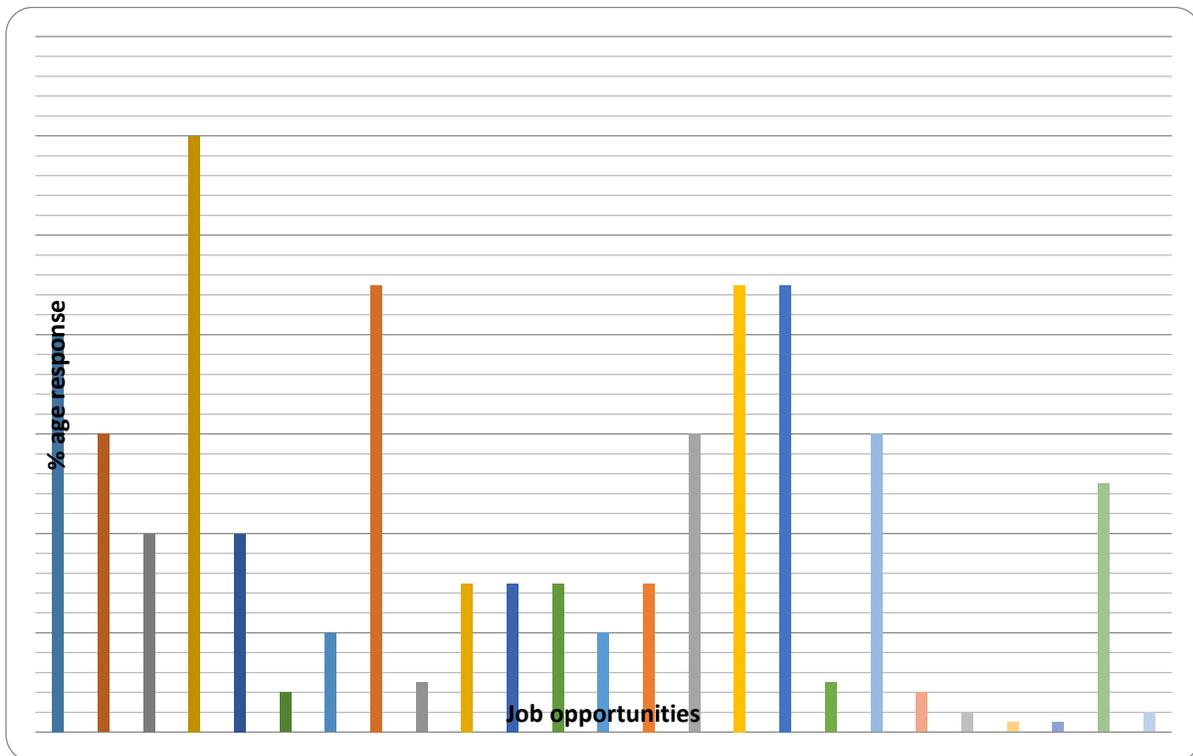
While interfacing with care givers during focus group discussion, it was reported that financial constraints has been a key factor in limiting OVCs from accessing vocational training centres. Data generated from the questionnaire which was administered to the youth showed that if they were to join vocational institutions, 66.7 percent would require full sponsorship. This was analysed and indicated in the figure below.

	<b>Frequency</b>	<b>Percent</b>
Self	12	7.4
Parents	31	19.1
Guardian	11	6.8
Sponsorship 100%	108	66.7
Total	162	100.0

**Source: Primary data**

### Marketable opportunities for the youth and their care givers per district

While generating potential marketable opportunities for the youth in KIBAALE District whose major constraint to access labour market was lack of skills, market observation, focus group discussion with the care givers, engaging the youth themselves and key informants were key avenues used through the study. The data gathered was analysed and results are presented as below;



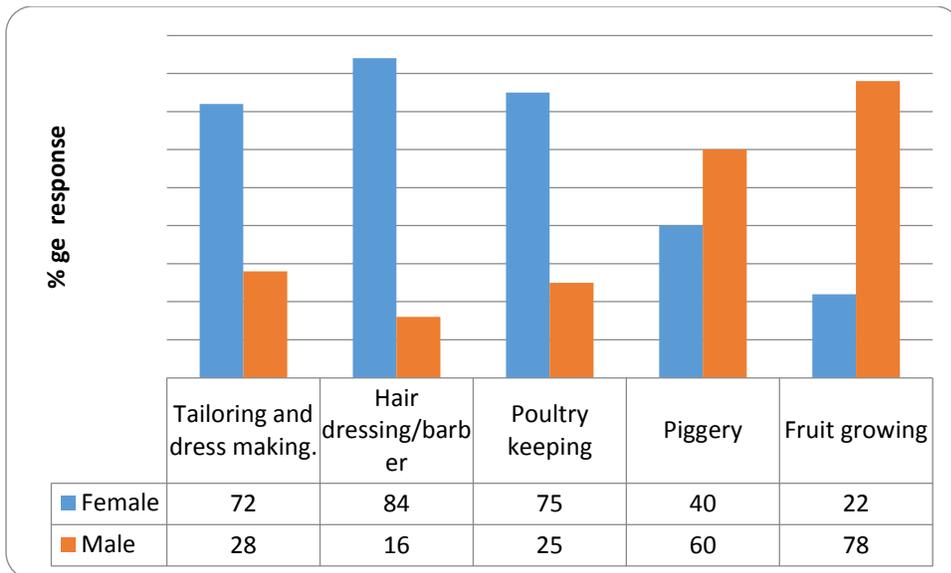
**Source: Primary data**

**Figure 36 Analysed Marketable opportunities**

As per the above analysis, the priority marketable opportunities identifies were;

- Tailoring and dress making.
- Hair dressing/barber
- Poultry keeping
- Piggery
- Fruit growing

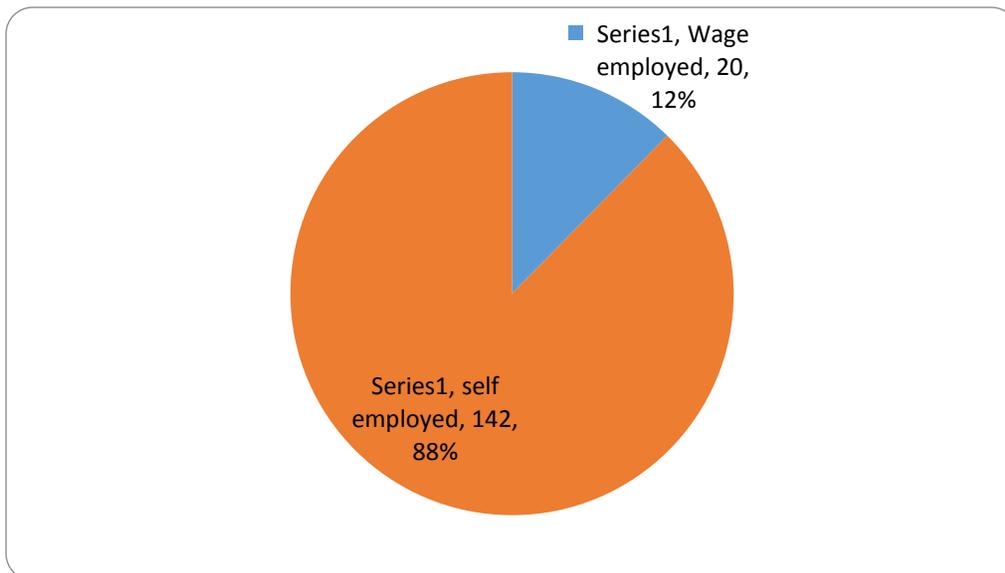
The selected priorities were further analysed by gender and the results are as indicated below:



**Source: Primary data**  
**Figure 37 Priority trades by gender**

### Entrepreneurial culture

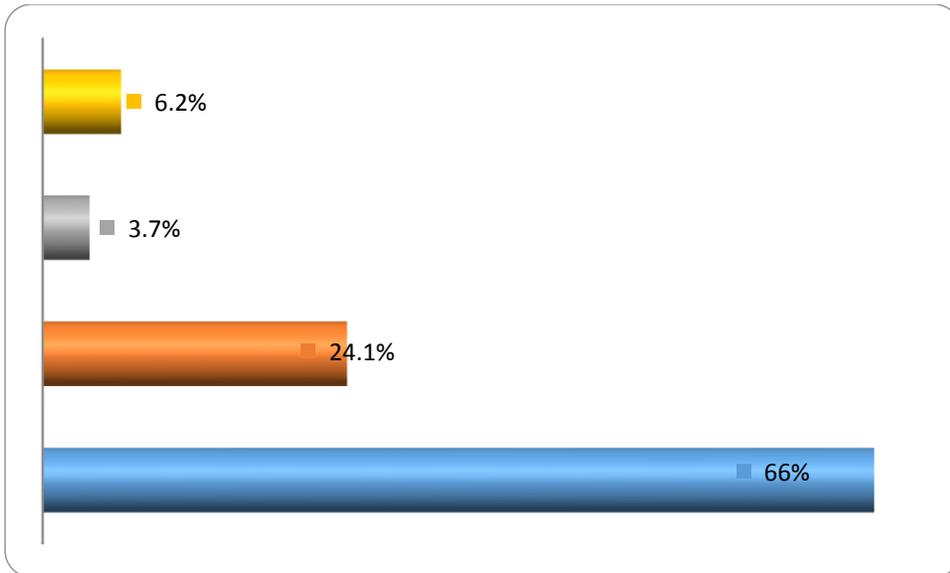
This was assessed among the youth at two levels. Level one was self employment versus wage employment, and level two was interest in taking up a career in the prioritised opportunities. Data generated from the youth was analysed and presented as below;



**Source: Primary data**

**Figure 38 Self-employment versus wage employment**

The majority of the youth expressed the need for self employment which reflects a high level of entrepreneurial culture.



**Source: Primary data**

**Figure 39 Criteria followed to select an opportunity**

A high percentage indicated interest as a key driving force in taking up these opportunities, an indicator of possible high level of sustaining their enterprises.