TRIPARTITE WORKSHOP ON NATIONAL OCCUPATIONAL SAFETY AND HEALTH GOVERNANCE IN UGANDA

OSH GOVERNANCE SITUATION IN UGANDA

PRESENTED BY

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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 Survey 2009/2010). Uganda’s population is projected to increase to 37.9 million in 2015.

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

- 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.
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 – leavening 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.
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.
Cont’d…..

- 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
Cont’d…

- 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/re-occurrence
  - Ensure the provision of adequate occupational health services
  - Enforce OSH Act, 2006
  - Ensure safe handling and use of toxic chemicals
Cont’d…

• 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 analyses hazards at workplaces and working environments.
Cont’d…..
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