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Uganda was one of the first countries in East Africa to regulate the labour migration sector in the mid-2000s, although Ugandan labour migration has recently suffered from increased competition from proactive neighbors Ethiopia and Kenya. The sector lacks public high level political support meaning that funding and regulation of the industry has been slow and reactive. However, Uganda also hosts the largest refugee population in Africa, and has well developed policies for refugee management.

Legal Framework

- Labour migration is governed through main employment laws. Lack of a labour migration specific legal framework.
- Current draft Employment Bill includes provisions on labour migration management.
- Lack of an active minimum wage.

Recruitment

- 2021 Statutory Regulations provide framework for recruitment sector.
- These regulations lack a legal underpinning and so are difficult to enforce.
- MOU signed between trade unions and private recruitment association to improve collaboration.

Pre-departure training

- All domestic workers receive 14 days home care and pre-departure training.
- Pre-departure training not mandatory of other categories.
- Workers sometime must pay fees for training.

Exit controls

- Domestic workers to the GCC are required to receive clearance from the Ministry of Labour.
- Collaboration with Kenyan authorities to prevent trafficking of Ugandans through Kenya.

Destination Country Protections

- Lack of embassy support in some main destination countries (ex. Jordan).
- Placement of honorary consuls to fill embassy gap.
- One Labour Attaché in KSA. Calls to place more have been hampered by budgetary issues.

Bans on Migrant Worker Mobility

- Uganda has implemented bans on Jordan (2016), Saudi Arabia (2016), Oman (2016).
- The Jordan ban failed – Jordan continued providing visas and cases of trafficking increased.
- -Recent research indicates that bans are not currently viewed as a viable tool for negotiation.

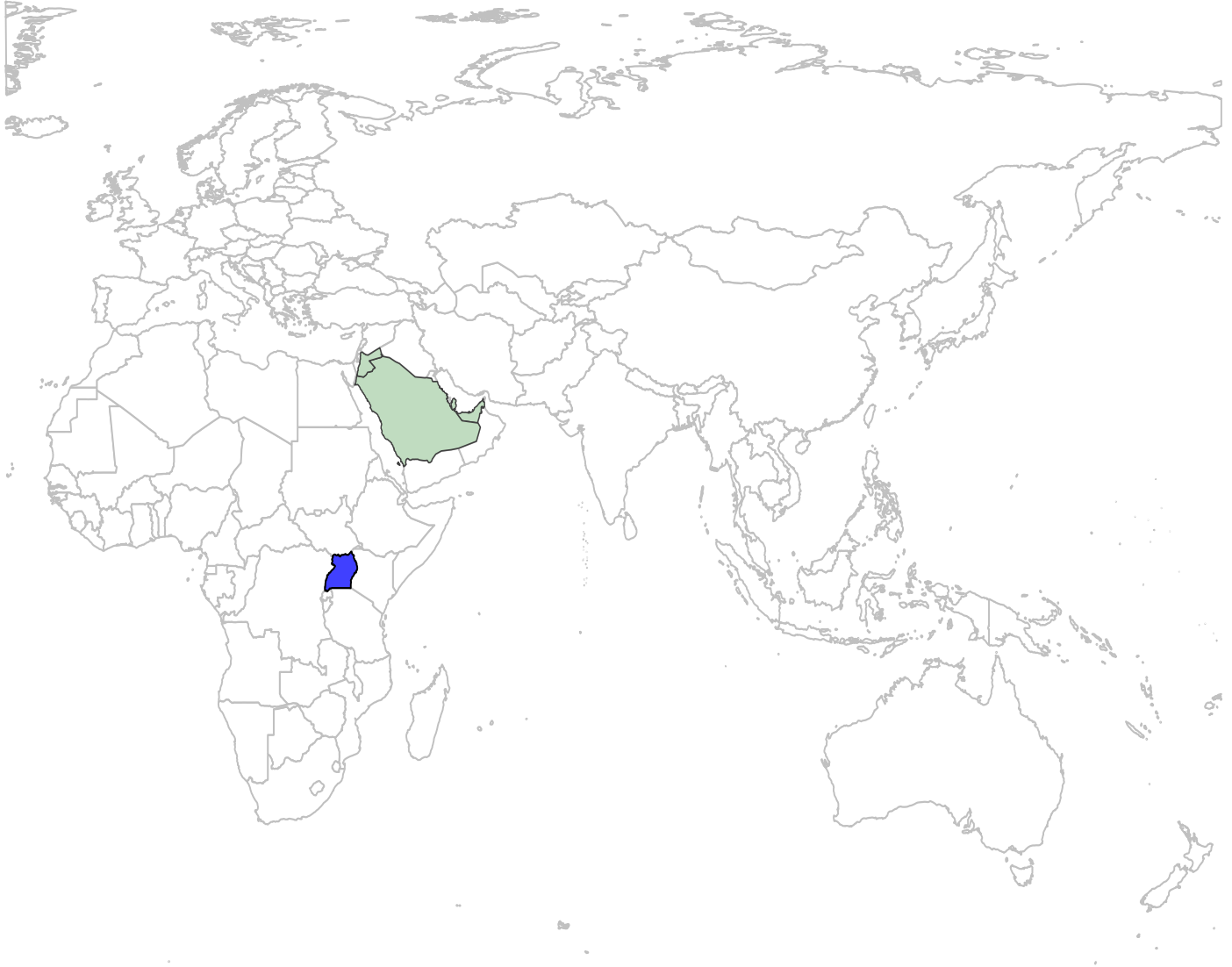
Uganda has put in place many of the basic mechanisms necessary to manage the labour migration sector, and with Rwanda is one of two East African countries to ratify the UN Convention on the Rights of Migrant Workers and their Families (ICMW). Due to constraints, Uganda has struggled to negotiate new BLAs and lacks capacity to provide support to all Ugandan migrant workers. Domestically, stakeholders highlighted the lack of a minimum wage as an impediment to increasing worker protections both in Uganda and abroad.

Uganda Bilateral Labour Agreements

Our database records a total of 5 Bilateral Labour Agreements or Memorandum of Understanding between Uganda and 4 destination countries (alphabetical order):

Jordan (2016), Qatar (2024), Saudi Arabia (2015, 2017), United Arab Emirates (2019).
The above list includes both valid and expired agreements.

Figure 1 Map of Uganda (● blue) and destination countries with BLA (● green)



The above information derived from the [RIGHTS policy database v6.0](#). For a more comprehensive overview of emigration policies in 50 origin countries in the database, see Ersanilli, E (2024) [Origin countries' policies on low-waged migrant workers. Results from the RIGHTS policy database](#).