

**REGARD FOR WORKERS' DIGNITY: A REMEDY TO THE POOR
CONDITIONS OF WORKERS IN WAKISO TOWN: WAKISO DISTRICT**

**A DISSERTATION SUBMITTED IN FULFILMENT OF THE REQUIREMENT
FOR THE AWARD OF A MASTER'S DEGREE IN RELIGIOUS AND
THEOLOGICAL STUDIES OF
MAKERERE UNIVERSITY**

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2010

DECLARATION

I, Musooka Moses, declare that this DISSERTATION is my original work arrived at through literature review and field work under the guidance of the supervisors and the help of the informants. To the best of my knowledge, it has never been submitted to any university or higher institute of learning for any academic award.

.....

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Date.....

APPROVAL

This work has been thoroughly supervised and approved to have fulfilled the requirement leading to the award of a Master's Degree in Religious and Theological Studies of Makerere University. Therefore, this dissertation has been submitted for examination with the approval of both supervisors.

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DEDICATION

I dedicate this work to employees, International Labour Organisations, humanitarians and all people of good will who have endeavored to advocate for workers' dignity.

I also dedicate it to my parents: Nalongo Benedict Nayiga and the late Henry Mpagi and to all beloved relatives and friends.

ACKNOWLEDGEMENTS

My first word of acknowledgment goes to the Almighty for all His providence. *“What returns can I make to Yahweh for his goodness to me”* (Lk. 1:47).

Then, I thank all those who have helped me in the process of my formation. My sincere gratitude goes to all my former schools: Rubaga Boys (Uganda Martyrs Primary School), Bukalagi Primary School, Sacred Heart Seminary Mubende, Alokolum National Major Seminary Gulu (Philosophicum), and my present school Kinyamasika National Major Seminary Fort Portal (Theologicum). I appreciate all their efforts for the formation and training they have given me and the support they accorded me in all the hard situations.

Special thanks go to my dear Supervisors, Rev. Fr. Dr. Josef Buchana Kisoga and Rev. Fr. Dr. Athanasius Ahurwendeire, whose kindness and parental judgment did not render this work impoverished, but rather they carefully scrutinized it to suit the academic requirements. Thank you very much for your intellectual and scholarly input. I also thank Rev. Sr. Janet Harbauer, (MMS) for all the support she has made to substantiate this work. I cannot neglect my beloved benefactors both Ms. Christa Werner and Rev. Fr. Raphael Morawin who have financially enabled me to complete this dissertation. May God bless and reward you abundantly.

Lastly but not least, I thank my dearest informants for the concern and the interest they showed in this study. They made the fieldwork a success and provided me with relevant information which has enabled me to compile this work.

LIST OF ABBREVIATIONS

ABBREVIATION	FULL MEANING
AGOA	African Growth and Opportunity Act
CCC	Catechism of the Catholic Church
FUE	Federation of Ugandan Employers
GNP	Gross National Product
GDP	Gross Domestic Product
GS	Gaudium et Spes
HIV	Human Immune Virus
HR	Human Resource/Workers/Employers
HRM	Human Resource Manager/Personnel officer
ILO	International Labour organizations
IMP. V	Implementing Variable
IV	Independent Variable
LG	Lumen Gentium
LV	Latent Variable
MGLSD	Ministry of Gender, Labour and Social Development
NGO	Non Governmental Organizations
NOTU	National Organization of Trade Unions
SAPs	Structural Adjustment Programmes
UBS	Uganda Bureau of Statistics
UC	Undesired Consequences
UDHR	Universal Declaration of human Rights
UHRC	Uganda Human Rights Commission

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ABSTRACT

The study was set out to contribute to the management theory and practice by establishing the thesis that regard for workers' dignity by the tripartite partners (employers, employees and the government) is indispensable for the improvement of the workers' conditions. Consequently this research sought to avail solution to the plight of workers today. Most salient, it seeks to understand and know how the lack of dignity of workers leads to their poor working conditions. The study was conducted to change the prevailing plight of workers.

There was need and desire to advocate for the dignity of workers and also to improve their working conditions. There was a desire to see to it that workers have freedom of expression and association, have reasonable remuneration and allowed to freely participate in other social activities like religious practices, politics and leisure. The study was also motivated toward building a mutual understanding between employers and employees and amongst the workers themselves.

A combination of qualitative and quantitative method was applied and data collected via interviews, questionnaires, observation and literatures review. The study relied on both secondary sources and government publications related to economic policy and labour rights. Data were summarized and coded into themes and sub-themes from which conclusions and recommendations were drawn.

Among the many peculiar findings included the ignorance of employees, low remuneration, delay of payments, underemployment, violence against employees' dignity and rights, casualness, lack of freedom of association and poor working relations. All these account for the poor conditions of work.

The study concluded that the regard for workers' dignity is indispensable for the improved working conditions. The study recommended that labour laws and workers' rights be respected, empower labour courts, pay just remunerations, revival and affiliation of workers' associations, complying with the ILO standards, consideration of casual workers in the labour laws, and check on the government policies. Finally the study affirmed that through collective responsibility, that the plight of workers can be solved. It is against this well-known fact established in the findings that this study critiques and gives recommendations to the plight of workers in Wakiso Town Council.

CHAPTER ONE

INTRODUCTION

1.1 Background of the Study

It is rather flabbergasting and unfortunate that the dignity and rights of workers are still threatened and violated. Various abuses of workers such as low remuneration, sexual harassment, denial of holidays, working for long hours, unfair dismissal, denial of terminal benefits, denial of freedom of speech and association, child-labour and physical assault, among others are common phenomena at work in Wakiso Town Council. These are all symptoms of lack of respect for the dignity of the workers yielding to poor working conditions. This has not only affected the workers but the entire social fabric right from the family as a nucleus of society. Lack of regard for the workers' dignity has also caused the prevailing corruption, tribalism, and nepotism. Dehumanization of workers is high not only due to massive unemployment but also due to the government's neo-liberalistic policies in support of foreign investors at the expense of the natives. In the long run the marginalized workers are left in abject poverty. Worst of all, what flummoxes one is that some workers have not only turned a deaf ear to the problem but also seem ignorant about their rights.

A number of efforts and struggles have been made by workers and various organizations or persons to secure the dignity of workers. In 1891 Pope Leo XIII expressed the Church's concern on the conditions of workers. Addressing on the same "social question", Pope John Paul II (1981), like Leo XIII, his predecessor, condemned the harm and injustices which penetrated work to the detriment of human dignity. Various individual people and organizations such as the International Labour Organization (ILO) (Wegner Act¹, 1935) also came up to demand for the dignity and rights of workers. These bodies fostered the enactment of the workers' rights. Although initially reluctant

¹ Prohibited Employers from interfering with Trade Unions but later amended to become Taft-Hartly Act of 1947.

and resistant to the enactment of new legislation on labour, a combination of forces compelled the Government of Uganda to adopt new labour laws in 2006 (Barya, 2007).

From these efforts, there is a recognizable and considerable achievement; despite the still-prevailing poor working conditions, at least the issue was exposed. This exposure brought awareness to the tripartite partners that regard of workers' dignity is indispensable in work. Their efforts also forced the enactment of labour laws in Uganda and other African countries. Further, some employers who abuse workers' dignity and rights are dragged to court to face the law. To a certain extent, awareness and a sense of understanding of the value of the dignity of workers have been instilled. However, their efforts in the provision of the issue in the Constitution (2005) and enactment of the labour laws (2006) which included the Labour Unions Act (Act No. 7, 2006), Employment Act (Act No. 6 2006), Labour Disputes (Act No. 8, 2006), Safety and Health Act (Act No. 9, 2006), coupled with the Social Teachings of the Church is one thing, while their realization to ensure workers' dignity is another. This makes it clear that the phenomenon has been a highly contested issue still prevailing.

Much as the efforts described above have definitely been of some help, they, however, have not been proficient to settle the issue of the violations of the workers' dignity and the poor working conditions. Though there is some paper work done, practically there is no advocacy for the workers' dignity at the grass-root level. Otherwise up-to-date the paper work has remained stagnant. The study therefore, focuses on the advocacy of the worker's dignity by involving the workers themselves, the government and people of good will (humanitarians) coupled with the implementation and enforcement of the workers' rights, laws and policies in order to achieve improved working conditions.

1.2 Statement of the Problem

In Wakiso Town Council and elsewhere in Uganda, there is a high rate of abuse of workers' dignity as manifested in the various mal-practices in work. Workers are forced to work for long

hours, there is forced labour, unfair dismissal without terminal benefits, sexual harassment and denial of other rights. Such mal-practices are not only attributed to the phenomenon of massive unemployment leading to high supply of labour against a low demand for it, but also the neo-liberal economic policies which have bred into a conflict between workers' rights and government policies. Workers are considered as property or commodities in the production process. There is need therefore, to explore and expose the major causes of the predicament.

Ideally, both the employer and the employee should value work and hold the value of human dignity. Employers should respect the dignity and the rights of workers. Workers should be given freedom to participate in decision-making, so that their skills and talents can be developed. Workers should be given a reasonable remuneration and allowed to freely participate in other social activities like religious practices, politics and leisure. There ought to be built a good-working relationship between employers and employees and amongst the employees themselves. Such mutual understanding will enhance good-working conditions of workers and promote justice. There is need, therefore, to relate respect for the dignity of the workers to their improved working-conditions, and this study sets out to do exactly that.

1.3 Objectives

1.3.1 General Objective

To contribute to management theory and practice by establishing the thesis that regard for workers' dignity by the tripartite partners (employers, employees and the government) is indispensable for the improvement of their working conditions.

1.3.2 Specific Objectives

- To show that there is no regard for workers' dignity in Wakiso Town
- To expose the prevalent poor conditions of and injustices to workers in Wakiso Town.
- To examine the relationship between the employers and the employees and amongst the employees themselves in Wakiso town.

- To examine the role of the tripartite partners (employees, employers and the government) in ensuring that workers' dignity is respected and that their working conditions are improved.
- To show the relationship between workers' observed dignity and their improved conditions.

1.4 Research Questions

- How is regard for workers' dignity related to their improved working conditions?
- How has the dignity of the workers been violated?
- What are the working Conditions?
- What does respecting worker's dignity consist in?
- What injustices do workers face?
- How does respecting workers' dignity lead to the improvement of their working conditions?

1.5 Significance of the Study

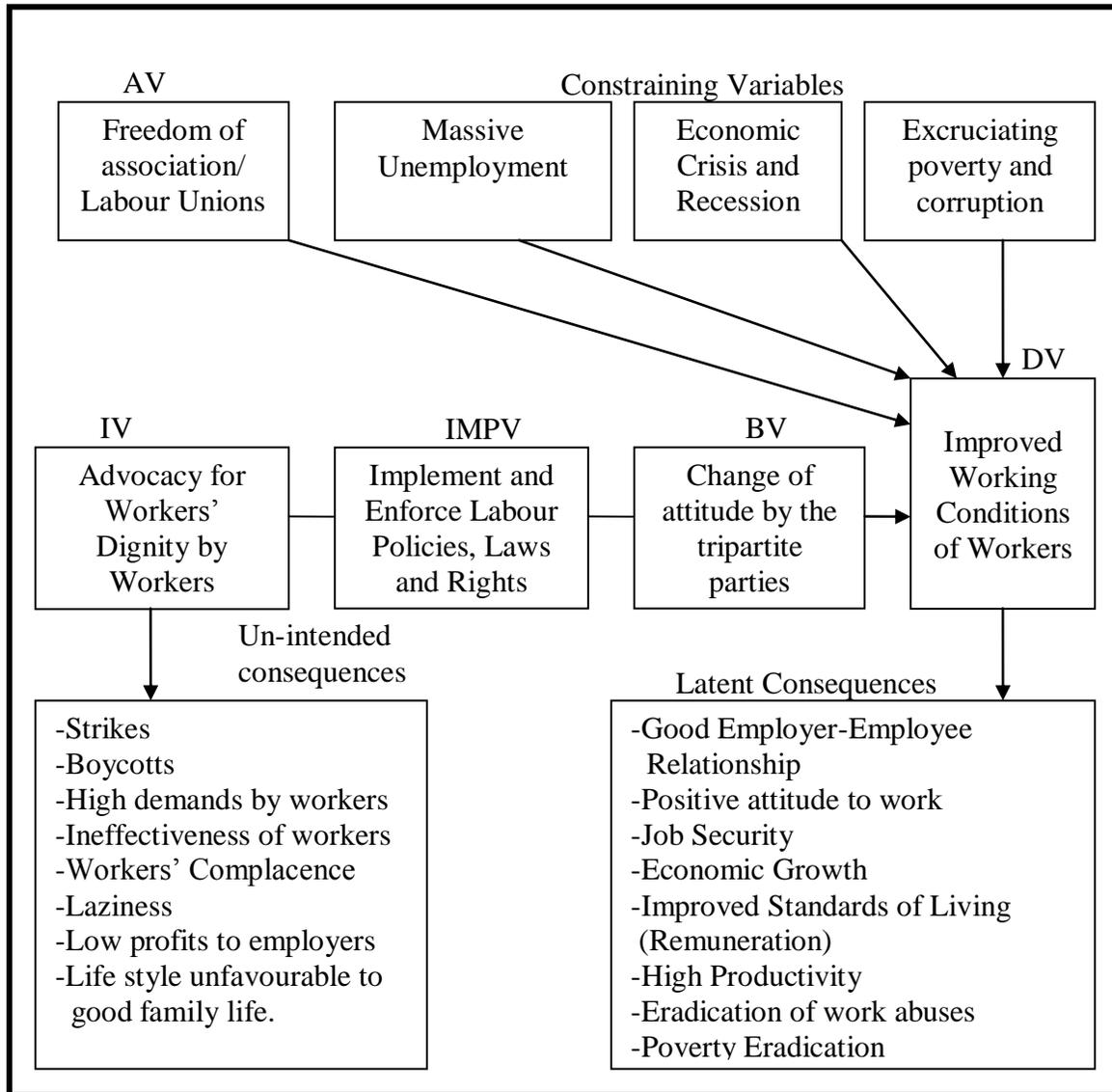
The study findings, insights and recommendations furnish enlightenment and give alternative approach to the Central Government, Ministry of Labour, Local Government and district planners as they grapple with the phenomenon of workers' rights.

Further, the study is a necessary reference or a hand book to the offices of administrators, Human Resource Managers (personnel), Workers' Unions, National Organizations of Trade Unions, and Members of Parliament. It provides a resource material on the possible approach to liaise with workers in order to improve their working conditions.

Further still, employees, employers and other human rights bodies and organizations in Wakiso will make good use of this study report. The research is a way of sensitization towards grasping the necessity of regarding the workers' dignity.

Finally, the lawyers and humanitarians will find the study supportive in proposing a new approach on how to improve on the workers' conditions.

1.6 Conceptual frame Work



Advocacy for workers' dignity begets and warrants improved workers' conditions. Freedom of Association via Workers' Unions as a complement can also guarantee improved workers' conditions. Given the possibility of change of attitude of the tripartite parties coupled with the implementation and enforcement of labour policies and laws (rights), the desired situation is realized. However the study anticipates certain factors such as massive unemployment, economic crisis or recession, excruciating poverty, corruption, neo-liberalistic policies as threats to the advocacy of workers' dignity in order to improve their working conditions. Undesired consequences such as strikes, boycotts, high demands for workers, complacence, laziness and low profit to employers were considered as less evil in comparison to the anticipated positive outcomes

such as good employer-employee relationship, positive attitude to work, economic growth, improved standards of living, high productivity, and above all eradication of work abuses. Implementation of good recommendations helps to tie up such good ends.

1.7 Operational/Functional Definition of Key Terms

Employees: One employed by another, usually for wages or salary and in a position below the executive level (Merriam Webster, 2004). It is a synonym of labourer and worker and was interchangeably used.

Employers: Employer here refers not only to those who put others to work for wages or salary but also those who engage professionals for their services or arrange with independent contractors to obtain their service or products (John Paul II, 1981, No. 16).

Conditions of Workers: Employees' state of being, especially when at work. The study incorporates this meaning, though not neglecting external activities outside work.

Dignity: The quality or state of being worthy, honoured, and esteemed in regard of workers level (Merriam Webster, 2004). Therein it also considers giving one his or her due respect and rights.

Rights: Freedom from unlawful abuses regarded as belonging fundamentally to all workers (coined for research). It is also generally defined as qualities that together constitute the ideal of moral propriety or merit moral approval. It is something to which one has a just claim. It is also seen as the power or privilege to which one is justly entitled (Merriam Webster, 2004). The study totally uses this understanding.

Unemployment: This is the lack of work for those who are capable of it. It is also defined as “enforced idleness of members of the workforce who are able and willing to work but cannot find jobs” (Encarta Encyclopedia, 2005). It was adopted for use in this research.

Tripartite Partners/Parties: The tripartite partners in this study referred to the employers, workers and the state (government). This was coined for research.

Profit Maximization: Profit maximization refers to seeking as much profit as one can extract from operations without considering others (Encarta Encyclopedia, 2005).

Boycotts: To boycott is to engage in a concerted refusal to have dealings with an employer usually to express disapproval or to force acceptance of certain conditions. It is also the refusal of a group to trade or associate with another group, an individual, an organization, or a nation. Its purpose is to bring about change desired by initiators (Encarta Encyclopedia, 2005).

Strikes: “Strike” is an organized work stoppage carried out by a group of employees, for the purpose either of enforcing demands relating to employment conditions on their employer or of protesting unfair labour practices (Encarta Encyclopedia, 2005).

Labour Unions: An association formed by combining or coalition of workers as a confederation of independent individuals for some common purpose level (Merriam Webster, 2004).

Human Resource Manager: A department concerned with human resource and the problems arising from organizational and interpersonal relations. It is designed to develop better interpersonal and inter-group relations (David Metcalf and Sue Fernie, 2005).

Generally all these terms are used in relation to the functional or operational definitions given. Their meanings therein are thus confirmed as those the study has taken on.

1.8 Scope

The study focuses on the improvement of the conditions of workers as resulting from advocacy or respect for their dignity. The target group comprises both salary and wage earners, and the locality of the study is Wakiso Town. Perspectives of the social teaching of the Catholic Church are incorporated in rapport with the current situation. Besides their working conditions and their dignity, other considerations regarding workers should not be expected in this study.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter provides a review of other authors regarding the topic of study. The main concern is how they look at the rights of workers and how their dignity is recognized, protected, enjoyed and enforced. Particular focus is put on the Church's contribution to the phenomenon, while also showing the political, constitutional and legal framework in regard to workers' dignity.

2.2 The Regard for Workers' Dignity

2.2.1 Human Dignity at Work

The issue of advocacy for the workers' dignity and enforcement of the worker's rights has generally received limited attention in Uganda labour laws and industrial relations literature, although internationally it has been widely written about. Firstly, it was the social activists to fight the social evils in work. Later, in response to the challenges of the industrial revolution, in *Rerum Novarum* (1891) and *Quadragesimo Anno* (1931) the Church openly considered it as her duty to speak out on work from the view-point of its human value and of the moral order by advocating and enhancing workers' dignity in its social teaching (Agostoni, 1997). In her social teaching the Church focuses on the advocacy of workers' dignity and the rights of a person.

Rerum Novarum of Leo XIII (1891) is exceedingly recognized of its sincere protection for the inalienable dignity of workers, in conjunction with the importance of the right to property, cooperation among social classes, the right of the weak and the poor, the obligation of workers and employers and the right to form associations. Leo XIII foresaw the conflict between employers and workers as an obstacle to the dignity of workers. He pointed out socialism and communism as the sources of evil, degrading and injuring workers' rights of lawful ownership. His major concern was apparently on private property as a remedy to the conflict. This, however, is a partial remedy for the attainment of the workers' dignity. Broadly, the encyclical was oriented towards strengthening

and vitalizing Christian social life in consolidation of numerous initiatives of high civic profile². However, it gave a great momentum to labour-related legislations for the protection of the workers' dignity and improvement of salaries and cleanliness in the work environment (Pontifical Council, 2004, Nos. 269-269).

Rerum Novarum was a kick-off for the Church's involvement in considering the social question about the plight of the workers. John Paul II (1981) further enhanced his predecessor's endeavours by elaborating more on work and personal dignity. In *Laborem Exercens*, he argues that workers should not experience a lowering of their dignity. He condemns using work against people such as forced labour, turning it into means of oppressing the worker, thus damaging one's dignity. Therein, he further addresses the current questions and problems on human existence and work. In fact, his whole social question is not only on personal dignity in work but also economic development, cultural and moral development of the persons, the family and the entire human race. Above all, the pontifical Council holds the human person as the measure of the dignity of work (Pontifical Council, 2004). Like Hegel in Karl (1964), I agree that the Church's social teaching on work and workers adopted more a spiritual dimension. The rights and dignity of workers was over-spiritualized, thus overshadowing the responsibility of the tripartite partners. Over-spiritualization of the affair thus retards the advocacy for workers' dignity. However, this does not rule out the necessity of the spiritual aspect in work. In fulfillment of the social values of the gospel there is need to promote moderately the spiritual prospect.

2.2.1.1 Work as Self-Realization

Biblically, humanity is commanded to subdue the world (Gen 1:28). This dominion with toil is universal to all human beings. Despite the toiling, work is good; it is not only good on a utilitarian or enjoyment basis, but something worth reflecting human dignity. In work humans do not only

² Like groups and social studies, associations, workers; organizations, unions, cooperatives, rural banks, insurance groups and aid organizations.

transform nature, adapting it to our needs, but also achieve fulfillment as human beings and, indeed, in a sense become more human beings (John Paul II, 1981, No. 20-21). Grisez (1993) argued against the prevailing social stratification and egalitarianism. *Stratification* denies that all human beings are equal, while *egalitarianism* disregards valuable differences among persons. These two evils regard persons as things to be used or enjoyed. Interpersonal relationships are reduced to mere arrangements for mutual exploitation. As Grisez (1993) explains both approaches contradict the dignity of workers. Advocacy for workers' dignity does not negate the differences that exist among people—it enhances the appreciation of the different gifts people have to complement each other. In fact work has an ethical value which is directly linked to the fact that the one who carries it out is a person.

2.2.1.2 Tripartite Partners in the Advocacy of Workers' Dignity

In a symposium, Dr. Fred Opio (1998) revealed that labour structures are dormant and, therefore, need to be revitalized and strengthened. Among the tripartite structures mentioned are the National Manpower Council, the Trade Unions meant to enhance social dialogue and industrial labour relations, Federation of Ugandan Employers (FUE) meant to strengthen labour issues in the Sub Regional East African Community, Ministry of Labour and National Organization of Trade Unions (NOTU) to which all unions are obliged to affiliate and be registered (Opio and Pajobo, 1998). This shows that Uganda has a number of tripartite structures. Most of them, however, are redundant or meet only occasionally. It is out of this mess that the study opted for employees, employers and government/state to form the tripartite structure, since these encompass all other structures. When these three parties are involved, all other structures will be reawakened and also operationalised. The rights encompass the relationship between the employer, direct or indirect and the worker with the state. All the tripartite agents at the local, national and international level are, therefore, responsible for the whole orientation of labour policy. I therefore, assert that the strengthening of these and other structures will thus enhance social dialogue in advocacy for the

workers' dignity.

2.3 The Relationship between Employers-Employees and Employer-Employer

2.3.1 Employers –Employees Relationship

2.3.1.1 Recognition of Workers' Dignity by Employers

As Barya (1991) asserts, it is a common phenomenon now days that employees are treated unlawfully, discriminated against, harassed, denied their due wages or benefits, made to work in unsafe conditions, or wrongfully terminated. John Paul II (1981, No. 12) teaches that workers have priority over capital. Workers have personal dignity, while capital, considered as such, has only the value of material things. Thus, employers should not regard workers as a mere part of their capital resources, another instrument which they purchase or rent and use for their own purpose. Failure to recognize the priority of a worker leads to the practical error of evaluating him or her solely by the economic value of his or her results, an error John Paul II calls “economism” common to both laissez-faire capitalism and socialism. It is assented that this error leads employers who own or control the material means of production to treat workers as a mere commodity to be purchased at the lowest possible price, and to deal with employees as mere means to the employers' own ends, thus aiming at profit maximization (Gariez, 1993). Plainly, this prevents employees from being associates in a common effort and hinders advocacy of workers' dignity, which frequently leads employers to the systematic abuse of their authority, to low wages, long hours of work, and bad working conditions.

2.3.1.2 Employers' Authority

Employers take a legitimate interest in employees' activities outside working hours. Sometimes employers exceed their authority by demanding that employees entirely subordinate their other activities to their work or by paternalistic meddling in employees' personal affairs, for example, their family life and recreational activities, among others (Balimwikungu, 2006). Workers

work under great time pressure and one may sometimes be punished if the work was not done in time. Holidays are rarely permitted or only a few weeks a year. Again, employers have abused their authority by using employees' need for work and hope of advancement to manipulate them into doing more than was agreed upon.

Employers' authority is to be used for the common good. The common good of employers and employees is justice in their relationship and the value of the work done. But, like all authority, the authority of employers is limited by its purpose and should be exercised for the common good (Gariez, 1993). Otherwise, authoritarianism of employers suffocates the advocacy of workers' dignity and thus perpetuating poor working conditions of workers.

2.3.1.3 Workers as Associates

Despite the laws and rights of workers, it is unfortunate that the relationship between employer and employee is still governed by the "*master-slave*" assumption. Employers are like kings and are free to offer any terms of employment and treat their employees in any way they dictate, and the employees are free to either accept or reject those terms, that is, "*take it or leave it*" (Lyomoki, 2009). It is adverse that employees still do not have a platform to voice their protests. Since employers and employees enjoy equal personal dignity, employers should care about their employees as persons and not treat them merely as means of obtaining the results of their work. As far as possible, they should help employees understand the significance of their work, the result they are to bring about, and the reasons for using particular means, so that employees can direct their own work. Moreover, employers should provide employees with appropriate ways of sharing in the management of the common enterprise (John XXIII, 1961; GS. 68). At a minimum, employers should welcome employees' suggestions, especially about problems connected with their work, and consult them before making decisions affecting the common enterprise. Employees should also avoid abusing their participatory role, otherwise, failure to fulfill their obligations as workers also sabotages the efforts made in advocating for their dignity.

2.3.1.4 Merit and Competence

Employers often tend to fail to acknowledge the merit or performance of workers. Employers ignore their responsibility to reward an employee according to his or her merit, assuming, instead, that excellent work is the employer's right. In this mistaken belief, many employers think that fairness requires no more than fulfilling the contractual conditions to which employees agreed—conditions which often make no allowance for differences in merit, and worse of all, contracted when the employee was in a desperate situation. This diminishes the employee's sense of self-worth and takes away an important motivation for doing excellent work (Gariez, 1993). This wrong, sooner or later, results in serious detriment to the employer. Employers should, therefore, respond fairly to their employees' merit. Since excellent work is more valuable, those who do it deserve special recognition and remuneration. This can take various forms: an expression of gratitude, some token of appreciation, an increase in autonomy in planning and carrying out the work, an increase in pay, and promotion to a more desirable job. Failure to acknowledge workers' merit and competence has resulted into brain-drainage affecting Uganda in particular (Yoon, 2009). The labour force is marginalized since workers end up leaving the country for greener pastures. However, consideration of merit and competence is not all, it has to be complemented with the regard of the workers' dignity to create a good working environment and to reduce on brain-drainage.

It is worth noting that successful employer-employee relations involve striking a balance of interests. From the employer's point of view, industrial relations, mainly the employer-employee relation, enables the employer to plan for the future so that a company can continue to be a success, to make profits for its shareholders and to keep its employees motivated. From the employee's point of view, it secures the best possible conditions and living standards for employees. Where employees are not happy with working conditions this frequently leads to high labour turnover, bad timekeeping, and high levels of absenteeism. It may also occur in the form of slackness by

individuals, poor working, and deliberate time wasting (Metcalf and Fernie, 2005).

2.3.2 Employee-employee Relationship

The employee-employee relationship is usually handled through the human resources department, which handles any grievances that employees may have (Yoon, 2009). Partially, the employee-employee relationship is more exhibited in relation to the social co-operation amongst workers and to the sexual relations. In order to check on the sexual relations, some organizations have come up with employee-dating policy. Where the employee dating policy is missing one should respect each other “no means no!” one more time: “no” means “no!” Lack of job descriptions has also disrupted the relationship amongst the employees. This has further evolved into mistrust and hatred amongst the employees. At times family or domestic affairs have also faltered employee-employee relationships (Hodges, 2006). This is very detrimental to the working environment. Workers should be cooperative and friendly to have a collective bargaining power. It is argued that the employee-employee conflicts have caused the retardation of unions rendering them ineffective (Opio and Baguma, 2009). For a good working environment there should be a good working relationship between the employees themselves. Thus, it is very important to create harmonious work-places so that workers can have one voice in advocating for their rights and dignity.

2.3.3 The Government Approach on Labour Relations

As one of the tripartite partners the Government of Uganda has not put in place a comprehensive employment policy. The past regimes/governments passed laws which disfranchised workers from their rights. At present, some efforts are made, for instance, workers have got Members of Parliament to represent them and ILO conventions have been ratified (Lyomoki, 2009). The importance of employment and labour are anchored in the National Constitution and espoused in His Excellency the President’s Manifesto 2006, under Chapter One on Good Governance, where the NRM Government committed itself to “Take all possible measures to create employment for

all and ensure that protection of workers rights is respected” (MGLSD, 2009). Despite these efforts, it appears that the government is in favour of the employers in the pretext of investors’ protection, leaving the employees agonizing. All issues pertaining to employment and human resource development are shelved. The government has done contrary to its agreement with the ILO. The government has deprived autonomy from the Ministry of Labour, up-to-date it is seen as a department, worst of all under-funded and under-staffed (Lyomoki, 2009), hence diluting its importance and performance. The Industrial Court is also defunct (Nalumansi, 2000-2006). Ratifying of rights and laws from ILO is not all. The government has to play its supervisory role to ensure the observance of the core labour standards. As a tripartite partner and a measure or a tool of ILO, the government has primacy in advocating for the dignity of workers.

2.4 Workers in Uganda

2.4.1 The Prevalent Workers’ Conditions in Uganda

The Uganda labour force is reported to be the sixth largest in sub-Saharan Africa, totaling 8.4 million workers in 1993. Even before the global economic crisis in 2008/9, the overwhelming majority of Uganda’s labour force had experienced difficulties at work (UBS, 2007). The long-term trends in the advocacy of the workers dignity and enforcement of the ratified laws and rights are a good starting point for an analysis of this underlying labour question (Ouma, 2000-2006). This has resulted in extremely precarious predicament to the workforce, more so to the vulnerable employees. Such plight of workers affirms Lyomoki’s (2009) assertion that Uganda is the worst in East Africa Region in promoting the workers’ dignity and rights.

Underemployment: Over seven million people in Uganda are still under-employed, earning less than USD \$1 per day (MGLSD, 2009). Though agriculture is the mainstay of the economy, its absorption capacity for the growing workforce is declining. Rural-Urban migration of labour is a very common factor reported as the cause of massive movement of the workforce to urban areas in search of greener pastures. In the long run this results into high labour supply, facilitating the

movement of cheap labour. As Smith in *Shaw and Barry* (1998) argued, the economy is determined by the rule of demand and supply. This partially explains why Uganda is still lagging in the advocacy of workers' dignity. From the humanitarian point of view, I totally disagree with Smith's concept of demand and supply in relation to his labour theory³.

Health: During 2006 Labour day celebrations, the then State Minister for Labour, Mwesigwa Rukutana, as reported by Womakuyu (2009), also expressed his worry about the laxity of the health policy in Uganda. He confirmed that many of the working places lack safety precautions and compensation health policies. One wonders why a country with fully ratified healthy policies still lacks advocacy and implementation. The policy was enacted in the Ugandan Constitution (2005 Act 40, Sec. 1a) and was ratified in the Employment Act (2006 No. 9). Nevertheless, still this has not been reflected at all at the grass-roots. Workers both civil and private continue to work in such disgusting conditions.

Wage: Salaries/wages are still a controversial issue in Uganda. Workers complain that they are under-paid, so they cannot provide for basic needs and also save. The Operations Manager of Sango Bay Sugar cane plantation, Peter Musisi, admits that workers' conditions are poor, but the management of the cane plantation has already signed a contract with their clients in Tanzania and cannot cancel it. He says that workers are operating on the agreement already signed and cannot make any changes (Musisi, 2006). Also teachers and health workers complain that their salary is not only low but also delayed. This is why health workers and teachers in government hospitals and schools show up for a few days in a month (Bukonya, 2008). Some leading hotels, construction companies, and newly privatized enterprises are said to force their employers to work for long hours without overtime. Similar accusations were brought against textile and food producers in the eastern Town of Jinja, where labour relations have been aggravated by the continual talk of cost-cutting and maximizing profit (Kalebbo, 1998). All these menaces are clear pointers to the lack of advocacy for

³ His Labour theory states that a worker should be given a bear minimum to keep him or her working.

the workers' dignity. This implies that workers still operate in poor working conditions which need to be addressed.

Social Security: The issue of Social Security has been among those in the forefront of the welfare of Uganda's labourers. Employees have expressed their ingratitude about the National Social Security Fund (NSSF) pension scheme. Workers say that it is mandatory yet ineffective. Ssenkaaba (2008) says that "Social Security in this country is only limited to the working class outside the public service." She further said that the Government would do well to ensure that social security benefits all classes of people in the country even the unemployed and the old.

Unions: There still exist a number of enterprises that are hostile to the Trade Union Movement. Wedig's report established that the majority of construction workers and hotels face the problems of unwritten contracts and irregular wage payments. Enterprises cited included Hotel Equatoria, Grand Imperial, Imperial Botanical Beach Hotel, Mukwano Industries, Roko Construction, Kyagalanyi Coffee factory, Picfare/NYTIL and Vitafoam, among others (Opio and Pajobo, 1998). There have been cases of Trade Unionists being frustrated, intimidated or even losing their jobs for simply trying to form or join Trade Unions. Former Labour Minister Paul Etiang argues that "Employers need to adopt a positive attitude towards Trade Unions because poor working conditions have not yet been completely eliminated in this country and the world at large." Sam Lyomoki, a Member of Parliament with a track record for representing workers' interests, says there is general lack of mobilization for workers to join Trade Unions. He postulates: "there is widespread apathy and ignorance among workers on the importance of Trade Unions in this country." He further says that government seems to favour employers and always threatens workers when they come up to air their grievances.

It is worth noting that Uganda's Trade Unions were given legal recognition by the British colonial administration in 1952. Despite all the efforts made by the ILO, Trade Unions are ineffective in Uganda. This is in part due to a lack of unity amongst workers as they work two or

three jobs, and are subject to ethnic, regional, and gender divides. Also, Trade Unions and other workers' movements have had their powers reduced by the government (Opio and Baguma, 2009). In light of this situation, although the power of Trade Unions has been historically low in Uganda, it is no surprise that they are now a virtually non-existent lobby group. Despite their non-existence, Trade Unions are still faced with peculiar difficulties of non-skilled labour, political threats and government policies (Kalebbo, 1998). It is thus a clear manifestation that advocacy for the workers dignity is still relevant to the plight of workers.

What is certain is that in Uganda, as in so many developing countries, catering for the work force remains a major problem, in spite of economic growth. Amidst pervasive poverty and vast restructuring requirements, the poor wages and harsh conditions of millions of workers, discontent over inequality and social injustice are never far-removed from economic policy making. The leaders of the National Organization of Trade Unions (NOTU) continue to decry the growing exploitation of workers in newly privatized enterprises (ILO, 2010). Although Uganda has ratified many labour laws, in practice they are not adhered to. These problems need to be addressed urgently in order to improve the current working conditions and to protect workers in Uganda against the impact of future crises. There is no other way other than advocating for the dignity of workers by the tripartite partners. Otherwise, many employees, especially in the private sector, will continue to suffer silently.

2.4.2 Labour Laws and Institutions in Uganda

External intervention by American Trade Unions and the US government, which insisted on labour law reform as a condition for access to the US market under the African Growth and Opportunity Act (AGOA), became increasingly vociferous before the enactment of new labour legislation in April 2006 (Barya, 2006). This legislation greatly improved the organizational and substantive rights of Ugandan workers. Trade Union leaders and some employers in Uganda, with the assistance of the ILO, had been arguing unsuccessfully for similar laws for the previous twenty

years, but the American intervention seems to have been decisive (Barya, 2007). Since the passing of new legislation in 2006, the Ministry of Finance, Planning and Economic Development has not yet allocated sufficient resources to enforce the new legislation. The government has not yet recognized any public sector unions, despite considerable organizational strength in the teacher and health worker unions, suggesting a continuing lack of commitment to the reforms. Some key aspects of labour administration have now been decentralized to the districts, but the majority of districts (45 out of 80) have not been able to appoint labour officers. Those who have been appointed have not been trained adequately to fulfill the new judicial and quasi-judicial functions required to implement the new labour laws, particularly the employment act (Barya, 2001). The district labour officers also do not have the staff (clerks) or even access to the rooms they require to implement the laws. In his report Sender (2009) notes that a judge was appointed to the industrial court in May 2009, but no building or space has been set aside, and no cases have been heard before this court for five years. This is a clear indicator that very little is being done by the government to advocate and enforce workers' dignity and rights.

Sender (2009) also affirms that no unions in Uganda have been able to organize casual and temporary workers, despite the fact that workers with a permanent contract are a tiny minority, amounting to less than 5% of the labour force in 2005/6. I agree with Sender that improved implementation of the labour laws would create a more favourable environment to enhance workers' dignity. However, unionization as Sender says is not all, there is need to involve all the tripartite partners to see to it that there is one voice for the advocacy of workers' dignity.

Remarkably, labour market institutions are weak and have offered limited protection to vulnerable workers struggling against real wage cuts in the aftermath of the global economic crisis and, in some enterprises, against the threat of lay-offs (Sender, 2009). Plans to expand productive employment need to be complemented by major efforts to transform this institutional framework to allow the dialogue between employers and workers that is required if efficiency and training

objectives are to be achieved. In addition, when real wages are threatened by domestic or global crises in the future, vulnerable workers will need the bulwark of a stronger bargaining position for the advocacy of their dignity than they have had during the current crisis.

2.5 Workers' Rights and their Dignity

The Trade Act of 2002 requires that nations provide their workers with what it calls “internationally-recognized worker rights” in order to receive certain trade preferences. The act defines these “internationally-recognized worker rights” as:

- The right of association
- The right to organize and bargain collectively
- A prohibition on the use of any form of forced or compulsory labour
- A minimum age for the employment of children and a prohibition on the worst forms of child labour, and
- Acceptable conditions of work with respect to minimum wages, hours of work, and occupational safety and health (Langille, 2005).

The new labour laws enacted by the Ugandan parliament in April 2006, ratified these laws and elaborated well the “acceptable conditions of work”. Though the state ratified these terms, their implementation, in the everyday usage of the term, still leaves personal dignity of workers at stake.

Since work is for people and not people for work, employers should give due dignity to their employees—provide suitable employee benefits (Can 231 § 2), remuneration (Can 1286 § 2) and should arrange work schedules with a view to employees’ need for rest and vacation, and organize and adapt the working situation itself to their needs. As far as possible, this involves excluding occasion of sin at the work-place and protecting employees’ health and safety (John Paul II, No. 12 1981). If work is repetitive and tiring, assignments should be arranged and the pace of production set in such a way as to safeguard the physical and psychological health of every employee, not just in the short run, but against the cumulative bad effects of such work. Employers should take all

these needs into account and, as far as possible, provide for them in ways fair to everyone.

2.5.1 Workers' Rights as a Measure of the Regard of their Dignity

The rights of workers, like all other rights, are based on the nature of the human person and on his transcendent dignity. Workers' rights are claims that are necessary to advocate and promote human dignity. The Church, in her social teaching, also came up to state some of these rights which are as well internationally-recognized in the juridical system. In relation to one's right to work, John Paul II (1981) affirms that all people must be made aware of their innate right to work. The Constitution of Uganda (2005, article 40 (2)) also recognizes the right of all people to work. It states: "Every person in Uganda has the right to practice his/her profession and to carry on lawful occupation, trade or business." In his famous Encyclical *Laborem Exercens*, John Paul II (1981) elaborates well the relationship between one's work and his personal dignity. He shows the concern on the problems that more closely antagonize the dignity of human work as regards the moral value. In *Centemus Annus* John Paul II (1991) gives prime concern to safeguarding one's personality—without suffering any affront to one's conscience or personal dignity.

According to the Constitution of Uganda (2005, Article 40 §1), workers' rights are put into the following categories.

- a) Rights in the contract of employment.
- b) Rights to health, safety and compensation arising from work-related injury, disease, or death
- c) Rights on the termination of the contract of employment: terminal benefits, social security and benefits and pension rights.

According to the new labour laws (Employment Act) passed by the Ugandan parliament in April 2006, there are the following salient rights: Protection from forced labour (section 5), protection from discrimination in employment due to race, colour, sex, religion, political opinion, national extraction or social origin, the HIV status or disability which has the effect of nullifying or impairing the treatment of a worker in employment or occupation, or preventing an employee from

obtaining any benefit under a contract of service (Section 5(3)) and protection from sexual harassment by the employer (Section 7). Other significant rights include regulation of working hours (Section 53), annual leave holidays (section 57), the right to written particulars of contract (Section 59), the right to fair hearing before dismissal (section 69), the right to retainment and compensation in case of unfair dismissal (section 71), remedies of compensation and additional compensation in case of unfair termination (Section 77 and 78), and severance pay (section 87-89) (Valticos, 1998). This employment act shows a significant advance in the protection of the rights of workers in Uganda. However, their recognition and enforcement are still a big problem, advancing the need for the advocacy of workers' dignity. The ratified laws and protective interventions provide little support to the most vulnerable members of the Ugandan labour force.

2.5.1.1 A Right to a Fair Remuneration

There is no more vital way for securing a just relationship between the worker and the employer than that constituted by remuneration. The relationship between the employer and the worker is resolved on the basis of the wage that is through a just remuneration for work done (John Paul II, 1981, No. 19). It should be noted that the paying of wages/salaries is the employers' first obligation, taking precedence over all others. It is a grave injustice to refuse to pay a just wage or not to give it in due time and in proportion to the work done (Lv. 19:13, Dt. 24:14-15, Jas 5:41). A just wage is characterized by respect of commutative justice⁴ calling for equilibrium between service and remuneration. However, it should not merely be as a commutative justice but also of social justice⁵. The just wage is the legitimate fruit of work (CCC, No. 2434). A just wage is a concrete means of verifying the justice of the whole socio-economic system and, in any case, a means to regard workers' dignity. John Paul II, (1981) elucidates that the key problem of social ethics is that of just remuneration for work done. Bargaining and contractual terms are not just

⁴ Justice that calls for the exchange of goods or service to strict equality of values.

⁵ Justice beyond the objective value of the work rendered, but also considers the dignity of the subject rendering it.

determinants of the just wage because of urgent need, ignorance, or other factors, workers sometimes freely agree to terms of remuneration which are not fair (Devereux, 2005).

A just wage must not be below the level of Substance⁶ (Leo XIII, 1891). Justice requires a family wage or adequate social measures. Vatican II affirms the Church's teaching that payment for work must be such as to provide workers with the means for worthily cultivating their own and their dependents' material, social, cultural, and spiritual life (GS 66, 67). However, it still remains a big question on how to determine a just wage. It has resulted into levelling a minimum wage.

2.5.1.1.1 The Minimum Wage

Uganda established a Minimum Wage Advisory Board in 1935, and the earliest minimum wage order was implemented in 1950. The National Minimum wage was adjusted regularly until 1984, but has not been increased since then. In 1995, the Minimum Wage Advisory Board proposed raising the statutory minimum wage to 65,000 shillings per month, but this proposal was not implemented. Later in 2002 the president considered setting the minimum wage at 53,000. It was also proposed that the Minimum Wages Advisory Board be strengthened (Sender, 2009). The Uganda Constitution (2005), through article 40 (1) b), empowers the parliament to enact laws "to ensure equal payment for equal work without discrimination". Though it still lacked recommendations concerning the setting, monitoring, revising and practical implementation of minimum wages, it did not put into consideration the advocacy for workers' dignity. It remains on paper and its implementation did not consider the dignity and the value of workers.

The international evidence is that minimum wages can reduce gender differences and lessen wage inequality amongst the lowest paid workers. They are likely to be particularly helpful where, as in Uganda, a high proportion of the lowest-paid jobs are performed by women working in rural and unregulated sectors that are inherently difficult to unionize or to bring under collective wage bargaining agreements (ILO, 2008). However, it is also essential that the level of the minimum

⁶ Level of Substance: It is the remuneration that only covers the basic needs of the employee.

wage is determined through research-based policy decisions and that its application is accompanied by systematic monitoring. Unfortunately, the Ministry of Gender, Labour and Social Development currently lacks the capacity to collect and to analyze the data required to inform policy decisions and to monitor the implementation of minimum wages (Lyomoki, 2009). A living wage should enable the male earner to provide for himself and his family not merely the bare essentials of food, clothing and shelter, but a measure of frugal comfort including education for the children, protection against ill health, requirements of essential social needs and a measure of insurance against the more important misfortunes including old age (John Paul II 1981). Proponents for these recommendations assumed a nuclear family, even ignoring the gender bias in the assumption that only the male earns wages. Such assumptions may not accurately reflect reality. Despite the complexities in its determination, it may also be an excuse for some employers to under-pay their workers. Some employers especially capitalists rely on the minimum wage and pay very little to the workers. I disagree with the bare minimum because workers may not receive what is due to the work done. Also the sustainability of any enterprise would be in danger with high minimum wage. John Paul (1981) advised that in demanding for a just and fair remuneration, workers should not demand all the profits made. However, still this recommendation does not give the possible ways to determine the just wage. Further, it was still left on the bona fide of employers.

Employers who argue that justice only requires the fulfillment of the contract are also wrong and unjust. The terms of remuneration should be governed by the Golden Rule, which plainly excludes taking advantage of either party's special needs (John XXIII, 1961). The Golden Rule requires that the needs of both parties be considered, as well as the kind and amount of work done, the working conditions, and the wider common good of society (GS 67). This criterion should be impersonally or objectively applied (Shaw and Barry, 1998). Above all, determination of a just wage requires the acknowledgment of workers' dignity without which all efforts are useless.

2.5.1.2 The Rights to Safety, Health and Worker's Compensation

The Health and Safety Act (2006) requires of the employers to care for their employees by taking reasonable precautions for the workman's safety. Law makes provisions for workers to perform under safe premises, a safe system of work, safe appliances, implements and plants. The Constitution of Uganda 1995 Act 40 Section 1 a) evidently states the employee's rights about health: "...to provide for the right of persons to work under satisfactory, safe and healthy conditions."

Employers should take maximum care for the health of their workers. In the same Act and Section of the Constitution of Uganda, legislation is intended to assure some recompense for occupational injuries workers face. This is one of the major social measures to be adopted. It is indemnity for injuries sustained by employee (Lumumba, 2005). This has been buttressed with Worker's Compensation Act (2000, No 8), and with the Occupational Safety and Health Act (2006, No 9). The Occupational Safety and Health Act apply to health and safety precautions to every work-place or working environment. It obliges employers to take due care and ensure safety at work-place and in transit. General health and welfare provisions made include sound construction, space, ventilation cleanliness, lighting, water, sanitary convenience and first aid facilities (part viii). There are also specific provisions regarding fire preparedness (part x), the safety of machinery, plant and equipment (part xi), hazardous materials (part xii), and precautions in handling chemicals (part xiii). This Worker's Compensation Act applies to all workers except the army. Employers must provide compensation for injuries sustained, sickness or diseases contracted or death suffered in the course and as a result of employment (Barya, 2007).

2.5.1.3 Right to Holidays

The Ugandan Constitution again accords the right to holidays and the hours of work. Article 40 (1) c) asserts that "...to ensure that every worker is accorded rest and reasonable working hours and periods of holidays with a pay as well as remuneration for public holidays". John Paul (1981,

No 19) recommends that if the absence of the person is impossible, such long vocations can be taken once a year or possibly in several shorter periods during the year. Further, the Constitution of Uganda article 40 (4) puts into consideration the dignity of mothers; it states that “the employer of a woman worker shall accord her protection during pregnancy and after birth, in accordance with the law.” The Church, in her social teaching, holds that the authorities have to ensure that for reasons of economic productivity, workers are not denied time for rest and divine worship (Pontifical Council, 2004, No. 286).

2.5.1.4 Rights on Termination of Employment

Unlike in the old labour laws where there was no provision for terminal benefits, today the new Employment Act (6/2006) considers unfair dismissal of workers. It provides a clause for some limited benefits or rights. It provides notice or pay in lieu of notice (section 58), reinstatement in case of unfair dismissal or compensation thereof (Section 71 (5)), compensatory orders basic and additional for unfair termination (Section 77 and 78), repatriation (section 39), severance allowance (section 87-92) and proper procedures in case of lay-offs and redundancies (section 81). Angeret (1998) analyzed the positions of this law and also dealt with the rights and the limitations, however he did not allot much reference to the operation of the law in practice.

2.5.1.5 Workers Right to Organize (Freedom of Association)

The international Labour Organization (ILO) since 1950s to date has interpreted the various aspects of freedom of association for workers (Swepston, 1998). Workers’ right to organize is one of the fundamental freedoms guaranteed by the Constitution and espoused by ILO laws (Convention 87. 1948, and Convention 98, 1963), which were both ratified by Uganda in 2005. This right was enacted in the 1995 Constitution, which states that “freedom of association which shall include freedom to form and join association or union, including Trade Unions...and other civic organization (Article 29 (i) (e)). This right is further elaborated in article 40 (3), “Every worker has a right to:

- a) Form or join Trade Unions of his or her choice for the promotion and protection of his or her economic, social interest.
- b) Collective bargaining and representation, and
- c) Withdraw his or her labour according to law.”

These articles emphasized the right of association basically in forming unions, joining them for collective bargaining and representation and the right to strike. Though ratified in the Ugandan Constitution of 2005, and elaborated well in the Employment Act 2006, it has not been implemented. Most significantly, its enactment was a result of international pressure rather than a government commitment to the plight of the working class.

Okuku (2005) assessed the participation of Trade Unions and its effects in Uganda, but he was not specifically concerned with rights and the dignity of workers. Another writer Ralph Gonslaves (1974) only provided a detailed macro analysis on the political role and hurdles of associations over the first decades of independence. The Church also advocated and recognized the fundamental role played by the labour unions. Solidarity among workers is more fitting and necessary today than ever when there is need for advocacy for workers' dignity. Today however, unions are considered as traditional relations and have been substituted by Human Resource Management (HRM) (Metcalf and Fernie, 2005).

2.6 Hurdles in Regarding Workers' Dignity

All in all, the cause of all hurdles is due to lack of advocacy for the workers' dignity. Without regard for the workers' dignity, workers' rights are easily violated and cannot be respected. According to Barya (2007), the biggest hindrance is government economic policies and its attitudes to the labour laws in general. Workers' unions or associations are dormant if not extinct. There is need for collective bargaining power to advocate for the workers' dignity.

Barya (1991) confirms that the government views workers' rights as “populist laws” that are a hindrance to investment and economic growth, which are a key interest of its neo-liberal policies. This shows that the government itself does not at all consider the dignity of its workforce. The

government, therefore, continues to starve and not to adequately fund the Ministry responsible for the human resources and the industrial relations—to enforce labour laws.

This, for a long time, has rendered the new enacted laws to remain stagnant. It situates challenges in advocating and implementing the workers' dignity and rights. The attitude of government and the employers continues to be hostile towards regarding and enforcing the rights of workers (Muneku and others, 2004). Remarkably, what remains to be seen is whether there is advocacy for the workers dignity and that the rights are put in practice up to the grassroots.

2.7 Conclusion

Having examined other peoples' views on the workers' situation, we acknowledge what is done so far, but still there is need to enforce and implement the advocacy of workers' dignity as a remedy. As Batista (1985) summarized papal teachings in a two-fold form of a personal and social dimension, still the spiritual perspective is emphasized. Their views are not erroneous, but they do not address how to improve the conditions as faced by the workers' situation today on the grass-root level. They put less emphasis if any on the advocacy for the worker's dignity yet it is the central measure or tool to bring about good working conditions of the vulnerable workers. Though there is some paper-work done, its implementation is another issue. This is the gap that this study has identified. There is need, therefore, to enforce and implement the advocacy of the workers dignity as a way forward to the plight of the workers. This study proposes and pushes exactly for that strategy.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter presents the methodology that the study employed. It exposes the research design, a description of the geographical area and the population from which the samples were selected, the instruments used to collect the data and data analysis procedures.

3.2 Research Design

The study employed both the qualitative and quantitative paradigms⁷. It employed both because data or information was not only expressed in a mathematical way, but certain information such as feelings, emotions and attitudes had to be described. It thus employed qualitative approach to record and explain non-verifiable data/information. The study also incorporated the quantitative approach to present measurable and verifiable data. The strategy was a case study because the area and size of the area under study would then be manageable and respondents and informants would be easily reached, and the sample findings would be generalized to all the workers in Wakiso district and to the whole of Uganda.

3.3 Starting Up

After the proposal was accepted and the interview checklist and questionnaire approved, the researcher obtained a letter of introduction to various authorities from the Dean of Studies. Then he proceeded to dispatch the questionnaires to the identified respondents and to make schedules for interview after training the research assistants and buying the necessary research materials. Then he embarked on data collection together with the research assistants.

⁷ *Qualitative Paradigm*: Research approach involving detailed verbal description, commonly using observation, interviewing and document review. Its analysis is interpretive, subjective and impressionistic.
Quantitative Paradigm: It is a research approach which employs rigorous statistical applications—commonly numeral figures are used.

3.4 Geographical Area and Population of Study

Wakiso Town Council is found along Kampala-Hoima Road in Wakiso District. Wakiso Town Council is divided into five “wards” sub-divided into ten “cells” which are defined as villages or Local Councils (Population Statistics, 2002, Appendix III). According to the 2002 National Census, Wakiso Town Council had a population of 16,702 people. In 2009 it is estimated to have a total population of 19,682 according to the projected population growth rate of 2.7% (Wikipedia Free Encyclopedia, 2009). Of the total population 51% are female and 49% are male and the working force is about 61% of which the majority are youths (Population Statistics, 2002, Appendix III).

The Town Council is dominated by Baganda, although there are many other various groups of people from all over Uganda and some from neighboring countries and a few from overseas. It is made of various religions though many are syncretic. The main economic activities in Wakiso town are trade, transport, quarry, peasantry and a reasonable fraction of salary/wage earners. However, some of the people, mainly the youth, are idlers, even though some are just unemployed but are willing to work.

3.5 Sampling Techniques and Size

3.5.1 Techniques

The sampling techniques incorporated were snow-bow sampling and non-probability⁸. Snow-bow sampling was employed because all people in a given cell were not known, so one respondent would direct the researcher to another respondent. Non-probability was used because the study employed both qualitative and quantitative approaches. The study further incorporated the technique of simple-random⁹ sampling.

⁸*Snow-bow sampling*: A method used where the researcher is not aware of the intricacies surrounding the research issues within a given locality.

Non-probability: A technique used where the researcher does not have a specific sample frame and is not bogged down by the question of representatives.

⁹ *Simple-random*: A sampling technique based on random numbers being assigned to every person in a denomination, in this case of the study as based from every cell or village as described in 3.5.2.

Accidental sampling¹⁰ was also integrated because there was need to identify a specific group of people not only for purposes of convenience, but also to suit the objectives. The sampling and the deductive approaches¹¹ were thus employed because the whole population was too big to reach out. This was because of the various limitations such as logistics, finance and effort.

3.5.2 Sample Size

Samples were taken from ten “cells” referred to as villages or Local Councils. From each cell 9 respondents were reached, of whom 5 were females and 4 males. From within town 30 respondents were reached, of whom 14 were female and 16 male, including 10 town and district officials. The total number of respondents was 120.

3.6 Data Collection: Instruments and Procedures

3.6.1 Techniques

Two modes of data were employed: primary data attained from the field and secondary data extracted from an analysis of the written views of various scholars on the topic.

3.6.2 Instruments of Data Collection

The primary data collection preferably employed questionnaire, interview and observation while secondary data collection employed documentary analysis.

Questionnaire: Though the questionnaire was open to all informants, the researcher specifically directed it to the literates of whom 30 were workers, 10 employers, 10 town and district officials. A total of 50 questionnaires were dispatched of which 48 were returned. The questionnaire was both open ended and close ended because partially the study sought short responses and

¹⁰ *Accidental Sampling:* Some times referred to as convenience sampling, where the researcher identifies a convenient sample to respond to the study.

¹¹ *Sampling Frame:* It is a specific group(s) whose opinion the researcher is interested in hearing.
Deductive Method: Relating to, or making use of the method of proposing hypotheses and testing their acceptability or falsity by determining whether their logical consequences are consistent with observed data

straightforward information and also being qualitative certain instances required a bit of explanation.

Interview: Though this tool targeted the illiterates, it was also used for the literates when clarification of issues was required. A total of 70 respondents were reached, of whom 45 were employees, 15 employers and 10 town and district officials. The interview questions were structured to ensure that the same questions were asked. However, this did not prohibit probing where clarification was needed.

Observation: This was carried out in a non-participatory manner. Non-Participatory observation ascertained what the respondents reported about their relations, freedom at work, working environment, availability of safety precautions like fire gadgets. To clear all doubts, the “see and judge” approach was used, but also clarification was sought from the respondents. The under-cover observation technique made the employees and employers to act freely without pretence or hypocrisy, truthfulness of the respondents was ascertained. This was done at the frequency of 3 days a week.

Documentary Analysis: Various libraries were visited in search of the related literature. Public documents (like workers’ employment manuals, Salary scales, Principles and Guidelines at work, and Workers’ Employment Act), archival records (like contractual letters, conditions and terms of agreement), internet, text books, articles, administrative records and formal study reports were of great use to literature review. These documents were reviewed to give a general view of the working conditions of workers and also to be familiar with the general guiding principles of workers at specific locations.

3.7 Data Quality Control

Questionnaire: The validity of the questionnaire was ensured by the prior examination and pre-testing. It was presented to the supervisor to assess the correctness and relevance of the set questions, and then it was subjected to piloting with the help of some of the workers at school.

Though it was difficult to test for the reliability of the questionnaire assessment was done, and a pilot study was also taken to at least ascertain its reliability.

Interview: The validity of the interview questions was ensured by subjecting the check-list to a pre-test and presented to the supervisor for assessment. As for the reliability, respondents were subjected to probe questions and similar questions were asked to see if the answers were the same. Any discrepancies were brought to the attention of the respondent. The question was asked again and the truth was pressed for. To ensure the truthfulness of the responses from the respondent, consistence in the responses cleared the doubt.

Observation: The validity of observation was ensured by correct eye-sight and the correct phenomena to observe, while the reliability was ensured by correct eye-sight and more or less stable phenomena to observe. Sincerity and objectivity was ensured by avoiding prejudices and stereotyped tendencies of the observer.

Documentary analysis: The authenticity of documentary analysis was ensured by relating to the literature of competent researchers. Finally, literature findings were related to the objectives of the study as guided by the research questions and the conceptual frame work. Criticisms and evaluation were made and the gap identified which this study was set out to fill.

3.8 Data Organization and Analysis Procedures

3.8.1 Data Organization

Before analysis and interpretation commenced, the raw data were first organized. Data were transcribed from the tapes. Data banks were created for proper data management. The sources of data were ascertained, data collated, tallied, sorted and coded. Data files were opened up, coordinated with the pre-set categories and the objectives. The emergent themes were coded and files were opened up. Tallying and sorting of data were repeatedly done to ensure accuracy. Finally, analysis and interpretation proceeded in relation to the research goals.

3.8.2 Data analysis Procedures

Data analysis was a continuous process throughout the research. The data were properly understood and liaised with the objectives and goals of the study. Focus was put on the key questions as guided by the topic and research questions which were mainly open-ended. This process also attested the statement of the problem. In the analysis of empirical data, scientific approach was employed where the data were subjected to verification or falsification. This was repeatedly carried out to ensure the validity of the findings and the pre-set themes. The emergent themes identified according to the responses were also subjected to further scrutiny to see whether they recurred and they were tabulated against the variables.

Further, coding and matching data were continued to organize the themes into coherent categories that were summarized and to bring meaning to the research. Description was made on each key theme and statistical illustrations in form of tables, charts and graphs were made. In the process, alternative explanations, paradoxes, and contradictions were explored. The process was repeatedly done until relevant themes and findings were achieved. Finally, the importance of different themes was assessed and all the findings pertaining to each particular theme were assembled.

3.8.3 Interpretation

Interpretation was done concurrently with analysis. After organizing and analyzing, data was contextualized and interpreted in line with the research objectives. Verification whether data were in support of the interpretation was done. Further analysis and synthesis were enhanced to make findings meaningful and relevant. Interpretation employed both the qualitative and statistical methods. Percentages were computed, and the relationships among the variables and themes were studied well and the implications drawn therefrom. Finally, conclusions were drawn and recommendations advanced—all knitted in a report that was presented in the form of a dissertation.

3.9 Conclusion

In this chapter the procedures and the methodology of the study used have been presented, as well as the strategy, design and the tools. Control measures and checks for the validity and reliability of the tools employed have been presented. Data coding, organization and analysis procedures used have been presented in anticipation of data analysis and the presentation of the findings therefrom in Chapter Four.

CHAPTER FOUR

PRESENTATION OF FINDINGS

4.1 Introduction

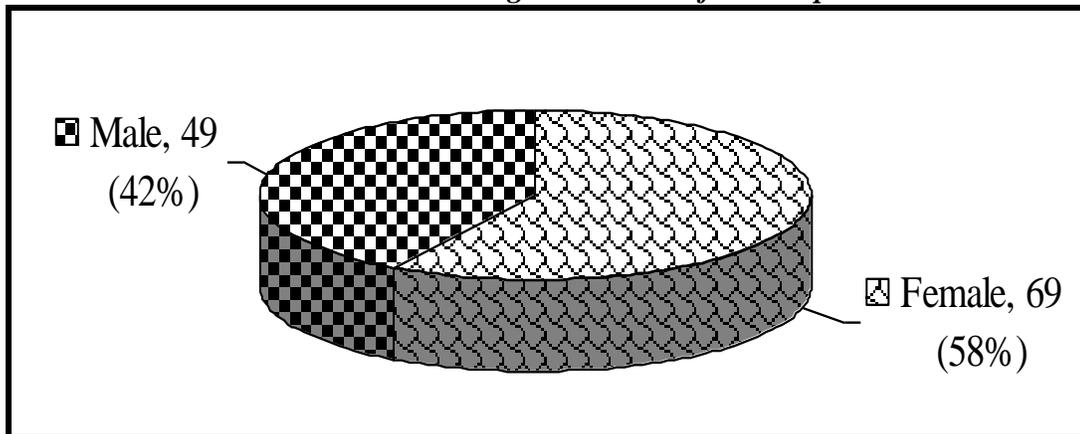
Basing on the instruments and the methods described in the previous chapter, this chapter presents the data that were obtained from the field. It gives an exposé and affirmation of the problem stated, aligned with the background of the study. Further still, therein the originality of the work is high-lighted, grounding in the basis for the conclusions and recommendations to be made in chapter five.

4.2 Demographic Characteristics of the Respondents

4.2.1 Sex of the Respondents

The sex of the respondents was analyzed in order to find out the sex employment distribution of the sample. The findings are presented in the pie-chart 4.2.1 below.

Pie-Chart 4.2.1: Illustrating the Gender of the Respondents.



Source: Fieldwork Findings

As illustrated in the pie-chart above, of the total of 118 respondents/informants, the women were 58% and men were 42%. This shows that both sexes were employed to fair proportions.

4.2.2 Age of the Respondents

The respondents were asked their age to find out the mode age-group of the working force. It was also intended to find out whether the retirement age is respected. The table 4.2.2 below

summarizes the results.

Table 4.2.2: Illustrating the Age of the Respondents.

Age	Respondents	
	No.	%
Below 18 Years	5	4%
18-20 Years	18	15%
21-35 Years	31	26%
36-50 Years	41	35%
51-65 Years	13	11%
Above 65 Years	10	8%
Total	118	100%

Source: Fieldwork Findings

As the table above shows, 87% of the respondents ranged between 18-60 years, while 8% of the respondents were above 65 years. It was manifested that the mode-range was 36-50 years, while those beyond the retirement were 11%. This confirmed that the 65 years set for the retirement age was not respected. This was attributed to lack of sufficient retirement package or pension it at all provided. Workers therefore, prefer to remain working in order to earn a living than to retire. Unfortunately, though the study was not intended to deal with child abuses in work, it was found out that child labour prevails as manifested by 4% below 18 years. This is because employers prefer child labour, for it is cheap and easily manipulated. This however, was a gap noticed which needs to be studied and addressed.

4.2.3 Education

The respondents were asked about their education. This was intended to find if respect for workers' dignity or its lack is related to the level of education. It was also intended to make a comparative study to know which class of people are employed. The table below summarizes the results.

Table 4.2.3: Illustrating the Education and Qualifications of the Respondents.

Qualification/Education	Respondents	
	No.	%
No School at all	8	7%
Primary Level (P.1-P.7)	10	8%
Ordinary Level (S.1-S.4)	14	12%
Advanced Level S.5-S-6)	19	16%
Certificate	19	16%
Diploma	29	25%
Bachelors' Degree	15	13%
Masters' Degree	4	3%
PHD	0	0%
Total	118	100%

Source: Fieldwork Findings

As the table above shows, employees were of all levels of education—including the “no-level”, specifically, 73% were of advanced level and above, 20% were of Ordinary level and below and only 7% did not go to school at all. Though these results show that low education still exists, it is however, not entirely the cause of the violation of workers’ dignity as some respondents had alleged. It was found out that all respondents face similar problems as further findings below elucidate.

4.2.4 Working Experience

The working experience of the respondents was asked to ascertain the validity of the responses and also to make a comparison between experienced workers and inexperienced ones in relation to how their dignity was handled. The results are presented in the table below.

Table 4.2.3: Illustrating the Working Experience of the Respondents.

Working Experience	Respondents	
	No.	%
1-3 Years	22	19%
3-5 Years	38	32%
6-10 Years	21	18%
11-15 Years	20	17%
Above 15 Years	17	14%
Total	118	100%

Source: Fieldwork Findings

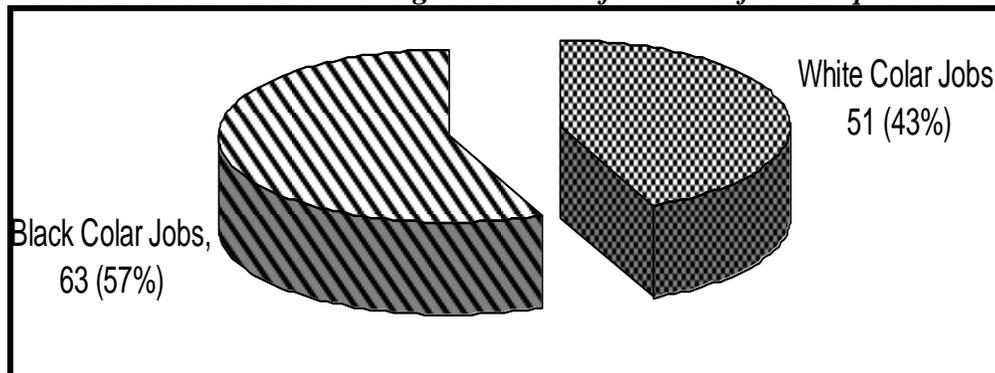
As the table shows, 81% had a working experience of over three years and 19% were below three years. The findings showed that 81% of the workers were experienced. This points to the fact that the violation of the workers dignity is not dependent on working experience.

4.2.5 Type and State of Job

The nature of the job was asked, that is, whether it was white collar or black collar. This was intended to find out whether it was those who did the dirty work who were more vulnerable to the abuse of their dignity. Further still, the respondents were asked whether they were permanent or casual/part-timers. This was intended to see the category of workers whose rights and dignity had been violated. The results are presented in the pie-charts 4.2.5.1 and 4.2.5.2 below.

As the pie-chart 4.2.5.1 below shows, 57% of the respondents were found to be doing the “donkey’s work” commonly referred to as black/dirty collar jobs and 43% do the white collar jobs referred to as office work or professional work.

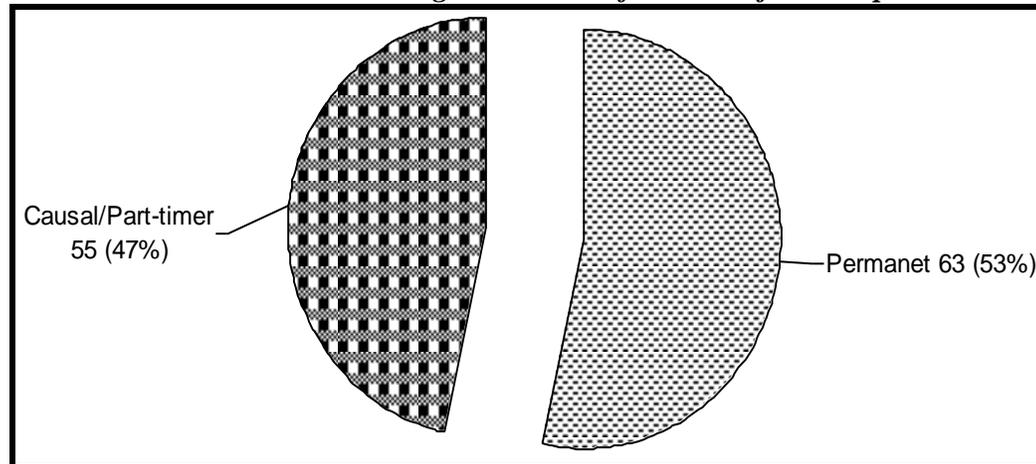
Pie-Chart 4.2.5.1: Illustrating the Nature of the Job of the Respondents.



Source: Fieldwork Findings

This however, was no conclusive indicator that white collar employees are not victims of human dignity abuse.

Pie-Chart 4.2.5.2: Illustrating the Nature of the Job of the Respondents.



Source: Fieldwork Findings

As shown in the pie-chart 4.2.5.2 above, while 53% of the respondents were permanent workers, 47% were casual workers¹² which is a bigger fraction. This is because basically casual workers do not have any labour policy thus, their dignity and rights are easily violated. For example, they provide cheap labour and termination is at the employers' convenience.

4.3 Objective One: Disregard of Workers' Dignity

The respondents were asked what constitutes workers' dignity. This was intended to find out what is entailed in disregarding workers' dignity. The findings were categorized in the table 4.3.1 below.

4.3.1 What Constitutes Workers' Rights

Asked what constitutes workers' rights, the respondents enumerated various elements each which were categorized as shown in the table. Percentages were calculated basing on the frequency of the total number of responses categorized as appears in the table 4.3.1 below.

¹² The new Employment Act 2006 (Section 2, Act 6/2006) defines casual labour or employee as "a person who works on a daily or hourly basis where payment of wages is due to the completion of each day's work" Legally a casual worker contracts on daily basis, has no rights apart from wage pay at the end of the day and is hired and fired at will.

Table 4.3.1: Respondents' Distribution of What Constitutes Workers' Rights

Qualification/Education	Respondents	
	No.	%
Freedom of Expression	118	19%
Participation in Decision and Policy-making	50	8%
Respect for Private Life	118	19%
Holidays	100	16%
Medical care	90	15%
Equal Treatment	70	12%
Compensation	62	10%
Total	608	100%

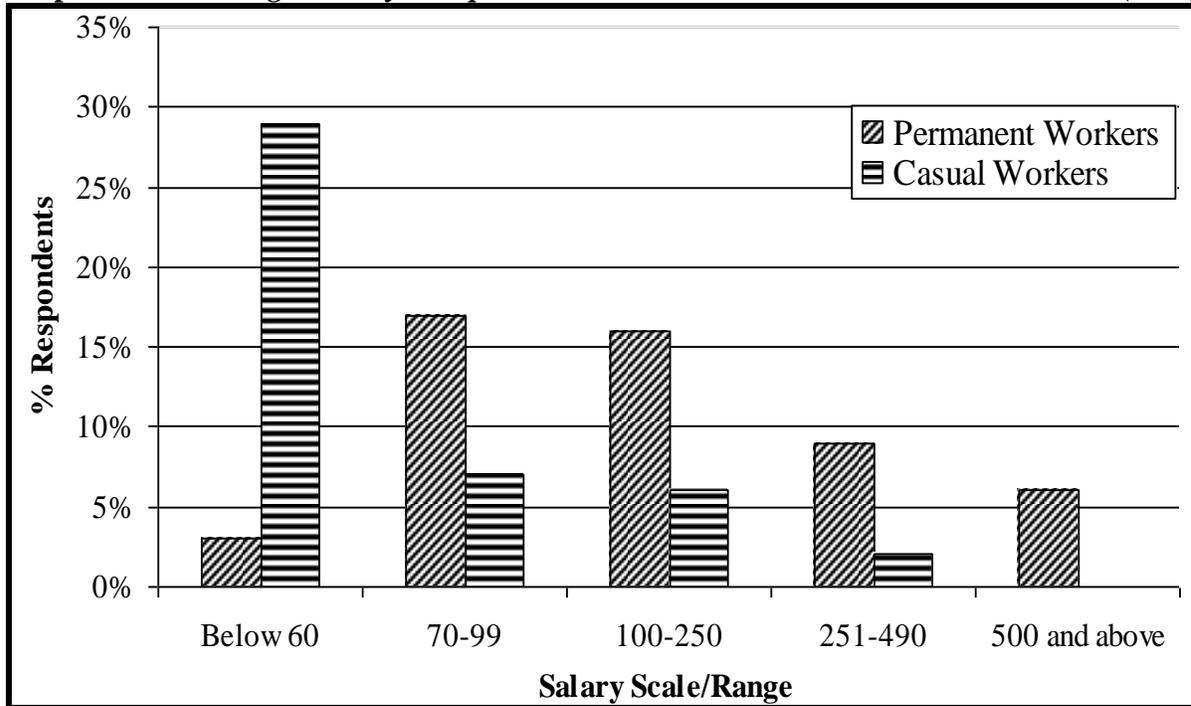
Source: Fieldwork Findings

Of the 118 respondents, 608 responses were received of which 19% related it to freedom of expression, 8% to participation in decision and Policy-making, 19% respect of private life, 16% holidays, 15% medical care, 12% equal treatment, and 10% compensation. Workers' dignity was thus related to workers rights. This manifested that workers' rights are inseparable from workers' dignity. As such violation of the workers' rights is a disregard of their dignity. Respondents therefore, understood disregarding workers' dignity in relation to the violation of workers' rights.

4.3.2 Casualness

Respondents were asked why and how casual workers were a threat to the advocacy of workers' dignity. This was intended to find out how casualness influences the working conditions of workers. They argued that since casual workers do not have any labour policy, their dignity and rights are more so violated. This was exhibited in a salary comparative study, between casual workers and permanent workers as shown in graph 4.3.2 below.

Graph 4.3.2 Showing a Salary Comparison between Permanent and Casual Workers ('000)



Source: Fieldwork Findings

The graph above shows that casual workers (part timers), received a lesser remuneration compared to the permanent workers. It was manifested that only 3 % of the permanent workers were below 60,000/= yet 30% of the casual workers were below 60,000/=. This was a clear indicator of what was alleged that casual workers weaken the bargaining power of workers. From the findings the defects of casualness, such as being hired and fired at will and not regarding their rights, were confirmed. Other major incidents of casualness that were reported, included, lack of written contracts or appointment letter, increase in working hours, and denial of the right to join Trade Unions. This happens because employers aim at profit maximization, yet casualness grants cheap labour since casual labourers have no right apart from the payment of wages at the end of the day.

4.4 Objective Two: The Poor Conditions of and Injustices to Workers

Under this objective the poor conditions of and injustices to work were explored. Asked how the workers conditions were, employers enumerated various conditions. Further still, the injustices workers face were asked. This was intended to expose the working conditions of and the

injustices to workers in Uganda and more particular in Wakiso.

4.4.1 The Poor Conditions of Workers in Wakiso Town Council

4.4.1.1 Health and Medical Care

4.4.1.1.1 Safety Precautions

Respondents were asked whether safety precautions such as safety belts, head and nose masks, gloves, fire precautions and warnings were in place at work. This was intended to find out whether the health conditions of workers are considered at the work place. The findings are illustrated in the table below.

Table 4.4.1.1.1: Showing the Regard of Safety Precautions.

Particulars	Respondents	
	No.	%
Regarded	15	13%
Un-regarded	26	22%
Ignorant	77	65%
Total	118	100%

Source: Fieldwork Findings

As from the above table, 13% of the respondents confirmed the regard of safety precautions, while 22% said that they were not in place. Surprisingly, 65% innocently expressed their ignorance about the issue of safety precaution. Amidst the rampant fire outbreaks no precautions or sensitization was done not even in government offices. Partially, the ignorance of workers' rights among the workers themselves explains why there were still massive disregard for the workers' dignity in Uganda and Wakiso in particular. In an interview one of the respondents lamented:

"...when the boss was requested to provide gloves and nose masks for our sanitary work, he immediately objected. Consequently, he commanded us to leave work if we could not work without them. We resumed our work but our health is exposed to a lot of dangers. At times we fall sick but the boss does not care at all, he only threatens us with dismissal warnings. This has made work so hard for us and worst of degrading."

4.4.1.1.2 Health/Treatment

Respondents were asked whether the employers took responsibility for their medical treatment in case of sickness. This was meant to find out whether the health conditions of workers were well-regarded in order to have good working conditions. The table below shows the findings.

Table 4.4.1.1.2: Showing the Regard of Workers' Treatment.

Particulars	Respondents	
	No.	%
Regarded	27	23%
Un-regarded	36	31%
Ignorant	55	47%
Total	118	100%

Source: Fieldwork Findings

Twenty three percent of the respondents affirmed that medical treatment was provided in their work-place, 31% answered in the negative, while 47% did not at all. The findings show that, on the whole workers' health was not given priority. They were treated as tools that need not to be serviced. There is need, therefore, to advocate for the respect of the dignity of workers as humans.

4.4.1.2. Workers' Compensation

Respondents were asked whether, in case of any danger or accident when at work one would be compensated. This was meant to find out whether workers' lives and physical conditions were taken as important in an effort to curb hazardous happenings which were as well dreadful to good working conditions of workers. The results are tabulated below.

Table 4.4.1.2: Showing the Regard of Work Man's Compensation.

Particulars	Respondents	
	No.	%
Regarded	6	5%
Un-regarded	61	52%
Ignorant	51	43%
Total	118	100%

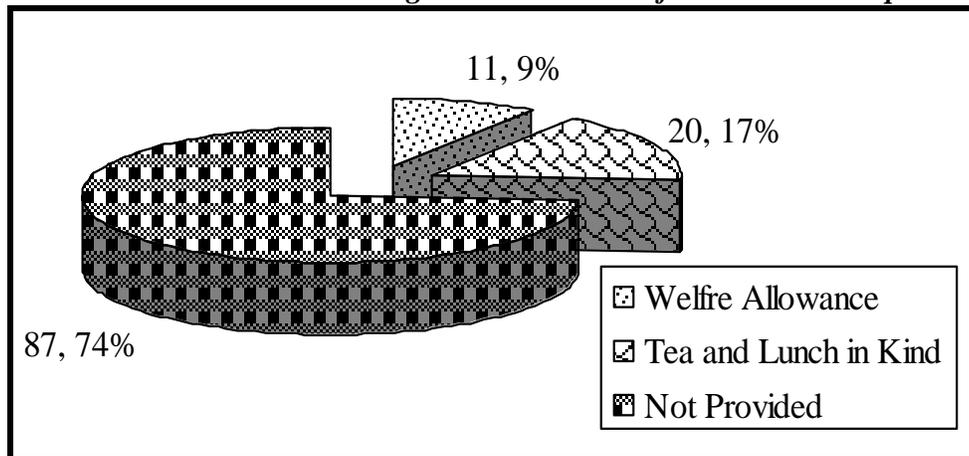
Source: Fieldwork Findings

According to the responses only 5% of the employers had this policy, 52% utterly disregarded it and 43% of the respondents were ignorant of the existence of the policy. This fosters the observation that the conditions of workers were still poor, since the majority of the respondents 95% had no indemnity in case of injury when at work.

4.4.1.3 Workers' Welfare at the place of work

The respondents were asked whether they were given food in terms of tea and lunch or welfare allowance. The purpose here was to find out whether the employees' conditions at work were favourable and good. The findings are illustrated in pie-chart 4.4.1.3 below.

Pie-Chart 4.4.1.3: Illustrating the Workers' Welfare at the Work-place.



Source: Fieldwork Findings

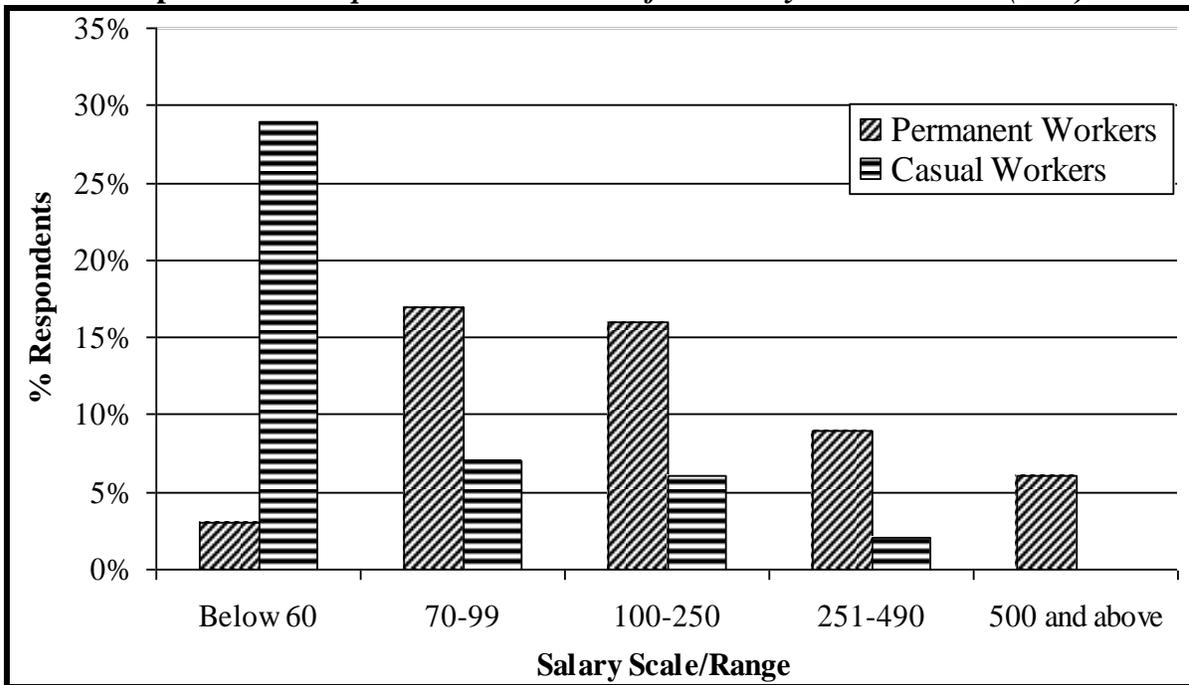
Of the 118 respondents, 26% of the employees' were provided with the workers' welfare of whom 9% received it in monetary terms and 17% received it in kind and 74% were utterly not catered for. This did not only show that workers go hungry at the place of work, but also it implicitly meant that they had no moments of social gathering. Sharing a meal brings workers together and also gives a moment of break from the long tiresome work. However, many employers do not provide tea-break and lunch-break since it is all seen as time wasting. It was affirmed that employers do not care for the welfare of their employees, rendering the working conditions so hostile to live which is also a big threat to the health of the employees.

4.4.2 Injustices to Workers in Wakiso Town Council

4.4.2.1 Remuneration

The respondents were asked how much they earned. This was meant to find out whether employees had a just remuneration or were under-paid. The findings were categorized into two, permanent employees and casual employees. This was meant to make a comparative study between permanent workers 63 (53%) and casual workers 55 (47%) as illustrated in the graph below.

Graph 4.4.2.1: Respondents illustration of the Salary Scale Workers ('000).



Source: Fieldwork Findings

Of the 63 permanent employees 3% were below the minimum wage. The biggest fraction 51% were above the set minimum wage of whom 16% ranged from 251,000/= and above, while of the 55 casual workers 30% were below the minimum wage and only 17% were above the minimum of which non was above 500,000/=. The findings above showed that the most affected workers were the casual workers.

4.4.2.2 Termination of Employees

4.4.2.2.1 Causes of Termination at work

The respondents were asked about the causes of the dismissal or termination from work. This was meant to find out more about the injustices in work. Only 48 who had ever been dismissed from work, reported on this, as is summarized in the table 4.4.2.2.1 below.

Table 4.4.2.2.1: Illustrating some of the Unfair Causes of Termination.

Reason for Termination	Respondents	
	No.	%
Maternity Problems	10	21%
Political	11	23%
Cultural/Tribe	8	17%
Religious	4	8%
Personal Misunderstanding with employers	15	31%
Frequency Total	48	100%

Source: Fieldwork Findings

As can be seen 21% of the affected respondents said it was due to maternity problems. Some said that they were terminated before and others after giving birth. Another 23% reported that it was due to the political differences not only differences, in political parties but also in ideologies, 8% differences in religion while 17% alleged that it was because of cultural and tribal differences. The biggest 31% said that it was due to poor relations or misunderstandings. The findings showed that unfair dismissal existed.

4.4.2.2.2 Termination Benefits

Respondents were asked whether their employers gave terminal benefits. This was meant to find out whether the employers respected employment procedures by granting dismissed employees their terminal or retirement package which is an issue of justice. Tables 4.4.2.2.2.1, 4.4.2.2.2.2 and 4.4.2.2.2.3 below summarize the findings.

Table 4.4.2.2.1: The Regard for Gratuity.

Particulars	Respondents	
	No.	%
Regarded	8	7%
Un-regarded	104	88%
Unaware	6	5%
Total	118	100%

Source: Fieldwork Findings

In table 4.4.2.2.1 above, only 7% affirmed that their terminal benefits were regarded, while 88% said they were disregarded, and 5% expressed total ignorance about the issue. The results showed that on the whole employees were dismissed without their terminal benefits.

Table 4.4.2.2.2: The Regard for Pension.

Particulars	Respondents	
	No.	%
Regarded	16	14%
Un-regarded	98	83%
Unaware	4	3%
Total	118	100%

Source: Fieldwork Findings

Table 4.4.2.2.2 above, 14% of the respondents acknowledged the regard for pension, 83% were not given their pension while 3% expressed total ignorance about the issue. The findings thus confirmed that employers do not give pension to their employees.

Table 4.4.2.2.3: The Regard for NSSF.

Particulars	Respondents	
	No.	%
Regarded	85	72%
Un-regarded	30	25%
Unaware	3	3%
Total	118	100%

Source: Fieldwork Findings

In table 4.4.2.2.3 above, 72%, acknowledged the receipt of NSSF and 25% reported that they were not registered, while 3% confessed their ignorance about its procedures. The findings showed that at least NSSF was fairly done though with its intricacies as some of the employees said. It was a good manifestation that at least 72% of the workers were assured of their retirement package.

4.4.2.3 Hours of Work and Holidays

Respondents were asked whether they were given their days of rest as obligated. This was meant to find out whether employers respected workers' days of rest as an expression of justice.

The Tables below shows how the holidays, leaves and extra hours are regarded.

Table 4.4.2.3.1: Regard for Annual Leave.

Particulars	Respondents	
	No.	%
Accorded with pay	24	20%
Accorded without Pay	29	25%
Not Accorded	65	46%
Not Aware	10	9%
Total	118	100%

Source: Fieldwork Findings

In table 4.4.2.3.1 above, only 20% were fairly accorded their annual leave justly, 80% were not given their leave as their rights obligate. Surprisingly 9% expressed their total ignorance about their right to annual leaves. There is need therefore, to sensitize the workers about their rights in order to fully regard their dignity.

Table 4.4.2.3.2: Regard for Maternity Leave.

Particulars	Respondents	
	No.	%
Accorded with pay	13	19%
Accorded without Pay	25	36%
Not Accorded	31	45%
Total	69	100%

Source: Fieldwork Findings

In the table 4.4.2.3.2 above, percentages were calculated in relation to the women respondents of which only 19% said that they are accorded maternity as the law obliges, while 36% were given leave without pay and 45% were totally disgruntled. One of the respondent reported that she had lost her job after having been pregnant. Further probing revealed that her employer had terminated her services just because she was pregnant in order to avoid maternity expenses such as paid maternity-leave and the annual leave. Evidently, this explains why various female informants reported that their employers terminate women who are married. A total percentage of 81% of the

respondents shows the denial of maternity leave as one of the major indicators of injustice workers face. This is a clear manifestation of some of the injustices workers face.

Table 4.4.2.3.3: Regard for Holidays or Offs.

Particulars	Respondents	
	No.	%
Accorded with pay	43	36%
Accorded without Pay	44	37%
Not Accorded	31	27%
Total	118	100%

Source: Fieldwork Findings

Table 4.4.2.3.3 above, shows that 36% of the respondents were dully given their holidays and offs with pay, 37% were accorded their holidays but without pay, while 27% were not accorded at all. This is partially because of ignorance of the workers' rights, casualness and greed of the employers who are purely profit minded.

Table 4.4.2.3.4: Regard for Extra Hours or Over-time.

Particulars	Respondents	
	No.	%
Worked with pay	34	29%
Worked without Pay	72	61%
Not Allowed	12	10%
Total	118	100%

Source: Fieldwork Findings

As in table 4.4.2.3.4 above, only 29% work for extra hours and over-time with pay, 10% do not work for extra work, where by they must complete their work in the set time. Though the set normal working-hours are eight per day, it was found that employers continue to force their employees 61% to work for long hours without any extra pay/over-time or any other form of compensation. This is because employers tend to maximize all the potentials of workers for the sake of high productivity. This further explains why many Ugandans have come to hate work and preferred leisure. In an oral interview one of the respondents who were once workers in AGOA lamented:

“We were forced to work for long hours without compensation. The Asians who were our employers were mistreating and abusing some of the girls sexually. We were working on piecework basis and much₅₀ out-put was expected from us, failure to

*produce the desired amount would lead to reduction of salary. This forced some of our friends to boycott work in demand for salary increase and good working conditions. After the strike we were all dismissed from work.*¹³

4.4.2.4 Discrimination at Work

Respondents were asked how they are treated at the place of work. This was meant to expose the living conditions of workers at the work-place which result into inequality among workers. The various forms of discrimination reported were categorized and percentages calculated in relation to the number of responses given as tabulated below.

Table 4.4.2.4: Categories of Discrimination at Work.

Variable	Respondents	
	No.	%
Nepotism	81	23%
Tribalism	75	21%
Religion	69	20%
Disabilities	56	16%
Sex	69	20%
Total	350	100%

Source: Fieldwork Findings

According to the table 4.4.2.4 above, 23% reported the existence of nepotism—practiced in favour of a relative or friend or a friend of a friend. Tribal discrimination (region or origin) as 21%, religion discrimination 20%, which violated the freedom of worship among the workers, discrimination by disabilities 16% and sex discrimination 20%. This discrimination was not only in promotions but also in the remuneration where by the efforts of some workers were ignored. This manifested the allegation that many of the people in given work-places are relatives or friends or friends of the friends to the employers. It also evidenced the allegation that many big offices are managed by a specific group of people. Should the regional imbalances in development and the unequal distribution of resources be attributed to the same cause? Though some respondents argued so, however, this would need further research. This showed that workers do not work in a free and

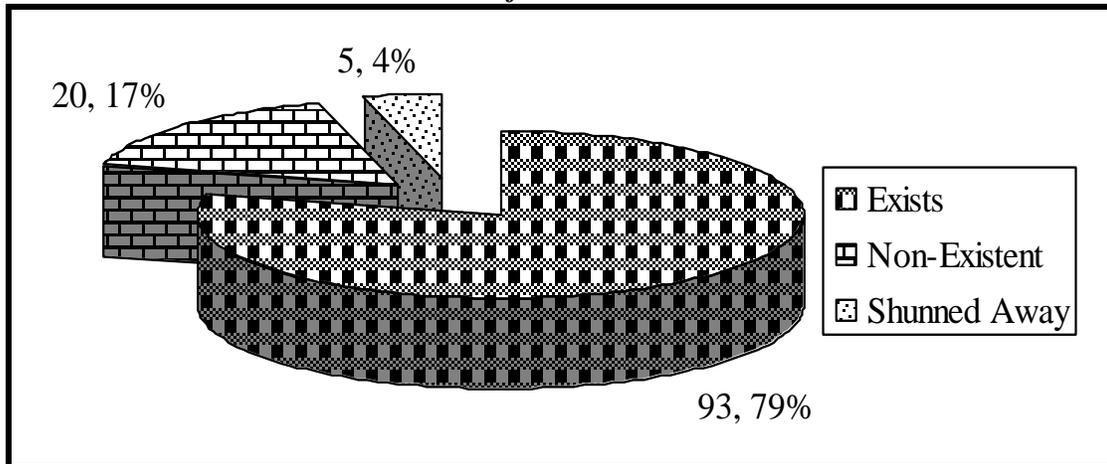
¹³ Informant names withheld on request. She was a former worker from AGOA (Tri-star Company).

health environment, since there was no equal treatment of the workers. This did not only affect employee-employer relation but also employer-employer relations.

4.4.2.5 Sexual Harassment at Work

Respondents were asked whether sexual harassment exists at work. This was deemed important to find out sexual relationships between employers and subordinates and among employees themselves, in order to establish the existence of injustices at work. The pie chart 4.4.2.5 below illustrates the findings

Pie-Chart 4.4.2.5: The Existence of Sexual Abuses and Harassment at Work.



Source: Fieldwork Findings

Of the 118 respondents, 79% said that it existed, 17% said it was non-existent and 4% shunned away. The 17%, who negated its existence, alleged that both parties are mature and first come to the consensus, however, maturity and agreement were not satisfactory to falsify its existence. The 79% was a clear manifestation of the poor conditions workers face.

4.4.2.5.1 The Various Forms of Sexual Harassment

The forms of sexual harassments were asked to ascertain the existence of sexual harassment in order to expose the injustices workers face. The respondents generally referred to sexual harassment as actions that are sexually directed, unwanted and subject the worker to adverse conditions that create a hostile work environment. The various frequent sexual complaints and responses were categorized in various forms as illustrated in the table below.

Table 4.4.2.5.1: Illustrating the Forms of Sexual Abuses and Harassment at Work.

Forms of Sexual Harassment	Respondents	
	No.	%
Sexually Explicit Jokes	96	18%
Sexually Suggestive Looks/Gestures	110	21%
Request for Dating	93	18%
Touching/Fondling	100	19%
Physical Cornering	83	16%
Verbal or Written Harassment	29	6%
Visual Display	15	3%
Total	526	100%

Source: Fieldwork Findings

Of the 526 responses, 18% referred to sexual teasing or telling sexually explicit jokes, 21% sexually suggestive looks or gestures, 18% repetitive requests for date or meeting outside work, 19% actual touching or fondling or pinching, 16% physical cornering, firm touching, scuffling, and 6% verbal or written harassment (jokes, offensive language, and gossip), 3% visual display (posters, graphics, and obscene gestures), Senga in Bukedde and Red Pepper and all sorts of Pornographic Literature, and coercion (pressure for sexual favours). These findings were a clear manifestation of the injustices and the poor conditions workers face.

4.5 Objective Three: Relationship between Employers-Employees and amongst Workers

4.5.1 Employer-Employee Relationship

The study sought to find out the working relationship of employees with the employers. This was meant to establish whether employers did not mistreat employees as in master-slave relationship, as well as to expose the social relations of people at work.

Table 4.5.1: The relationship between Employer-Employee.

Condition	Employer-Employee	
	No.	%
Excellent	3	3%
Good	10	8%
Fair	24	20%
Poor	81	69%
Total	118	100%

Source: Fieldwork Findings

Only 3% of the respondents reported that the employer-employee relationship was excellent, 8% said it was good, 20% said it was fair, and 69% said it was poor as shown in the table 4.5.1 above. This indicates the injustices workers encounter from their employers.

4.5.2 Employee-Employee Relationship

In order to find out how the workers themselves related with each other at work, the respondents were asked about the employee-employee relationship, to which they reported as in the table below.

Table 4.5.2: The relationship between Employee-Employee.

Condition	Employee-Employee	
	No.	%
Excellent	30	23%
Good	51	43%
Fair	26	22%
Poor	11	9%
Total	118	100%

Source: Fieldwork Findings

According to the findings, 23% said it was excellent, 43% was good, 22% was fair, while 9% said it was poor as illustrated in the table 4.5.2 above. Though there seem to exist a generally good understanding between employees and employees evidenced by 91%, there still exists the reality of some employees mistreating and threatening fellow employees as was showed by the 9% of the respondents.

4.6 Objective Four: The Role of the Tripartite Partners

The respondents were asked about the responsibility and vitality of each tripartite partner in the advocacy of the workers' dignity. This was meant to find out and expose the vitality of the tripartite partners in the advocacy of the dignity of workers. It was intended also to show that advocacy of workers' dignity is a collective responsibility. The tables 4.6.1, 4.6.2, and 4.6.3 below summarize the findings.

4.6.1 Employees

Table 4.6.1: The Role of Employees in Advocacy of Workers Dignity.

Details	Respondents	
	No.	%
Necessary/Vital	71	60%
Not Necessary	47	40%
Total	118	100%

Source: Fieldwork Findings

As it is clear from table 4.6.1 above, 60% reported that employees had the responsibility to advocate for their dignity, while 40% of respondents denied the responsibility. The 40% who negated their responsibility expressed the ignorance of workers about their rights. This is due to lack of sensitization of the workers about the labour laws. This shows that ignorance is a big threat to the advocacy of the workers' dignity, which needs to be addressed.

4.6.2 Employers

Table 4.6.2: The Role of employers in Advocacy of Workers Dignity.

Details	Respondents	
	No.	%
Necessary/Vital	89	75%
No Role	29	25%
Total	118	100%

Source: Fieldwork Findings

In the table 4.6.2 above, 75% said that employers play a bigger role in advocacy and violation of the workers' dignity since they are the bosses, while 25% said that employees cannot play any role since they aim at profit maximization at the expense of the workers.

4.6.3 The Government

Table 4.6.3: *The Role of the Government in Advocacy of Workers Dignity.*

Details	Respondents	
	No.	%
Necessary/Vital	118	100%
No Role	0	0%
Total	118	100%

Source: Fieldwork Findings

As illustrated in table 4.6.3 above, the respondents 100% unanimously said that the government ought to have an upper-hand in advocating for the workers' dignity. However, they accused the government of conniving with foreign investors and abuse the rights of workers in the pretext of investors' protection.

The district and town officials were approached about the prevailing conditions of workers. This was intended to substantiate more about the vitality of the government in the advocacy of the workers' dignity. Some of these officials alleged that the conditions of workers were good and workers were given their due dignity in any way. They considered the responses of the employees as allegations. However, they were betrayed by their lack of measures and strategies in advocacy of workers' dignity as summarized in the tables 4.6.3.1 and 4.6.3.2 below.

Table 4.6.3.1: *District Officials Strategy to advocate for the dignity of Workers*

Strategy	District officials	
	No.	%
None	3	30%
Not-Implemented	2	20%
Implemented	1	20%
Total	6	60%

Source: Fieldwork Findings

Table 4.6.3.2: Town Official Strategy to advocate for the dignity of Workers

Strategy	Town Officials	
	No.	%
None	2	20%
Not-Implemented	2	20%
Implemented	0	0%
Total	4	40%

Source: Fieldwork Findings

The findings in the table revealed that 50% of these officials reported no strategy at all, 40% said that strategies were in the plan of action but not yet implemented, while only 1% reported the implementation of plan of action. Respondents also alleged that some district officials covered up the abuses of workers. Some officials were themselves involved and used the police and other law enforcement agencies to harass and assault workers. The findings in tables 4.6.1, 4.6.2 and 4.6.3 showed that advocacy for workers' dignity is a collective responsibility of all the tripartite partners. This enhances the advocacy of the dignity and rights of workers in order to obtain improved working conditions of workers.

4.6.4 Conclusion

This chapter has traced an overview of the current situation of workers. The findings were presented in numeral form and percentages calculated after which data were presented in form of pie-charts, graphs and tables. In general, therein, the presentation and tabulation of data were given. It is from this expose that conclusions in chapter five were made and went a step forward to illumine on the fact that regard of workers' dignity is indispensable for the good working conditions of workers.

CHAPTER FIVE

DISCUSSION, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

In this chapter a résumé of the key research findings is given, underscoring the significance of the general objective. The streamlined findings are brought out in the theoretical framework and comparisons and contrasts are made thereof. Therein, conclusions and recommendations are made, based on the related literature review in chapter two and the findings in chapter four.

5.2 Discussion

5.2.1 Summary of the Major Findings

This is one of the most significant dissertations to survey the conditions of the workers in Wakiso town council while also examining the role of the tripartite partners in the implementation of the rights of workers. The study found out that there was no regard for workers' dignity in Wakiso Town and, by inference, in Uganda generally. The most significant findings were the existence of the poor conditions of workers and the injustices which were manifested by discrimination at work, sexual harassment, poor health conditions (injuries and loss of life), denial of terminal benefits, casualness, low remunerations, violence, cruelty, torture and lack of respect for the subordinates. Another important finding was that there were poor relations between the employers and employees and amongst workers themselves. Surprisingly, it was also found out that employees were still ignorant of their rights though labour rights and laws were enacted in the constitution of 1995 and fully ratified in the new labour laws in 2006. Regarding the role of the tripartite partners, it was discovered that the tripartite partners have neglected their role in the advocacy of the workers' dignity. These major findings confirmed the plight of workers in Wakiso Town Council, rendering the study necessary to the prevailing situation.

5.2.2 Explanation of the Findings

5.2.2.1 The Dignity and Rights of Workers

Workers' personal dignity and safety is very precarious. The fact that the dignity and the rights of workers are violated has significant implications for the advocacy of the workers and their working conditions. It is not uncommon to hear of poor conditions of workers and injustices coupled with all forms of ill-treatment. This is because the tripartite partners, particularly the government, ignored their responsibility in the advocacy of workers' dignity. This confers with what Opio (1998) observes in a symposium, namely, that tripartite structures are dormant and need to be revitalized and strengthened. This is a finding with direct universal consequences for the theory and practice of collective responsibility of the tripartite partners.

5.2.2.2 Lack of Rights for Casual Workers

Lack of policy for casual workers has yielded to the vast majority of the labour pool to be employed as casual workers without contracts, subject to summary dismissal and not to benefit from any of the normal conditions of employment and rights guaranteed by law. This result was expected not only because Uganda is a developing country but also because of the general lack of justice and excessive greed for profit-maximization. This confers with what Barya (2007) refers to as "*defects of casualness*" whereby workers are hired and fired at the will of the employers. Barya attributed this to lack of written contracts or appointment letters, thus causing increase in working hours and also denial of the right. The findings are similar because Wakiso Town is not different from the other places in Uganda. This has, thus, caused a high and prevalent rate of degradation of workers' dignity and violation of their rights. A further study with more focus on casualness of workers will need to be undertaken to make sure that their rights and dignity are as well respected.

5.2.2.3 Ignoring of Freedom of Association

Another major phenomenon found was that unions are not only dormant but also extinct. Given that we have a full Ministry of Labour and National Organization of Trade Unions

(NOTU), this finding was not expected since the existing Trade Unions are supposed to be active and vibrant. One explanation of this is that the right of Trade Unions to function freely and properly in Uganda is affected by state or other forms of censorship. The other is that the functions of Unions had been taken over by HRM yet still cases of an authoritarian system were found. This is different from what Swepston (1998) says, that associations are well-founded and have assisted in both the wellbeing of the employees and success in the various companies. The difference is accounted for by the fact that Swepston makes his observation in developed countries where workers' rights are regarded, compared to the situation in Uganda.

5.2.2.4 Ignorance of Workers

Lack of knowledge was another predicament exhibited against the regard of workers' dignity. This was a big surprise; certainly it was not expected, since the majority of the respondents (73%) were of advanced level and above and only a few (7%) had not gone to school at all. This is because the enacted employment act and the other labour laws, both local and international, were not properly promulgated. In his report, Sender (2009), also implicitly noticed the ignorance of workers and advocated for the sensitization of workers about their rights. The findings were similar because the symposium held by Sender was also dealing with workers in Uganda. This has given employers chance to exploit the employees due to their lack of knowledge. Unless otherwise, it is not only difficult to advocate for the dignity and rights of workers but also a waste of time and resources when the victims themselves are ignorant.

5.2.2.5 Lack of Advocacy and Enforcement

An outsider visiting Uganda would be impressed by the enacted labour laws and the labour courts. Despite this, the government has done very little, if anything at all, to enforce workers' rights. Worst of all, it was found out that the government officials are involved in certain malpractices which dehumanize the workers. It was also discovered that labour officers find it difficult to enforce these laws and rights against employers who abuse workers' dignity and

rights. This result was expected because Uganda is full of leaders who are hypocrites and corrupt. It is argued that this institutionalized structures and incompetence in public service is due to lack of “genuine” regard for workers’ dignity. This inference confers with what Barya (2007) observes in his report, that the government does not enforce and implement the labour laws because the impetus for the change in the laws came from external pressure rather than from any renewed commitment on the part of the government to the plight of the working class. The findings were similar because Wakiso Town Council is part of Uganda. The attitude of the government thus continues to be hostile towards the expansion and enforcement of the workers’ rights. There is need, therefore, to change the attitude of the tripartite partners especially the government of Uganda to make sure that the dignity of workers is observed in order to improve their working conditions.

5.2.2.6 Poor Working Relations at Work

It was found out that there was a poor working relationship based on the “*master-slave*” assumption which Lyomoki (2009) considered as “*take it or leave it*”. This was expected because of a number of factors such as high labour supply, liberalism and lack of respect of human dignity. The poor relations at work have strongly contributed to the poor working environment. As John XXIII (1961) said, a good working relationship involves working together and being free and independent in decision making. The reality in Wakiso is different from what John XXIII said because Uganda is a Third-World country where people are very egoistic. Therefore, there is need for the Human Resource Manager to focus on this issue.

5.2.2.7 Unfair Dismissal from Work

Unfair dismissal of workers was also a general out-cry. This was expected because many workers in Uganda are employed without contracts or terms of employment. This, too, is not only partially due to the ignorance of the employees, but to a big extent also due to the obstinacy of employers to follow the termination procedures. This is because employers do not want to give terminal benefits as required in the employment Act (Section 75, 5/2006). Employers stubbornly

do not follow the procedures in case of lay-offs and redundancy, which is significant in both management theory and practice for the improvement of the working conditions. This confers with what Barya (2007), in relation to the casual workers, refers to as “*termination at the will of the employer*”. This is not different from Wakiso Town Council because problems in Kampala more similar to other urban places. There is need therefore, to enforce lawful procedures in the termination of employees.

5.2.2.8 Low and Delayed Remuneration

Low and delayed remuneration was the most prominent phenomenon found out. Remuneration is one of the major elements which build employer-employee relationship. This is similar with what John Paul II (1981) observes from his Encyclical, namely, that there is no more vital way for securing a just relationship between the worker and the employer than that constituted by a just remuneration. Though the minimum wage had been set, employees were underpaid, just a bare minimum, while the set wage also could not cover up the basic needs compared to the standards of living. This is because employers consider the minimum wage as the standard ignoring other factors. This confers with what Devereux (2005) says that setting a minimum wage cannot solve the problem of underpayment and eradication of poverty. This is because also the economy of Uganda is not stable; where by the set minimum wage in most cases is very low compared to the standards of living. There is a need in the future, therefore, to study and investigate specifically the level of management on determining the minimum wage which not below the level of substance just as also Leo XIII (1891) commended.

5.2.2.9 Sexual Harassment

It is unfortunate that workers are faced with the problem of sexual abuses. Worse still, some of the workers were employed through such dubious sexual practices. This was not expected because Uganda is well known for its traditional and cultural background where sex is considered as sacred. This is one of the major abuses workers face yet they are too desperate to report such

cases. Commonly it is kept as a secret to themselves in protection of their reputation and in fear of being dismissed from work. Just as Gariez (1993) said, such practices have not only violated the dignity of workers but also demoralize them, thus affecting their morale at work and their self esteem. This is similar to Ugandans because sexual affairs in African setting are sacred and not talked about in public. Such conduct creates an intimidating, hostile or humiliating working environment to the workers. Worse still, it also reduces them to mere sexual objects.

5.2.2.10 Discrimination at Work

Discrimination at work resulted into non-equal treatment of workers. Workers are discriminated at work according to gender, tribe and nationality. This was expected because of the historical cultural biases and prejudices among the people. This confers with what Lyomoki (2009) says that some areas are backward while some are developing because of political and tribal differences. Many of the big offices are headed by a specific group of people and while the other groups are for donkey work. Wakiso Town council is not an exception since it is part of Uganda. It is upon this background that the study strives to eradicate discrimination at work in order to create a good working condition for all workers.

5.2.2.11 Lack of Health and Medical Care

There is lack of medical health and medical care, whereby employers do not consider workers' health as a priority. Workers are not provided with protective gears or safety precautions. This has caused massive loss of life more particularly on the construction sites and places with fire outbreaks. This result was expected not only because employees' ignorance or the employers' total obstinacy but also due to financial reasons. Employers give priority to structural development and the sustainability of their firms, not considering the value of the workers' lives. However, neglecting the health and medical scheme reduces employees to mere tools of work which may not service. This has been divergent from what John Paul (1981) said namely, that capital has less value than human labour. Here, instead of giving human life priority, increment of capital and

structural developments are given precedence. This is also reflected in the country's budget where the GDP and GNP is reportedly said to have increased while with poor standards of living. It is similar to what Langille (2005) observes, that though the developing countries have a higher GDP it does not necessarily mean good standards of living or good working conditions.

5.2.2.12 Denial of Holidays and Long Working Hours

Denial of holidays and long working Hours were a common phenomenon. Workers are not given their holidays and in some instances when granted they are without pay. It was also found that workers are forced to work for long hours, while also mothers are not given their maternity leaves. This is contrary to what was stipulated in the Ugandan Constitution (Article 40 1c) that every worker is accorded rest and reasonable working hours and periods of holidays with pay as well as remuneration for public holidays. This result was expected because employers aim at profit maximization, thus exploiting all the potentials of the workers for high productivity without compensation. As an aftermath, the entire social fabric has been disintegrated whereby there is destabilization of the families, preference of leisure to work by workers, and tarnishing the divine value of work. This is deferent from the developed countries where Shaw and Barry (1998) say that economic gain is no reason for workers to be denied time of rest and divine worship. There is need, therefore, to show the vitality of holidays and rests to both the workers and firms, at the same time rejuvenate the attitude of people towards work.

5.2.3 Limitations of the Findings

The findings from this study were specific to Wakiso Town Council. Moreover, the sample was small compared to the entire Town Council making a limited sample area of study. However, prudence must be exercised in seeing the conclusions from these findings as an appropriate representation of what is going on in the East African Community and probably in the whole world. Certainly, to apply these findings to developed countries may be tricky. Secondly, this study does not address the prevailing economic crisis which is also a big threat to the labour force. A new

study may have to be undertaken to determine specifically how an economic crisis such as a depression or even a credit crunch, affects the labour force and the working conditions.

5.2.4 Implications of the Findings

Regard for workers' dignity is significant in the sense that it does not only aim at the improving of the workers' conditions but also implicitly results into higher efficiency in productivity. Therefore, the study underscores the fact that in management theory and practice, advocacy for workers' dignity leads to better working conditions, which in turn enhances higher productivity. The point is that labour force is central in productivity and it is the basis of consumption. Therefore, empowering the labour force morally and financially also increases consumption, thus resulting into high demand of the products or services. Therefore, advocacy of workers' dignity is not only indispensable for the better working conditions but also for higher efficiency in productivity. As such, anyone contemplating setting up a business where other people are to be employed ought to take the issue of regarding workers' dignity as paramount for business success, which is the main argument of the study

5.3 Conclusions

- If the government were keen to implement the labour policies, the plight of the workers would be better. Things are the way they are mainly because the government has put very little effort in that regard.
- When ignorance among workers is eradicated, the poor conditions of workers would be improved. This is because there is lack of knowledge or education which leads to the abuse of the labour force. It is still also due to lack of vitality and activism among workers.
- If the employers check upon their greed, the plight of the workers would improve. The situation of Worker is poor because of the excessive human greed caused by profit maximization.

- The existing Workers' Associations are dormant, almost non-existent. If the Trade Unions were active, the plight of the workers would be better. Things are the way they are because the existing Trade Unions are sabotaged within and from without.

5.4 Recommendations

In order that advocacy and respect for worker's dignity be observed, the study recommends that there be a general enforcement of the enacted labour laws and rights by the government. As exposed in the findings, there is laxity in the implementation of the labour laws by all tripartite partners. Surely the set laws are good and are necessary to improve the working conditions of workers. However, their implementation and enforcement still lack. This can be done through persuasive means where sympathetic forces such as Parliament and favourable international forces such as ILO, could be lobbied and called upon to assist in the advocacy of workers' dignity. Failure to use persuasive means, fiscal policies should be employed, where by labour courts are reactivated and empowered. If the courts intervene in such matters, then we can begin to see a ray of hope for protecting the workers' dignity and rights in Uganda.

Above all, in order that justice to prevail and to create a good working relationship, employers should adopt a participatory approach in their labour relations policies. Workers should be involved in decision-making, particularly in issues that pertain to them more specifically in determining their remuneration. Both parties—employees and employers—should not aim at failing the other but develop a mutual relationship for the good of the employees and the continuity of the firm. Employees should also be granted freedom of association in order to have a collective voice. This tacitly recommends the revival of the workers' associations. Associations should further be affiliated to other international associations. In order to eradicate ignorance among employees, the study recommends that workers should be sensitized about the labour laws and rights. This should be one of the duties of the association leaders and the government through the ministry of labour.

General Conclusion

The study has achieved its main objective that regard for workers' dignity by all tripartite structures is indispensable for the improvement of the workers' conditions. Therein, the study revealed the poor working conditions and the injustices which were manifested in discrimination at work, sexual harassment, poor health/medical care, denial of terminal benefits, casualness, low remunerations, violence, cruelty, torture and lack of respect for the subordinates. It was also established that there exist poor relations between the employers and employees and amongst workers themselves. Astoundingly, it was also confirmed that ignorance among workers still prevails. Credibly, it is important to underscore that the study has contributed to the entire economic theory and particularly to human resource management theory and practice. It is by means of these major findings that the study archived its objectives.

In the process of the study, the phenomenon of remuneration was jumbled with the challenges of under-employment and unemployment. It was also noticed that there existed a clear hostility between the constitutional and labour rights on the one hand, and the market forces behind the neo-liberal economic policies that for deregulation and minimal or no rights for workers, on the other hand, as well as the issue of education so as to mitigate the phenomenon of ignorance among the workers. Due to the limitation and the scope of the study, these issues are recommended for further research.

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APPENDICES

Appendix I: Questionnaire

Questionnaire

RE: INTRODUCTION AND YOUR COOPERATION IN DATA COLLECTION

I am seminarian **Moses Kimera Musooka**, A student in St. Paul's National Seminary. I am supposed to carry out a research and write a dissertation leading to the award of Masters of Arts Degree in Religious and Theological Studies of Makerere University

The dissertation topic is: **“REGARD FOR WORKERS’ DIGNITY: A REMEDY TO THE POOR CONDITIONS OF WORKERS IN WAKISO TOWN; WAKISO DISTRICT”**

May you please assist me to fulfill this academic requirement by answering this questionnaire. All the data collected will be dealt with maximum confidentiality and solely used for academic purpose.

Your participation in this exercise is highly appreciated in advance.

May God Bless you!

Name _____ (Optional)

Job Title (Description): _____

Sex _____ Age _____ Area of Location _____

Years of Working Experience _____

Your academic qualifications/Education

Qualification/Education	Tick(✓)
Did not go to school at all	
Primary Level (P1-P7)	
Ordinary Level (S1-S4)	
Advanced Level (S5-S6)	
Certificate	
Diploma	
Degree	
Masters	
PHD	

1. Are you a part-timer (casual worker) or full-timer (permanent worker)?
2. What problems do you face at work?
3. What does respecting worker's dignity consist in?
4. What is the range of your salary or wage monthly?

Scale or Range	Tick(✓)	Comment/Remark
Below 69,000/=		
70,000/=—99,000/=		
100,000/=—250,000/=		
251,000/=— 490,000/=		
Above 500,000		

5. How has regard for workers' dignity related to their improved working conditions?
6. Are you granted your holidays and leaves? Which ones specifically?
7. What are the probable causes of violation of workers dignity and their rights?
8. What is the relationship between you (the employee) and your employer?

Condition	Tick(✓)	Comment/Remark
Excellent		
Good		
Fair		
Poor or Bad		

9. How does respecting workers' dignity lead to the improvement of their working conditions?
10. Do you experience Workers' freedom of association?

Reponses	Tick(✓)	Comment/Remark
Yes		
No		

11. Are the working conditions at work conducive? Why?

Reponses	Tick(✓)	Reason
Yes		
No		

12. What can be done to improve on the conditions of workers?
13. Who is responsible or in the centre of shaping and restructuring the conditions of workers?
14. What measures so far have been taken to encounter the phenomenon?
 - a) By Government
 - b) By Employers
 - c) By workers

Appendix II Interview-Guide Questions

Interview-Guide Questions

1. What is your job title or description?
2. Are you a self-employee or a salary/wage earner?
2. Are you a part-timer (casual worker) or full-timer (permanent worker)?
3. What are your qualifications?
4. How are you generally treated at work?
5. What problems do you face at work?
6. Do you feel free when at work?
7. How is the violation of workers' dignity shown at your place of work?
8. Does the wage or salary you earn help you to obtain the basic needs of life?
9. About how much are you paid?
10. Is your health covered and cared for at work?
11. Which safety and health precautions are taken at you place of work?
12. Are you given terminal benefits? What about NSSF?
13. What are the criteria of recruiting or employing workers?
14. What is the relationship between you (the employee) and your employer? Is it good or bad?

How and why?

15. What measures so far have been taken to encounter the phenomenon?
16. Do you agree that respecting workers' dignity lead to the improvement of their working conditions? How?
17. Is it true that sexual harassment exists among employers and workers and among workers themselves? Which gender is commonly abused?
18. Do you have freedom of association?
29. Is there discrimination at work? In which ways?

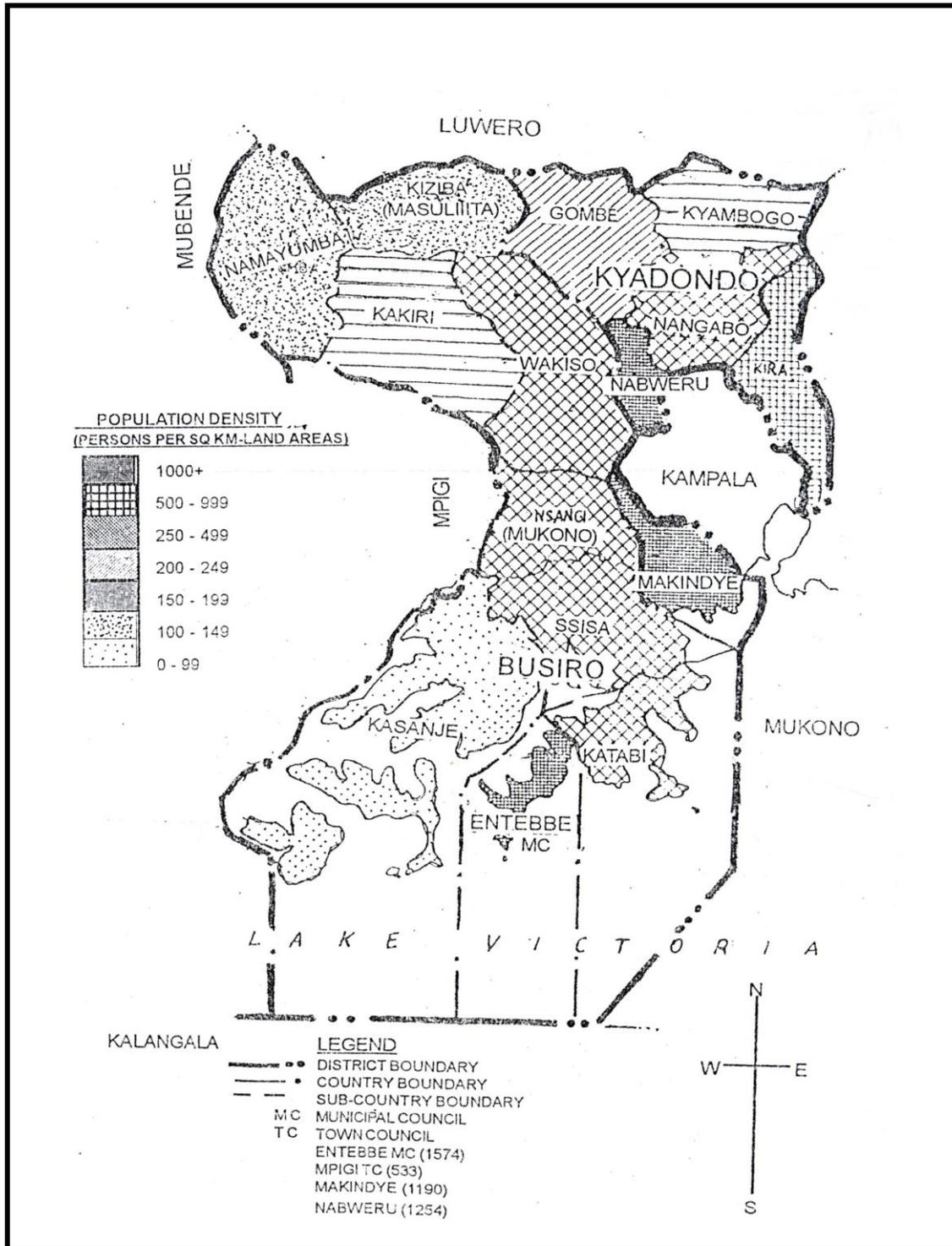
Appendix III: Population Statistics 2002

WAKISO TOWN COUNCIL POPULATION STATISTICS

WARD	CELL	MALE	FEMALE	TOTAL
A	Namusera	707	769	1476
	Kyoga (Kisimbiri 'A')	810	835	1644
B	Kisimbiri 'B'-Central	1,381	1,543	2,924
	Kisimbiri-Kikokiro	910	1,054	1,964
C	Kayunga	989	823	1,812
	Gombe 'A'	1,241	1,332	2,573
D	Sala	380	404	784
	Kkoona East	340	353	693
	Kavumba	281	282	563
E	Mpunga-Kasangabo	1,128	1,141	2,269
TOTAL		8,167	8,535	16,702

Source: National Population and Housing Census, 2002 from Wakiso District.

Appendix IV: Wakiso District Map



Source: Wakiso District Headquarters.