

# OVER 600,000 JOBS CREATED IN 3 YEARS – REPORT

By John Masaba and John Ricks Kayizzi

At least 618,503 jobs have been created over the last three years, offering fresh momentum in the fight against unemployment.

The jobs were generated between 2023 and 2025, largely by the private sector, according to the National Human Resource Survey (2023/2024) released by the Uganda Bureau of Statistics yesterday.

Despite the gains, the report shows that job creation remains below government targets, revealing that Uganda is generating slightly over 300 jobs per month annually in the formal sector. This falls short of the 800 jobs per month target as set under the National Development Plan IV.

Co-funded by the Government of Uganda and the European Union, the report was launched at Statistics House in Kampala.

According to the report, formal sector employment stands at 2.2 million workers, with men accounting for 1.3

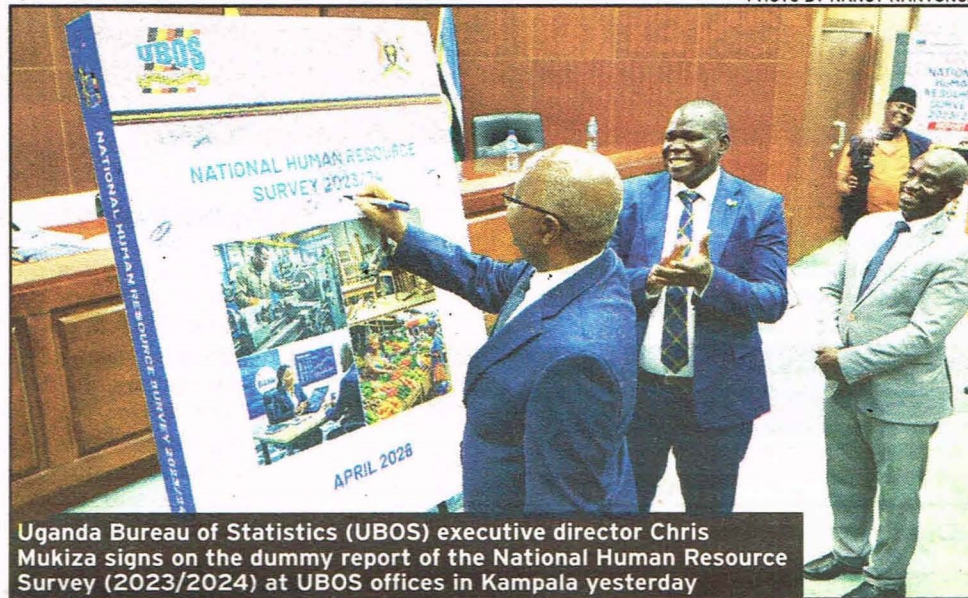
million compared to 878,093 women.

In contrast, the informal non-household sector continues to absorb the largest share of the workforce, employing more than 7.18 million people. The report shows that women dominate this segment, with 3.77 million workers compared to 3.41 million men.

The report also highlights a continued persistent mismatch between education and employment, adding that “many workers in formal jobs reported that their roles do not align with their qualifications”.

This points to gaps in managerial, ICT, communication and customer care skills, particularly among professionals and managers, according to the report.

It also revealed a shortage in ICT, adding that while more organisations are adopting digital systems to improve operations, there was a need for stronger technical and innovation-driven skills to meet evolving workplace demands.



Uganda Bureau of Statistics (UBOS) executive director Chris Mukiza signs on the dummy report of the National Human Resource Survey (2023/2024) at UBOS offices in Kampala yesterday

On a positive note, however, the report shows an improvement in workplace standards, indicating that the proportion of organisations with occupational health and safety policies more than doubled, rising from 19% in

2016/17 to 53% in 2024.

Reacting to the findings, Stephen Mukitale, who represented Dr Albert Byamugisha, the senior technical adviser and head of the national Sustainable Development Goals (SDG) Secretariat at the Office of the Prime Minister, said the survey offers critical insights into Uganda’s workforce structure, including skills gaps, gender inclusion and the transition from informal to formal employment.

“The data is essential for tracking progress on employment efforts, decent work, occupational health standards, gender inclusion and social security mechanisms,” he said.

Mukitale added that the findings will support monitoring of global targets such as the SDGs, particularly those related to decent work, poverty reduction and gender equality.

## DATA-DRIVEN PLANNING

Paul Okot-Okello, the commissioner for district administration at the Ministry of Local Government, said the findings underscore the growing importance of data-driven planning under decentralisation.

“Except for security and international relations, all other functions have been devolved,” he said, adding that local governments are responsible for recruiting, deploying and assessing staff.

Okot-Okello emphasised that access to reliable data is critical in guiding these processes.

“Accessing data like what you have received today is very important to help local governments properly plan for recruitment, employment and

## BETWEEN THE LINES

○ The report highlighted a persistent mismatch between education and employment, where many workers reported that their roles do not align with their qualifications.

training based on facts rather than assumptions,” he said.

Okot-Okello added that the findings will help ensure essential sectors such as health, education, agriculture and sanitation are adequately staffed with skilled personnel. He also stressed the need for inclusive employment, particularly for women, youth, persons with disabilities and the elderly.

He called for strengthening youth employment systems, supporting small enterprises and investing in innovation, reaffirming government’s commitment to translating survey insights into actionable policies and programmes at the local level.

## ROLE OF EDUCATION REFORMS

Mercy Kanyesigye, the national female youth MP-elect, called for stronger workplace support systems to safeguard the mental well-being of Uganda’s labour force, stressing its importance in boosting productivity and economic growth.

“We should have more workplaces supporting their human resources in stress management. It is important that our labour force remains in a good mental health state to perform at maximum capacity,” she said.

Kanyesigye said ongoing education reforms are beginning to address skills gaps in the economy.

## WEIGHING IN

Speaking on behalf of the Minister of State for Planning, Dr Rogers Matte said the findings provide a vital assessment of government interventions.

“The results we have just received today are crucial for the Government in understanding the outcomes of the programmes we have implemented over the years regarding skills-based education,” he said.

Matte highlighted that the data will guide reforms in Uganda’s private sector-led economy, particularly in promoting labour rights and transitioning workers from informal and casual employment to more stable, long-term contracts.

“These results should inform a broad spectrum of reforms... especially the much-needed mass transition from casual employment to permanent and well-defined long-term contracts,” he said.

Matte added that such reforms would enhance social security contributions and safeguard citizens’ welfare, especially as life expectancy rises. The report also underscores the need for inclusion, gender equality and workplace mental health support.

Matte urged stakeholders to utilise the findings to strengthen policies, adding that “robust evidence” remains key to effective planning, improved productivity and sustainable national development.

“Government remains committed to ensuring that we churn out graduates with the right skills that are easily employable to close existing gaps,” she said, pointing to curriculum reforms aimed at equipping learners with practical and market-relevant competencies.

Kanyesigye hopes that these interventions will reduce unemployment, improve workforce professionalism and accelerate the formalisation of the private sector.

She urged ministries, the private sector and development partners to utilise the findings for deeper analysis and action.

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