

**CONTRIBUTION OF LABOUR EXPORTATION TO WELFARE OF YOUTH IN
UGANDA**

A CASE STUDY OF MIDDLE EAST CONSULTANTS, KAMPALA DISTRICT

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1153-05144-02513

**A RESEARCH REPORT SUBMITTED TO THE COLLEGE OF ECONOMICS AND
MANAGEMENT IN PARTIAL FULFILLMENT OF THE REQUIREMENT
FOR THE AWARD OF BACHELOR'S DEGREE OF ECONOMICS
AND APPLIED STATISTICS OF KAMPALA
INTERNATIONAL UNIVERSITY**

AUGUST 2018

DECLARATION

I Kalungi Ashraf do declare that this is entirely my own research and has not been submitted by any other student to any other institution.

Student's Signature

Kalungi Ashraf

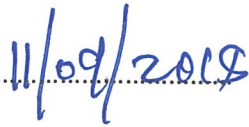
Date

10th/September/2018

APPROVAL

This student has made this report under my supervision. It's to be for assessment to Department of Economics and Statistics, CEM, Kampala International University.

Signature.....

Date.....

Mr. KAWISO Martin Wilfred

(Supervisor)

DEDICATION

I dedicate this research to the family of Mr. Kawooya Henry and to all the people who have rendered a hand for the success of this research especially my dad, my lecturers and all my classmates.

ACKNOWLEDGEMENT

My Sincere gratitude goes to God the Almighty for giving me the time for to focus on this research proposal. In special way,

I would like to acknowledge my immediate supervisor Mr. KAWISO Martin Wilfred for his knowledge and guidance throughout this entire work.

I would also like to extend my great appreciation towards my friend Kiyiti Vincent for all the kind of support he has offered to me during my conducting of this entire work most especially during data analysis. May the good Lord reward you abundantly.

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LIST OF ABBREVIATIONS

UAREA	Uganda Association of External Recruitment Agencies
UBOS	Uganda Bureau Of Statistics
UN	United Nations
UAE	United Arab Emirates
MS	Microsoft
GDP	Gross Domestic Product
UACE	Uganda Advanced Certificate of Education
UCE	Uganda Certificate of Education
SPSS	Statistical Package for Social Sciences

ABSTRACT

The topic of study was contribution of labour exportation to youths in Uganda. The purpose of carrying out this research was to determine the effects of exportation of youthful labour to welfare of youth. This involves both youth that are taken to work in foreign countries and those that stay in Uganda. Yes, those that stay in Uganda are also affected in many ways for example; competition for jobs in Uganda is reduced if some of the youth are taken to foreign countries. The objectives of study were; To determine the contribution of labour exportation to youths in Uganda, To find out the constraints to access of employment to Ugandan youths and to examine the relationship between foreign recruitment of labour and improvement in wellbeing of youths in Uganda. The research was conducted by interviewing youths that had formally been employed in Middle Eastern countries, employees of labour recruitment agencies and other youth who had never been employed in any foreign company to get their opinion on whether they could pursue that path or not and why. The research was done on youth between ages 22 and 35. Since the recruitment agencies target youth between ages 22 and 45, I decided to choose a sample space within the range. In fact that was the group more willing to be interviewed. It was discovered that labour exportation had its advantages despite the fact that it is not completely glamorous. The females gave generally more negative reviews on the subject compared to the males.

CHAPTER 1

Introduction

1.1 Background of Study

This report is about the effects of labour exportation to welfare of youth in Uganda. This chapter presents the background to the study, problem statement, general objectives, specific objectives, research questions, research hypothesis, conceptual framework and significance of the study.

Conventionally, labour refers to people that are willing and able to work at a given time. According to economics, labour is a measure of work done by human beings. Labour is a factor of production and production cannot take place without use of labour.

Exportation of labour therefore in this case refers to taking of workers to work in other countries other than their home country. Labour exporting agencies are the companies or organizations licenced by government to carry out labour exportation and in some cases allocation of labour too.

1.2 Historical Perspective

Exportation of labour is most likely to have been triggered by military expeditions. During America's war in Iraq from 2003 to 2011, American security companies decided to recruit affordable labour from developing countries to work as security guards for key American installations and personnel. Soon, the American security companies started to also recruit the cheap labour for other areas of work that did not need very exceptional skills for example driving, cleaning, catering and many other areas. Uganda was one of the countries where most labour was hired from and the offers for labour soon started coming from other parts of the world like Somalia, Afghanistan, Korea and Iran who also needed such services to reestablish their war torn countries. In a few years' time after the wars, the countries started recruiting the labour for other purposes other than working for security companies. Business entities in such countries also adopted the act of recruiting such labour for jobs like driving, sales, cleaning, building, etc. Wealthy families in the Middle East and other few areas also adopted the act of recruiting people

from 3rd world countries to work for them as housemaids and butlers because they offered labour for much less wages compared to natives of the host countries

There are about 86 companies or agencies licensed to recruit and export labour in Uganda as of June 2018. One of the big fish in the business “Middle East Consultants” the oldest and biggest labour firm in Uganda has been exporting labour for over 14 years. Their records say they export labour to about 7 countries as of June 2018.

In the last 14 years, middle east consultants alone has recruited about 9000 workers between 18 and 45 years to work in the middle east and according to the company managing director Gordon Mugenyi, none of these workers earns less than 1.5 million shillings a month.

According to the Uganda association of external recruitment agencies (UAERA), up to 65000 Ugandans are doing odd jobs in the middle East. This is 15000 higher than the number that was working there just one year ago. Most are working as sales people, cleaners, waiters, drivers, construction workers, among other jobs.

Their annual contribution in form of remittances is \$400000 according to the acting chairperson of UAERA, Lillian Keene Mugerwa.

There are 66 licenced private labour exportation companies in Uganda as of May 2017 (Refers to appendix)

1.3 Theoretical Perspective

The study will be based on the theories of poverty since poverty is the main hindrance to well being of youth in general and also the main reason why youth may seek to find employment abroad. There are three theories of poverty namely;

1.3.1 Classical and Neoclassical

Classical traditions view individuals as largely responsible for their own destiny, choosing in effect to become poor (e.g. by forming lone-parent families). The concept of ‘sub-cultures of poverty’ implies that deficiencies may continue over time, owing for example to lack of appropriate role models, and that state aid should be limited to changing individual capabilities and attitudes (i.e. the laissez-faire tradition).

Neoclassical theories are more wide ranging and recognise reasons for poverty beyond individuals' control. These include lack of social as well as private assets; market failures that exclude the poor from credit markets and cause certain adverse choices to be rational; barriers to education; immigrant status; poor health and advanced age; and barriers to employment for lone-parent families.

Looking at the classical and neoclassical approaches together, their main advantages reside in the use of (quantifiable) monetary units to measure poverty and the readiness with which policy prescriptions can be put into practice. They also highlight the influence of incentives on individual behaviour as well as the relationship between productivity and income.

Criticism of these approaches highlights their overemphasis on the individual (without, for instance, taking into account links with the community) and the focus on purely material means to eradicate poverty.

1.3.2 Keynesian/neoliberal

Even though the neoliberal school led by the new-Keynesians also adopts a money-centred, individual stance towards poverty, the importance assigned to the functions of the government allows for a greater focus on public goods and inequality. For instance, a more equal income distribution can facilitate the participation of disadvantaged groups of society in the type of activities that are deemed essential under broader notions of poverty. On the other hand, new-Keynesians are in line with neoclassical economists in their belief that overall growth in income is ultimately the most effective element in poverty removal.

Publicly provided capital (including education) has an important role to play, with physical and human capital believed to be the foundation for economic prosperity. Unlike the classical approach, unemployment, viewed as a major cause of poverty, is largely seen as involuntary and in need of government intervention to combat it. Excessive inflation, high sovereign debt and asset bubbles are other macroeconomic factors, besides weak aggregate demand, believed to cause poverty.

1.3.3 Marxian/Radical

By suggesting radical changes in the socio-economic system, Marxian economists and other radical theorists highlight the possibility that economic growth alone may be insufficient to lift poor people out of (relative) poverty, because those who belong to certain classes may not reap any of the benefits of overall income growth. Similarly, by emphasising the concept of class, it provides a shift in perspective, focusing on group (rather than individual) characteristics, with individuals' status considered dependent on the socio-economic environment in which they live.

Nevertheless, adequacy of income remains a key factor. Within a capitalist system, alleviation of poverty may require minimum wage laws, action to eliminate dual labour markets, and antidiscrimination laws (seen as one of the most effective anti-poverty strategies). The exploitation of the poor by the rich groups in society may also occur via the quality of the environment; for example, the poor tend to suffer most from air pollution (normally generated by the wealthier groups) given their residential location. A further contribution of Marxian/radical economists is the sense that poverty is a moral as well as a technical issue. This is often lacking in more mainstream economic frameworks. except when they (e.g. Sen) integrate political theories of justice in their analytical framework.

1.4 Contextual Perspective

Due to the rampant increase of Labour recruitment agencies and number of youth seeking work abroad, A lot of controversy about the activity has come up. There are about 86 companies or agencies licensed to recruit and export labour in Uganda as of June 2018. "Middle East Consultants" the oldest and biggest labour recruitment firm in Uganda has been exporting labour for over 14 years. Their records say they export labour to about 7 countries as of June 2018.

In the last 14 years, Middle East consultants alone has recruited about 9000 workers between 18 and 45 years to work in the Middle East. The researcher therefore decided to do this research in order to determine whether the activity in question benefits Ugandan youth or it's dangerous to them.

1.5 Statement of the Problem

Uganda has the youngest population in the world. 77 percent of the population in Uganda is under 30 years of age. There are more than 7,310,386 youth between ages 15 and 24 in Uganda. (UBOS, 2011)

The unemployment rate for youth between 15 and 24 years is 83 percent. Even those that are employed constitute of a big number of under employed ones. These overwhelming figures even include youth that have formal degrees and are living in urban areas. (World Bank, 2017)

Majority of the youth manage to earn a living in the informal sector. 3.2 percent of youth work for waged employment. 90.9 percent work in the informal sector and the remaining 5.8 percent is self-employed. (World Bank, 2017)

According to Gordon Mugenyi the Managing Director of Middle East consultants, none of the Youth that are recruited by the company earn less than 1,500,000 Ugandan shillings.

Despite all that, you should note that labour exportation is not completely glamorous. The government of Uganda has moved to block job hunters abroad, particularly domestic workers to Oman, saying they cannot guarantee that they will be safe while on duty there. The warning comes shortly after Government lifted a ban it imposed on export of domestic workers abroad ending a year of restriction on movement of Ugandan maidservants to Middle East countries. (Janat Mukwaya, the Ugandan Minister for Gender, Labour and Social Development, 2018)

The ban was imposed in January last year following a spate of rising cases of abuse on Uganda girls in the Middle East, some of which included sexual molestation, torture or denial of pay.

According to Janat Mukwaya, the Ugandan Minister for Gender, Labour and Social Development, their decision is informed by the number of horrible stories of abuse they have documented from Ugandans who have worked there. She also said Oman had registered the highest number of incidents of human trafficking, where Ugandans have emerged victims.

1.5 Purpose of Study

The main purpose of this research is to determine the impact of labour exportation on welfare of youth in Uganda

1.5.1 Specific Objectives

- i. To establish the level of contribution of labour exportation to welfare of youth in Uganda
- ii. To find out the constraints to access of employment to Ugandan youths
- iii. To examine the relationship between foreign recruitment of labour and improvement in wellbeing of youths in Uganda

1.5.3 Research Questions

- i. What is the level of contribution of labour exportation to welfare of youth in Uganda?
- ii. What are the constraints to access of employment to Ugandan youths?
- iii. What is the relationship between foreign recruitment of labour and improvement in wellbeing of youths in Uganda?

1.6 SCOPE OF STUDY

1.6.1 Geographical Scope

The study will be carried out in Kampala since 65/66 of the registered labour recruitment agencies are located in Kampala. (Refer to the list of authorized recruitment agencies on page 2 above.

1.6.2 Time Scope

This study is going to emphasize on the time between 2015 and 2018. Some minor references are going to be made on the years before 2015 though but not earlier than the 21st century since the historical background of the activity does not span to the years before that.

1.6.3 Content Scope

The study is going to concentrate on issues affecting the youth in Uganda since 77 percent of the population are youth and they are the ones targeted by labour exportation agencies.

1.7 Significance of Study

To the youth, this report is aimed to give the unemployed Ugandan youth enough information in order to decide whether to try their chances of finding employment in other countries or to remain and strive from Uganda.

To the government, this study is aimed at giving the government an insight of what is happening and challenges that are faced by Ugandan youth that are taken to other countries in search for greener pastures and also to combat activities of unlicensed agencies which illegally take people to do unconventional work. Government should take measures to protect them after learning about their challenges.

This study is also aimed at alerting human rights activists on the evils associated with this kind of business and also protect the youth from the evils.

The study is also supposed to give government correct statistics on revenue it can collect from nationals working abroad in order not to over tax or under tax their foreign earned income.

The study is also meant to determine other ways of improving on welfare of youth in Uganda other than labour exportation since it is faced by a lot of opposition and some youth do not have the qualifications required to get employed abroad.

1.8 Definition of Operational Terms

Labour

Conventionally, labour refers to people that are willing and able to work at a given time. According to economics, labour is a measure of work done by human beings. Labour is a factor of production and production cannot take place without use of labour.

Labour Exportation

Exportation of labour therefore in this case refers to taking of workers to work in other countries other than their home country. Labour exporting agencies are the companies or organizations licenced by government to carry out labour exportation and in some cases allocation of labour too.

Welfare

Welfare refers to the state of doing well especially in respect to good fortune, happiness, wellbeing and prosperity.

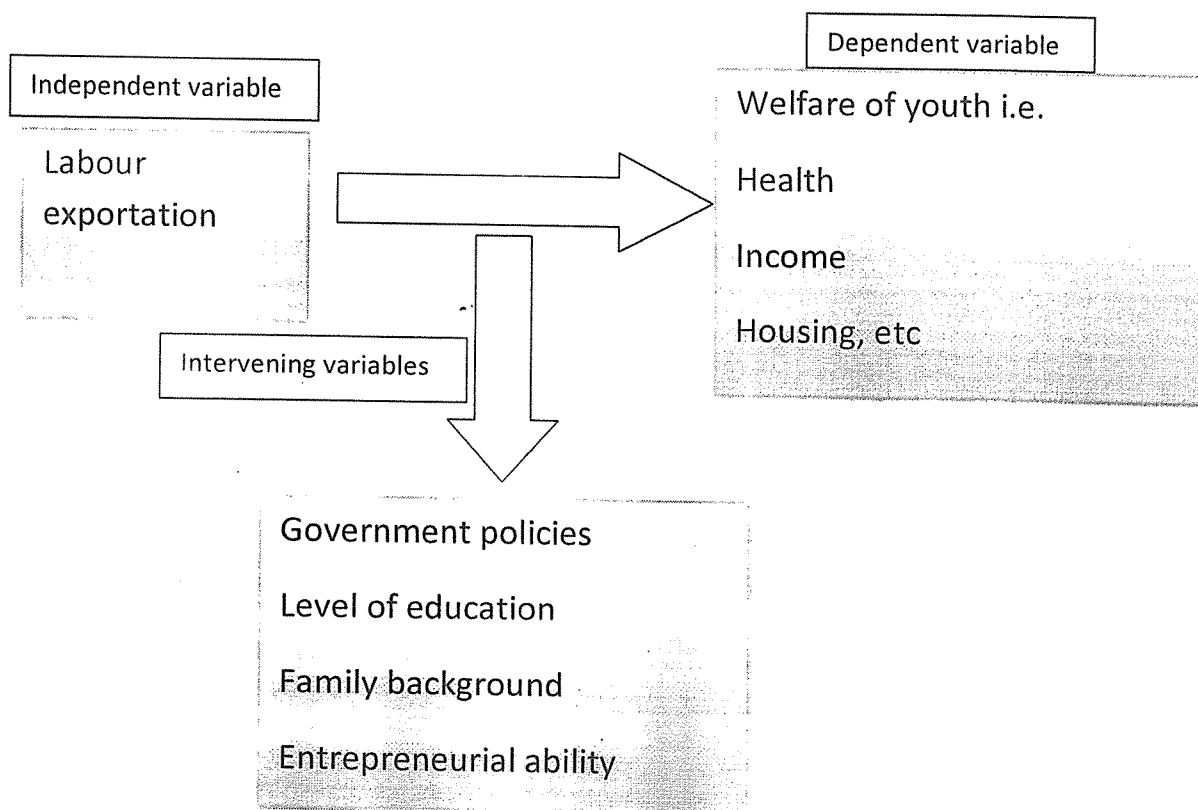
Some of the determinants of welfare are

- Employment status
- Political stability
- Government policies eg taxation
- Income level
- State of social services eg health services

2.1.1 A Conceptual frame work of the study

Conceptual framework is defined as an interconnected set of ideas or theories about how a particular phenomenon functions or is related to its parts (Svinicki, 2010). The framework serves as a basis for understanding the casual or correlational patterns among study variables, provide a context for interpreting the study findings and explain observations. It illustrates the relationships between price fluctuation as the independent variable and small-scale farmers as the dependent variable in this study.

The independent variable is exportation of labour whereas the dependent variable is welfare of youth in Uganda



Source: Nicholas Barr. 1987

Independent Variables

These are variables or factors that have a cause effect on the dependent variables. The change in one variable of labour exportation will affect the welfare of Ugandan youth.

Dependent Variables

These are factors that are affected by what happens to the independent variables. Dependent variables are effects caused by changes in the independent variables. The dependent variable is the welfare of youth in Uganda which is determined by health, income per capita, housing, etc

Intervening Variables

These are variables that come in between the dependent and independent variables. For example, government policies, level of education, family background, entrepreneurial ability.

CHAPTER TWO

Review of Related Literature

This chapter consists of the conceptual definitions, theoretical review and the review of the related literature of the studies. This will give a detailed explanation on how labour exportation affects welfare of youth in Uganda.

This part is going to give an insight of the conceptual definitions, theoretical review and the review of the related literature of the studies.

2.1.2 Unemployment and Welfare of People

According to a study by (Martha S. Hill, 1985), the welfare of persons living in poverty would have been improved by about 10 percent if all unemployment of household heads had been eliminated. Focusing on male household heads, we find that among prime-age men, the working poor were almost twice as likely as other workers to become unemployed and, when unemployed, the poor lost twice as large a fraction of their expected ten-year work time and labor income. (Marta S Hill, 1985)

Similarly, another study by (Kenneth Auletta, 1982) concludes that employment of family and having of a steady source of income by family heads is a major determinant of welfare of a household. The wellbeing of a family according to this study is to a great extent determined by how much the head of the family earns. People tend to provide for their families based on their earnings. By the 1980s the unemployed unmarried mothers, predominantly black, had the lowest state of wellbeing in America and the government officials enjoyed the highest state of wellbeing (James N Morgan. 1983).

A study by (Robert C Tuttle, 1999) states that some people a small percentage of people choose to be unemployed in order to leech on government funds e.g. ex convicts, drug addicts, unmarried mothers. predominantly black. having children to increase their welfare payments. These receive services that are not as good as those received by people who have formal employment.

2.1.3 Unemployment and Labour Mobility

In a study by Christopher A Pissarides and Jonathan Wardsworth 1989, it is stated that unemployment affects labour mobility at three different levels. First, the status of a worker affects mobility. An unemployed worker is more likely to move than an employed worker. Second, regional unemployment differentials encourage mobility. The probability that a worker moves is greater if a worker is in a high unemployment region and the bigger the region's unemployment differential, the higher the probability of migration. Three, at higher overall unemployment rates, the probability of migration is very low.

Increased labour mobility can have a dual payoff; fighting unemployment and enhancing growth through a more efficient use of the available resources, especially human capital. As some countries are labour abundant and other labour importers, a greater cooperation to smooth labour movements can be beneficial for all (Hoekman and Sekkat, 2009). However, the receptivity of governments to facilitate labour mobility is usually lower than for capital mobility, as witnessed by the much larger number of bilateral investment treaties and by countries' reluctance to include labor mobility provisions in trade agreements (Stephenson and Hufbauer, 2010).

As countries grow, economies experience a situation where there are more workers than the jobs available. Unless employers demand more workers, an increase in labour supply could lead to a glut in labour. This means more workers are available than jobs (McCormick 1997). Such situations call for labour mobility such that the surplus labour can attain employment elsewhere.

Labour immobility is likely to increase structural unemployment. This is because those industries that are growing and need labour, often called sunrise industries are not necessarily able to employ the same workers who have been displaced in the declining sunset industries (Kettunen, 2002). However, labour immobility can also be addressed from the perspective of labour market failure. Training and retraining are regarded as merit goods, where individuals under perceive the long term benefit to themselves. (Wadsworth, 1990)

2.1.4 Level of Education and Welfare of People

Welfare correlates with higher education, because the latter is included in the measurement of the former (Akande, 2016). Welfare refers to the level of wealth, comfort, material goods and necessities available to a certain socioeconomic class in a certain geographic area. The standard of living includes factors such as income, quality and availability of employment, class disparity, poverty rate, quality and affordability of housing, hours of work required to purchase necessities, gross domestic product, inflation rate, number of vacation days per year, affordable (or free) access to quality healthcare, quality and availability of education, life expectancy, incidence of disease, cost of goods and services, infrastructure, national economic growth, economic and political stability, political and religious freedom, environmental quality, climate and safety. The standard of living is closely related to quality of life (Halam, 2013).

Studies by (Montgomery, 2000) have shown that higher education is related to higher earnings within a given country. That is true even in the United States, where a high school graduate can expect to earn \$1.3 million over a lifetime, a college graduate \$2.3 million, and a master's degree holder, \$2.7 million.

Warren Buffett once confessed that a large part of his "secret" for getting rich was to be born in the top 2% of the global population. That is the top American 5%, plus the fact that he was male (top 2.5%), and white (top 2.0%). So education is only one variable correlated with lifetime earnings with "country" perhaps being more important.

Education brings about awareness and increases opportunities for growth and development. On the individual level, education brings about economic opportunities and improves individual standard of living (Novak, 2012). On the aggregate level, education improves labour skills leading to increase in productivity and overall standard of living. A higher education level among young women positively affects their reproductive health and their status in a family, community and society according to Novak. More educated women are less likely to get infected with HIV which further increases life expectancy at birth. Others have shown that increasing the length of formal education among young people positively affects their professional career and improves their welfare and consequently life expectancy at birth (Lechtenstein, 2010)

2.1.5 Poverty and Welfare

Standard of living is generally measured by standards such as real (i.e. inflation adjusted) income per person and poverty rate therefore, poverty rate is directly correlated to welfare state (Visaria, 1980).

Most empirical analyses on inequality and poverty use either income or consumption to approximate the standard of living and/or quality of life of individuals (or households). Notwithstanding this, it is well known that these measures are seriously deficient. Moreover, it is a handicap to be concerned with goods, as such, to the exclusion of what goods “do to human beings” (Sen, 1998, 1999).

People in poor countries report that they are on average less satisfied with their lives than people in rich countries. The average resident of a low-income country rated their satisfaction as 4.3 using a subjective 1-10 scale, while the average was 6.7 among residents of great eight countries. We interpret this as a large satisfaction gap. On one hand, people in Sub-Saharan Africa are much worse off, and much more likely to die prematurely, than people in wealthier parts of the world. On the other hand, those who live past the age of 5 have strong chances of living to age 60 or so; saving a life even from a single cause of death means saving a person who is likely to live quite a while longer. (J. Deutsch, 2003)

A third of children under five in developing countries show evidence of long-term malnutrition. Malnutrition can cause low energy, diarrhea, anemia, hypothyroidism, poor vision, and pneumonia, as well as increased susceptibility to many other diseases. Prevalence of parasitic worm infection is very high in many poor regions. Malaria causes frequent sickness among children under 5, who average over 4 days of sickness with the disease per year. (Mussa, 2010)

CHAPTER THREE

3.1 METHODOLOGY

This chapter comprises of the methods used during the study and compilation of this data. It includes research designs, target population, sample size, sampling techniques, research instrument, method of data collection and data analysis.

3.1.1 Research Design

In this research, a descriptive research design was used to facilitate the collection of data. The major aim of a descriptive study according to Kumar (2005) is to describe and provide information on what is prevalent regarding a group of people, a community, a phenomenon or a situation. The data was collected from;

- i. Youth who had formally worked abroad
- ii. Other youth who had no experience of working abroad
- iii. Workers of labour exporting agencies

3.1.2 Research Population

The researcher collected the data from youth between ages 22 and 35. Since the recruitment agencies target youth between ages 22 and 45, I decided to choose a sample space within the range. In fact that was the group more willing to be interviewed.

3.1.3 Sample size

The study used a mathematical approach in the determination of the sample size for the research. The mathematical sampling approach was based on Miller and Brewer (2003) formula that is stated as follows:

$$n = \frac{N}{1 + N(\alpha^2)}$$

Where:

n –sample size

N – Population size

α - margin of error

Using a confidence level of 95%, the sample size was calculated as:

$$n = \frac{33}{1 + 33(0.05)^2} = 30$$

3.1.4 Sampling technique

Simple random sampling technique of data collection was used because it gives the researcher opportunity to access all members of the population with no bias and they have equal chance of being included in the sample

3.1.5 The Research Instrument

The data was collected by use of questionnaire for the youthful respondents and face to face interview for the workers of labour recruitment agencies. A lot of secondary data was used to as the topic was already controversial and all over the media.

3.1.6 Questionnaire

These were formulated and self-administered to the respondents in order to collect information with regard to the objectives of the study. A questionnaire is a highly reliable tool for data collection.

3.1.7 Interview

A one-on-one interview was carried out on the selected respondents for information regarding labour recruitment to foreign countries. Favorable period was set to cater for interviewees.

3.1.8 Research Procedure

An introductory letter and recommendation was obtained from the head of department of economics and statistics with the research tools that put me in position of going to the field and carryout efficient research under the permission of the institution's management.

3.1.9 Data Analysis

Data analysis for the numerical data was done using mainly Microsoft excel and SPSS software. Data analysis incorporated both qualitative and quantitative methods. Quantitative data was analyzed using descriptive statistics which were used to describe the basic features of the data in the study in the tendencies and then replicated in tabular manner.

3.2.0 Ethical Considerations

In this research, I explained to the respondents through an informed consent form the importance of the study while assuring them that the study findings will be used for academic purposes only.

In order to ensure confidentiality, I did not use names of schools and respondents who provided information through interviews and questionnaires.

The respondents had the freedom to decline or participate in the study. I acknowledged the works that have been cited by other authors on similar or related variables under the current study.

CHAPTER 4

4.0 PRESENTATION, ANALYSIS AND INTERPRETATION

This chapter contains the personal information of respondents as well as the analysis and interpretation of data that was collected during the research

4.0.1 Personal Information

The personal information of respondents that was seen as necessary for this study included, gender, age and level of education.

4.0.2 Gender of respondents

Majority of the respondents were male. A sample size of 30 was chosen of which 17 were male and 13 were female. Therefore, 56.667% of the respondents were male and the remaining 43.333% were female.

A table showing gender of the respondents

Gender of respondent	Frequency	Percentage
Male	17	56.667%
Female	13	43.333%
Total	30	100.000%

Source; *Researcher, 2018*

4.0.3 Age of respondents

The research was done on youth between ages 21 and 40. Since the recruitment agencies target youth between ages 20 and 45, I decided to choose a sample space within the range. The females gave generally more negative reviews on the subject compared to the males.

A table showing age of the respondents

Age bracket	Frequency	Percentage
21-30	19	63.333%
31-40	11	36.667%
Total	30	100%

Source; *Researcher, 2018*

As shown in the table above, most of the respondents were relatively younger. 63.333% of the respondents were between 21 and 30 years whereas 36.667% of the respondents were between 31 and 40 years of age.

4.0.4 The Education of respondents

Of the 20 respondents, 12 had university degrees, 10 had UACE certificates and the remaining 8 had UCE certificates. None of the respondents had a lower qualification than that.

A table showing education level of the respondents

Education level	Number	Percentage
PLE	0	0.000%
Degree	12	40.000%
UACE	10	33.333%
UCE	8	26.667%
Total	30	100.000%

Source; *Researcher 2018*

As shown in the table above, 40% of the respondents had University degrees, 33.333% of the respondents had UACE Certificates and 26.667% had UCE certificates. Therefore, it can be concluded that most of the youths that seek employment abroad are educated.

4.0.5 Number of years spent working abroad

The researcher also considered the number of years spent working abroad because the time a worker spends at a working place willingly can help determine the satisfaction and also the working conditions.

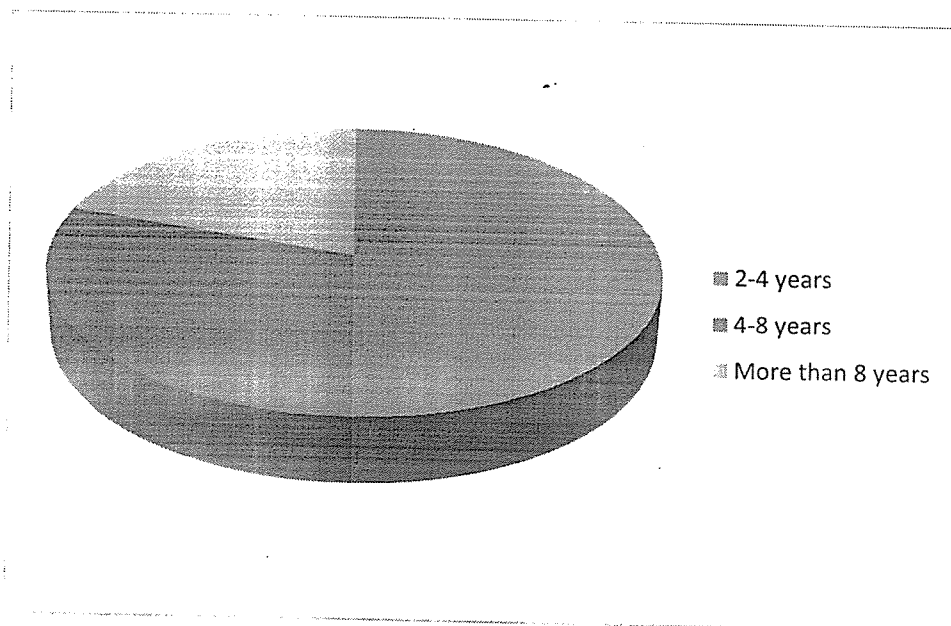
A table showing the number of years that the correspondents spent working abroad

Years abroad	Frequency	Percentage
2-4 years	15	50.000%
4-8 years	9	30.000%
More than 8 years	6	20.000%
Total	30	100.000%

Source; *Researcher 2018*

As shown in the table above, 50% of the respondents spent 2-4 years working abroad, 30% of the respondents spent 4-8 years working abroad and only 6 spent more than 8 years working abroad. This shows that most youth pursue jobs abroad just to obtain capital to enable them start businesses back in Uganda.

A pie chart showing number of years the correspondents spent working abroad



Source: *Researcher, 2018*

CHAPTER 5

5.0 CONCLUSION, DISCUSSIONS AND RECOMMENDATIONS

This chapter presents the findings, conclusions, recommendations and references that correspond to the objectives and research questions.

5.1 Discussion of findings

The main objective was to find whether the exportation of labour improved on welfare of youths in Uganda or not. The researcher discovered that labour exportation is targets the younger population aged between 21 and 30 years more. The respondents gave generally neutral reviews though it cannot be ignored that the girls agreed to having faced torture more at their work stations.

5.1.1 Findings on the personal information of respondents

Most of the respondents were male. Of the 30 correspondents, 56.667% were male and 43.333% were female. More males are recruited to work abroad each year than females because there are more jobs available for men than for women.

5.1.2 Findings on education levels of respondents

Majority of the respondents were educated. 12 had university degrees, 10 had UACE certificates and 8 had UCE certificates. This shows that there are limited jobs in the country for all youths regardless of education level.

This gives conclusive evidence that most of the youth recruited to work abroad are educated.

5.1.3 Findings on Labour exportation and torture of recruited workers

One of the largest human trafficking problems in the Middle East is the trafficking of migrant workers (UNESCO, 2016). Many migrant people are tricked into going to the Middle East; they then find themselves in a forced labour situation or working for very low wages. This tragic phenomenon is especially prevalent in the oil-rich Gulf States of Kuwait, Oman, Qatar, and the United Arab Emirates (UAE). In addition, these workers may be held to pay off their debt, which accumulates from the exorbitant costs of travel and housing. Organisations like the International Labour Organisation strongly warn migrating workers about fraudulent schemes that promise workers transportation and work in another state. Although the Gulf States have one of the highest populations of migrant workers in the world, certainly not all of them are victims of human trafficking. Nevertheless, migrant workers going to the Middle East should be aware of the problem. (CNN, 2018)

According to Janat Mukwaya, the Ugandan Minister for Gender, Labour and Social Development, the government of Uganda has moved to block job hunters abroad, particularly domestic workers to Oman, saying they cannot guarantee that they will be safe while on duty there.

The warning comes shortly after Government lifted a ban it imposed on export of domestic workers abroad ending a year of restriction on movement of Ugandan maid servants to Middle East countries. (Janat Mukwaya, 2017)

The ban was imposed in January last year following a spate of rising cases of abuse on Uganda girls in the Middle East, some of which included sexual molestation, torture or denial of pay. Their decision is informed by the number of horrible stories of abuse they have documented from Ugandans who have worked there. She also said Oman had registered the highest number of incidents of human trafficking, where Ugandans have emerged victims.

5.1.4 Findings on Effect of labour exportation on the different genders

During this research, it was noticed that girls generally gave more negative reviews in their interviews compared to boys. Girls agreed to experiencing torture more compared to the boys. In fact they are more targeted by traffickers and they are the ones who work in more risky jobs e.g. working as housemaids.

Girls that go to work abroad are more prone to human trafficking. Most commonly, but not exclusively, human trafficking is exploitation in the form of forced prostitution or sexual enslavement. State authorities have typically confused sex trafficking with prostitution. Some young impoverished women are attracted to the sex industry because it appears to offer quick and easy money. Traffickers often lure desperate young women with the promise of a better paying job or higher education into a destination country where their documentation and passports are forcibly taken from them as soon as they arrive. These women often find themselves in slave-like situations. Once trafficked into the sex industry, traffickers control the women through physical and psychological means.

2.1.5 Findings on Other ways of improving people's welfare in Uganda other than labour exportation

Provision of social services

The government of Uganda should use the funds collected from taxation to provide improved social services e.g. government should provide clean water to the people of Uganda to improve on their standards of living. Uganda has experienced two decades of economic growth, leading to large population movements from rural areas to informal settlements around urban centers. High population growth – nearly triple the global average – stressed the water and sanitation services that exist. 61 percent of Ugandans lack access to safe water and 75 percent do not have access to improved sanitation facilities.

Implementation of the laws against corruption

Government should not only pass but also implement the laws against corruption because Officials continue to engage in corrupt practices despite laws and institutional instruments that are in place to prevent and punish corruption. Corrupt officials should be punished accordingly as well as those that offer bribes to get unfair favours. Uganda tops in corruption among the five countries under the East African community (EAC), a report by Transparency International has revealed.

Training of youth (Equipping them with the required skills)

Measures should be taken to train youths and equip them with the skills required by employers. This could help to reduce on unemployment in the country. Schools have been equipping students with the same skills since the 90s. The economy in Uganda right now has more jobs to offers to youths who get hands on training from vocational institutes e.g. plumbers, constructors, electricians etc other than those that train for the white-collar office jobs.

Investing in the Agricultural sector

Since agriculture contributes the biggest percentage to Uganda's GDP, it is assumed that the agricultural sector is capable of employing many youths if the required resources are allocated to the sector. Agriculture is a core sector of Uganda's economy and the largest employer. Over 80 per cent of women are employed in the sector and contribute about 75 per cent of agricultural production. Plantains, cassava, sweet potato and maize are major subsistence crops. The major export crop is coffee, but tea, tobacco and cotton are also important.

While some steps are being taken to provide insurance against crop failures, access to finance for small-scale farmers is limited. The high cost and limited availability of improved farm inputs, including hybrid seeds and post-harvest technology, over-stretched extension services, poor transport networks, a lack of market information, inadequate production and post-harvest facilities. and weak value chain linkages all hinder and frustrate subsistence farmers.

5.2 Conclusion

This research was aimed at determining the impact of labour exportation to welfare of youth in Uganda. Despite the fact that labour exportation has its cons and disadvantages, it can greatly improve on welfare of youths in Uganda provided the government takes action against people that export labour illegally and also follows up on youth that are taken to other countries to make sure they are not tortured. Government should also restrict exportation of labour to countries that are notorious for torture and trafficking e.g. Oman, Saudi Arabia

5.3 Recommendations

The unemployed youth should not be discouraged from pursuing jobs abroad by they should be warned of the vices associated with it. They should use legitimate recruitment agencies and also be careful after they reach their destinations abroad. This report is aimed to give the unemployed Ugandan youth enough information in order to decide whether to try their chances of finding employment in other countries or to remain and strive from Uganda.

The government should make a follow up on youths that are recruited to work abroad. This study is aimed at giving the government an insight of what is happening and challenges that are faced by Ugandan youth that are taken to other countries in search for greener pastures and also to combat activities of unlicensed agencies which illegally take people to do unconventional work. Government should take measures to protect them after learning about their challenges.

Human rights activists should give more attention to the inhumane practices done to immigrants in other countries. This study is aimed at alerting human rights activists on the evils associated with this kind of business and also protect the youth from the evils.

Government should take responsibility to know the earnings of nationals working abroad. The study is supposed to give government correct statistics on revenue it can collect from nationals working abroad in order not to over tax or under tax their foreign earned income.

The study is also meant to determine other ways of improving on welfare of youth in Uganda other than labour exportation since it is faced by a lot of opposition and some youth do not have the qualifications required to get employed abroad.

The researcher therefore recommends that despite the fact that labour exportation has its cons and disadvantages, it can greatly improve on welfare of youths in Uganda provided the government takes action against people that export labour illegally and also follows up on youth that are taken to other countries to make sure they are not tortured. Government should also restrict exportation of labour to countries that are notorious for torture and trafficking e.g. Oman, Saudi Arabia

5.4 Limitations of the study

The research study faced the following challenges:

- The study was affected by the limited resources that would not enable me to cover all agencies. I resorted to random sampling
- Most of the respondents were busy and gave only little attention to the questions asked.
- Some people especially the employees of recruitment agencies were not willing to give all the information.
- Confidentiality. in that, there were some people who were not sure of what information was required.

5.4 Areas of further research

Future researchers and even students are encouraged to research on the following areas:

- Role of government in improvement of people's standards of living
- Corruption and how it can be suppressed in Uganda
- Population growth rate in Uganda and it's pros and cons

5.5 REFERENCES

Ministry of Finance, Planning and Economic Development (MFPED) Kampala, Uganda: MFPED.

Uganda Bureau of statistics, Statistics House, Plot 9 Colville Street/Box 7186, Kampala Colville St, Kampala, Uganda

Middle East Consultants Limited (plot 21/31 Tank Hill Road, Muyenga)

Uganda Association of External Recruitment Agencies (UAREA) 4th room floor 402 BMK house opposite hotel Africana

Security Link Limited (plot 126. Sentema Rd. Bulange Mengo)

Fountain Security Services Limited (plot 254, Kizza Rd, Makindye lukuli Kizungu Zone)

APPENDIX

Appendix 1: Questionnaire

Dear Sir/Madam

My name is Kalungi Ashraf a student of Bachelor of Economics and Applied Statistics at Kampala International University. I'm carrying out a research on Impact of labour exportation to welfare of people in Uganda. You have been identified as a resourceful person to my research. I'm humbly requesting for your cooperation. All information is confidential and for study purposes only.

SECTION A

1. Gender

Male

Female

2. Age

21-30 yrs

31-40 yrs

3. Highest level of education

Primary

O' level

A' level

University

4. Number of years of working abroad

1-3 yrs

4-7 yrs

5. Employment status

Full Time job

Part time job

Unemployed

SECTION B:

6. Were you employed before you decided to work abroad? If you've not yet gone abroad, are you employed now?

Yes

No

7. If yes, why did you choose to go and work abroad?

I was underpaid

I experienced bad working conditions

Other reasons

8. Would you advise other youths to go and work abroad?

Yes

No

SECTION C: Contribution labour exportation to welfare of youths

9. I was contented with my salary for the jobs I did abroad

Yes

No

10. The salary promised by the agency is the same I received for my work

Yes

No

11. I managed to create a business back in Uganda with the money I earned abroad.

Yes

No

SECTION D: Challenges faced by Youths recruited to work abroad

12. Were you contented with the working conditions at your work station?

Yes

No

13. Did you experience any form of Unlawful torture from your employer?

Not at all

To a small extent

Yes

14. If you were tortured, did you manage to report to the authorities and were they helpful?

Yes

No

15. Did you see any other person experience any form of Unlawful torture from your employer?

Not at all

To a small extent

Yes

16. If yes, did you manage to report to the authorities and were they helpful?

Yes

No

17. Do you encourage other youth to seek employment abroad?

Yes

No

Thank You for Your Cooperation

Appendix 2

1.2.1 A full list of the labour exporting companies and their addresses

1. 2 Niles Public Relations Agency Limited plot 1846, Omulen Close, Nsambya, opposite Human Rights House)
2. The Gideon's Men Ltd (plot No.31/47 port Bell Rd, Luzira)
3. Normandy Company Uganda Ltd (plot 136, Bukoto street, Kamwokya)
4. A.G. Security Group Limited(plot 3676, Magoba lane, kisugu)
5. Security Link Limited(plot 126, Sentema Rd, Bulange Mengo)
6. Ham Property Services and Management Limited (Bakuli, Hoima Rd, opposite Old Kampala Primary School)
7. Maghrib Agencies Limited (plot 161 Entebbe Road , Najjanankumbi Stella opposite Nyondo)
8. Saracen (U) Limited(plot 15. Impala Avenue, Kololo)
9. Tirajo Employment Agency Limited(plot 29, Ntinda-Nakawa Rd)
10. International Employment Leakages (U) Limited (plot173, Muteesa II Rd Ntinda)
11. Middle East Consultants Limited (plot 21/31 Tank Hill Road , Muyenga)
12. Competitive Manpower International Limited (Beta House, Kigowa, Ntinda)
13. Ronund-Off International Limited (Seguku)
14. Karibun International Limited (Najjanankumbi next to Kenjoy supermarket)
15. Mobile Labour International Limited(Inik House, Kyaliwajjara-Namugongo Road)
16. Horeb Services (U) Limited (Mbogo House. Wankulukuku opposite Kitebi SS)
17. Paval Consult Limited(plot 246, Nabunya Road, Jerifa House)
18. Axi worriors Limited (PLOT 22, Bunyonyi Drive, Bugolobi-kataza)
19. Reliable Logicians Uganda Limited (plot 2010/2012, Portbell Rd, Luzira)
20. Fountain Security Services Limited(plot 254, Kizza Rd, Makindye lukuli Kizungu Zone)
21. SWATT Services Limited (plot 678, Kiwempe Road next to Wonder World, Kansanga)
22. Al-Madinah Agency Limited (Bukoto, near Bukoto Heights)
23. True North Consult Limited (plot 2A Neptune Avenue, Portbell, Mbuya)
24. Vredant Pastures Agency(U) Limited (Lubaga Rd)
25. Link 5 Limited(plot 47, Martry's Way, Ntinda)
26. Eskom Link Limited (Bamako Arcade , Entebbe Rd)
27. Sauman Services Ltd. (Peace Building , Kabalagala, next to Orient Bank)
28. KHM International Consultants Ltd.(Kibuga Block 101/393, Nabulagala Road).
29. Elmvale Agency Limited (Old Port Bell road next to Uganda Batteries).
30. Global Manpower Solutions.U.Limited. (plot4605 Kiwatule Rd, Buye-Ntinda)
31. Essential Communications Limited (plot 74, Kanjokya Street)
32. Malisu Apollo Investments Limited(MTAC Building -Nakawa)
33. Spin Labour Consultants Limited (Mengo)
34. Trustin Company Limited(Mutungo Zone)
35. Amiya Sefer Limited(Buziga-Konge, next to the water pump)
36. Golden Arm Limited(Mugerwa Close, Gogonya Road, Nsambya behind joint medical Stores)
37. Alasker International Limited (Kampala Road E-Tower, Room No F3, 6th floor)
38. Augustine International University Limited (Bunga Hill)
39. Gulf Recruitment Services Limited (Luwafu Road, Makindye)
40. Archeries New Limited (Seguku, Entebbe Road)

41. Raama Africano (U) Limited (plot 6487, Katuso Rise, Buziga)
42. ABS Consulting Group Limited(Pilkington Road,Workers House 9th floor)
43. Global Hope Buildings International Limited (plot 414, Mobutu Road, Makindye Madirisa opposite St. Luke Church).
44. Cella Investmants Limited(Sempagala Road, behind Life Link Medical Centre)
45. Bright Star Creations International Limited (plot 89 Bukoto street)
46. Jericho International Uganda Limited (Luwum street ,Kizito towers, 4th floor)
47. Azar International Services Limited (Room 260 Mackay Plaza, Kyagwe Road)
48. ISAB International Limited (plot 1, lordel ,lourdel Towers 5th floor)
49. Future 4 life Limited (Office No.5, Sombe supermarket, Mukono)
50. Tusano Combined Uganda Limited (plot 149,Rubaga Road, Access Building)
51. Alsalam Logistics and consultancy Limited (plot 023,Dr Sembeguya Road,Kawempe)
52. Provio International limited (Bukoto kisasi Road)
53. Abroad Placement U Limited(plot 141 Kira Road Kamwokya)
54. Ridar Uganda Limited (plot 160/04 Namilyango Road, Seeta Mukono)
55. Creative Group Internatioanl Limited (Sentema Road,Mengo)
56. Afrisky International Limited (plot 882 Kisasi Road)
57. Jabez Consultants Limited (plot No.208. Bombo Road,Ketifalawo Zone-Kawempe)
58. Alkareb Limited (Kyagwe Road, Room 336 Equatorial mall)
59. Greener Pastures Overseas Consultants Limited (Kabalagala opposite Shell Petrol Station)
60. Explorer Dubai Limited (Namugongo, Old Kira Road)
61. Ez Visa Kampala (plot 26, Wampewo Avenue, Bakwanye House)
62. Al-Saud Agency Limited (Kibuye, Salama Road)
63. Taiba Manpower Agency Limited (plot 430,Kyadondo , Bweyogerere)
64. Triple World Group (U) Limited (Muteesa I Road-Mengo)
65. Six Stars International Limited (Bombo Road)
66. Mariba Agencies Limited (Colvile Street, Shumuk House)