



THE REPUBLIC OF UGANDA

MINISTERIAL STATEMENT

BY

HON. MUTUZO PEACE REGIS

**MINISTER OF STATE FOR GENDER AND CULTURE AFFAIRS/
HOLDING THE PORTFOLIO OF MINISTER OF GENDER, LABOUR
AND SOCIAL DEVELOPMENT**

PRESENTED TO PARLIAMENT

ON ISSUES OF EXTERNALISATION OF LABOUR

18TH JULY, 2019

1.0 Introduction

- 1.1 Rt. Hon. Speaker, I would like to thank you for giving the Ministry of Gender, Labour and Social Development the opportunity once again to address Parliament on the issue of externalisation of labour.
- 1.2 Honourable colleagues, I wish to remind you that this is not the first time that we are addressing parliament on the issue of externalisation of labour. You will recall that on 20th November 2018, I comprehensively addressed you on the issue of externalisation of labour. My Senior Colleague Hon. Janat Mukwaya had also earlier addressed Parliament on 18th May 2017. We have also addressed the Parliamentary Committees on Gender, Labour and Social Development, Foreign Affairs, Internal Affairs and Human Human Rights on the same subject matter.
- 1.3 In our previous statements to Members of Parliament referred to above, we made clear and precise responses to questions raised by colleagues.
- 1.4 Rt. Hon. Speaker, nonetheless, I welcome the opportunity to respond to the issues raised by members on the externalisation of labour. Accordingly, I will address the House on the following issues:
- i. the background to the regulation externalisation of labour;
 - ii. protection of workers through licensing and placement procedures;
 - iii. the benefits and challenges of externalisation of labour;
 - iv. the proposal to impose a ban on the externalisation of labour programme;
 - v. the measures that the Government of Uganda has taken to make the externalisation of labour programme safe, regular, orderly and productive;
 - vi. The case of Doreen Ghandi Magezi reported the Hon. Betty Nambooze Bakireke of Mukono Municipality; and
 - vii. the support that Parliament should lend to our efforts of making the externalisation of labour safe, regular, orderly and productive.

2.0 Background to the regulation of externalisation of labour

- 2.1 Rt. Hon. Speaker, migration is as old as history of mankind and all of us are products of some form of migration. Indeed Ugandans have since the pre-independence period travelled abroad for work.
- 2.2 Some have travelled on their own, while others were facilitated by traffickers. However, the interest of traffickers has always been money at any cost. As a result, traffickers often fleece their "clients". Furthermore, traffickers do not place individuals into any specific job but merely aid individuals to go to a country where they would find work by themselves.
- 2.3 However, in the absence of a formal safe, orderly and regular pathway for placing people abroad, the traffickers would remain the only way out for individuals who have made a choice to seek work abroad.
- 2.4 The government took cognizance of risks associated with individuals being placed abroad by traffickers. However, the government was also aware that people cannot be forcibly stopped from seeking work abroad; more so because of Article 29 (2) (b) of the Constitution of the Republic of Uganda which provides that every *Ugandan shall have the right to enter, leave and return to, Uganda*. The solution to the challenge of traffickers therefore lay in introducing a safe, orderly, formal and regular pathway to employment abroad. Accordingly, the Externalisation of Labour Programme was launched in 2005. **The programme was therefore not introduced to encourage Ugandans to go abroad, It was introduced to establish an alternative to trafficking for Ugandans who make a choice to seek a livelihood through employment abroad.**

3.0 Protection of workers through licensing and placement procedures

- 3.1 Consequently, the Minister responsible for labour pursuant to powers under the Employment Act issued the Employment (Recruitment of Ugandan Migrant Workers Abroad) Regulations 2005 and the Employment (Recruitment of Ugandan Migrant Workers Abroad) 2015. The objective of both instruments is to protect the rights of migrant workers through stringent licensing requirements and placement procedures.
- 3.2 A person cannot transact business as a recruitment agency in Uganda without a valid licence. Today there are 162 licensed recruitment companies and to-date about 84,000 migrant workers have been deployed abroad since 2010.

(List of licensed companies and number of workers deployed is attached). The licensing requirements include:

- i. Registration under the Companies Act or partnership Act of Uganda
- ii. A company must have a minimum of fifty million Uganda shillings as share capital;
- iii. A maintaining balance of Shs 10 million on the bank account;
- iv. Members of board and officers of company must possess a certificate of good conduct from Interpol;
- v. Income tax returns for its board, partners or members for the past one year.
- vi. Payment of a non-refundable fee of 100,000/= at the time of application
- vii. Payment of a license fee of 500,000/=
- viii. Provision of the CVs of the directors, board members and officers working in the company or partnership.
- ix. Proof of publication of notice in the newspapers of the application with the names of the partners, incorporators and officers.
- x. Must provide a bank guarantee of 50,000,000/=
- xi. Audited financial statements for the past one year with verified corporate tax returns
- xii. Companies with foreign Directors should avail clearance from their country of origin stating that the concerned foreign directors are fit and proper to run the business of externalisation of labour.

3.3 The placement of Ugandan migrant workers as a rule follows the following steps:

- i. A potential recipient country like Saudi Arabia sends to the ministry the list of licensed recruitment companies;
- ii. Thereafter, the relevant Ugandan Mission vets the foreign recruitment companies. Today about 500 Saudi Arabian recruitment companies out the 700 that are licensed were cleared to recruit from Uganda;
- iii. After due diligence by the Ugandan Mission, a foreign recruitment company may express interest to recruit from Uganda by forwarding a job order to the relevant Ugandan Mission. The purpose of the vetting by the Ugandan Mission is to confirm that the foreign recruitment company is still licensed and possesses valid job vacancies;

- iv. After clearance by the Uganda Mission, the foreign recruitment company submits the job order to the Department of Employment Services of the Ministry of Gender, Labour and Social Development using online External Employment Management Information System portal.
- v. The job order is accompanied by:
 - a. a service agreement between the Ugandan recruitment company and the foreign recruitment company;
 - b. Powers of attorney from the foreign recruitment company to a Ugandan recruitment company authorizing the latter to recruit Ugandan workers on behalf of the former;
 - c. Sample employment contract
- vi. The External Employment Unit analyses the job order with view of confirming the following among others:
 - a. Whether the company that originated the job order is licensed in the recipient Country and was vetted by the relevant Ugandan mission.
 - b. Whether the job order was verified by the relevant Ugandan mission
 - c. Whether the obligations and duties of both the Ugandan and foreign recruitment companies are clear and protect the interests of the workers; and
 - d. Whether the proposed terms and conditions guarantee the rights of workers including the basic minimum salary, medical insurance, accommodation, working hours among others.
- vii. In case of a favourable evaluation of the job order, the local recruitment company is advised to advertise and recruit;
- viii. Thereafter, the names of the selected workers are submitted to the Joint Intelligence Committee for security vetting. Workers with no adverse record are thereafter cleared by the Joint Intelligence Committee. The list of workers who have been cleared is sent to the Internal Security Liaison Office at Entebbe International Airport. I will address you on the reason for sending the list to the Airport shortly;

- ix. After vetting by the Joint Intelligence Committee, the workers undergo pre-departure orientation and training. The purpose of the training is to:
 - a. Help the workers reexamine their decision to go and work abroad;
 - b. Help the workers set goals for working abroad;
 - c. Create understanding of the employment contract; and
 - d. Support cross-cultural adjustment.
- x. It is only workers who have been cleared by Joint Intelligence Committee and have undergone pre-departure orientation and training who are cleared to travel by a letter of the Ministry of Gender, Labour and Social Development.
- xi. On the day of travel the migrant workers go through two check points. At the first check point, the local recruitment company presents workers on the clearance list issued by the Ministry of Gender, Labour and Social Development. Only workers who appear on the list from the Ministry of Gender, Labour and Social Development and the List from Internal Security Organization are supposed to be cleared at this check point located the entrance of the departure lounge.
- xii. The workers who are cleared by the team of joint airport security proceed to the check-in counters. After check-in the workers proceed to immigration. Immigration officers are required to clear only holders of work visas who have been cleared by the Ministry of Gender, Labour and Social Development and the Joint Intelligence Committee.

3.4 There are also individuals who find employment abroad on their own. These workers also go through similar vetting, clearance and departure procedures.

4.0 The benefits and challenges of externalisation of labour

4.1 Hon. Members, the benefits of the programme include:

- i. Estimated annual remittances from the migrant workers in the Middle East is about USD 600 million per annum;
- ii. Improvement in incomes of the households of migrant workers and
- iii. Acquisition of new and positive work ethics and skills by Ugandan workers

4.2 As you are all aware Hon. Members, despite the above benefits, the programme has encountered a number of challenges which include;

- i. Traffickers who often through false representation deploy workers into unknown destinations and hostile working conditions;
- ii. Inability to trace and offer consular services to workers deployed by traffickers;
- iii. Violation of the rights of workers especially domestic workers;
- iv. Immoral behaviours by Ugandan domestic workers which often occasion domestic violence;
- v. Workers who abscond from their stations in pursuit of other jobs;
- vi. Limited manpower. The Externalisation Unit has only five full-time staff;
- vii. Lack of appropriate office accommodation;
- viii. Lack of diplomatic representation in Bahrain, Kuwait and Oman; and
- ix. Limited manpower at the Ugandan Missions in Riyadh and Abu Dhabi.

5.0 Is a ban on the externalisation of labour programme viable option?

5.1 In view of the above challenges, there have been proposals that the externalisation of labour programme be banned. We have examined this proposal and wish to remind that you that the Ministry imposed a ban on the Externalization of domestic, on 22nd January 2016. The objective of the ban was:

- i. to stop migrant workers from getting into hostile domestic working conditions;
- ii. to use the period of the ban to strengthen measures for protecting Ugandan migrant workers abroad.

5.2 However, the unintended consequence of the ban was that trafficking thrived. For example the Ministry does not clear workers to Oman. However, today there are over 40,000 Ugandans working in Oman. The ministry is therefore hesitant to impose a ban. This is because; there are still strong pull-factors like relatively higher wages in the Middle East. Furthermore the migrant workers in the Middle East are contributing substantially to their families through construction of houses and paying of school fees. Migrant workers in the Middle East send home about 600 million dollars which accounts for about 50 percent of total in-ward remittances in Uganda.

6.0 Measures taken by Government to make the externalisation of labour programme safe, regular, orderly and productive

6.1 In view of the above challenges, the Ministry has put in place the following measures to promote safe labour migration and protection of rights of migrant workers:

- i. There is an Inter-Ministerial Committee chaired by the Minister of Gender, Labour and Social Development with its membership comprising of the Ministers responsible for Security, Internal Affairs, Works, Local Government, Foreign Affairs and East African Cooperation.
- ii. Coordination between my Ministry and other agencies like the Directorate of Immigration, Internal Security Organization (ISO), and the Police at the Airport has been enhanced. As a result, 2334 victims of human trafficking were rescued at Entebbe International Airport between January and June 2019.
- iii. A four party employment contract which makes the recruitment company both in Uganda and in the recipient country jointly and severally liable for any breach of a worker's contract was adopted;
- iv. Three Bilateral Labour Agreements have been signed between the Government of Uganda and the respective Governments of the Kingdom of Saudi Arabia, the Hashemite Kingdom of Jordan and the United Arab Emirates. Negotiations for a Bilateral Agreement with Qatar were concluded. The Ministry of Foreign Affairs is using diplomatic channels to secure a date for signing. Draft agreements have also been drawn and presented to the Governments of Oman and Kuwait;
- v. Cooperation against human trafficking has been strengthened among members of the East African Community. For example, the National coordination task forces on prevention of trafficking of Uganda and Kenya continuously share information. As a result, over 300 victims of human trafficking from Uganda have been rescued at Jomo Kenyata International Airport in the last twelve months.
- vi. Monitoring visits to Saudi Arabia, The United Arab Emirates, Qatar and Jordan have been carried out and more regular monitoring visits to host countries are planned;
- vii. Only foreign recruitment companies that have been accredited by the Ministry of Gender, Labour and Social Development on the recommendation of Uganda's Mission accredited to the prospective recipient country are allowed to recruit domestic workers from Uganda;

- viii. All demand letters and Powers of Attorney from foreign recruitment agencies to recruitment agencies in Uganda are vetted by Uganda's Mission accredited to the prospective recipient country;
- ix. Every prospective employment contract for domestic workers is authenticated by Uganda's Mission accredited to the prospective recipient country before a domestic worker is cleared to leave;
- x. The foreign recruitment companies are not allowed to transfer responsibility over a domestic worker to an individual;
- xi. The Uganda Association of External Recruitment Agencies established an emergency Fund that caters for:
 - a. Operations of a transit center at Entebbe and in recipient countries;
 - b. Supporting emergency medical services and repatriation; and
 - c. Psychological support and legal aid for return migrant workers.
- xii. The Ministry has written to the ministry of Public Service to seeking approval of expansion of the staff structure of the Department of Employment Services. The proposed structure will include labour attaches.
- xiii. Hon. Janet Mukwaya had a meeting with technical officers from the Ministry of Finance. During the meeting she underscored the need for the Ministry of Finance Planning and Economic Development to facilitate the expeditious handling migrant workers business by allocating more funds to the Department of Employment Services.
- xiv. Arising out of bilateral engagements, the recipient countries have also taken the following measures:
 - a. Only licensed recruitment companies will be allowed to recruit workers from abroad
 - b. Jordan and Saudi Arabia have developed online systems for tracking the recruitment and location of domestic migrant workers;
 - c. The foreign recruitment company provides all domestic workers with a telephone sim card on arrival. Some companies will soon begin issuing cell phones;
 - d. The Saudi Government has developed a system for monitoring the payment of wages of domestic workers. This includes Call Centers and Ugandan Supervisors charged with the responsibility of monitoring the conditions of Ugandan migrant workers abroad.
- xv. In order to improve the provision of Consular Services, Labour attaches will be deployed at the Ugandan Missions in Abu Dhabi (United Arab Emirates), Riyadh (Saudi Arabia) and Doha (Qatar).

7.0 The case of Doreen Ghandi Magezi

7.1 Rt. Hon. Speaker, you will recall that on Tuesday 25th June 2019, you asked Hon. Nambooze and Hon Oseku to give you particulars of the young ladies under distress in the Middle East for onward transmission to our Ministry. Madam Speaker, we confirm that we received communication from you about a one Doreen Magezi.

7.2 On the same day, Hon. Betty Nambooze, Member of Parliament of Mukono Municipality had reported that the said Ms. Doreen Ghandi Magezi was in Jordan under distress. Hon. Betty Nambooze further called for assistance in rescuing the said Doreen from slavery where she had been sold at USD 3,000. Consequently, you directed the Ministry to facilitate her return. Accordingly, the Ministry engaged Murphie International that recruited her and I am pleased to report that Ms. Doreen Ghandi Magezi returned to Uganda on 5th July 2019.

7.3 We have examined the statements by Hon. Betty Nabooze in and outside parliament and Ms. Doreen during her interview with Sam Kasumba of NBS TV and wish to address you as follows:

- i. That Doreen Magezi was regularly and formerly placed to work in Jordan by a licensed recruitment company called Marphie International Recruitment Agency on 3rd April, 2019. She was never sold into slavery at USD 3000. If she had been sold into slavery, Murphie International would not have procured a ticket for her return. Furthermore, Ms. Doreen never paid USD 3000, to her employer in order to exercise her right to return home. **Most importantly, at no time does Doreen say in her interview that she was in slavery.**
- ii. Ms. Doreen Magezi was never arrested upon arrival as it is alleged by herself and Hon. Betty Nambooze. The fact of the matter is that Ms. Doreen like all other migrant workers who report cases of distress and or Ms Marjorie Muhinda a Counselor from the Uganda Association of External Recruitment Agencies and operatives from Aviation Security received illness. The presence of the Counselor at the airport was for providing Doreen with psychosocial support and facilitate her to access medical

assistance in case it was required. In accordance with her wish, she was not taken to a medical facility.

- iii. Migrant workers who report violation of their human rights while abroad are often requested to make a police statement to facilitate further management by Interpol. Given that allegations of Doreen being sold into slavery had been made, it was prudent to take a statement from her. Indeed, after making the statement she left within the company of her family members.
- iv. Whereas Ms. Doreen could have been distressed, her situation was with due respect exaggerated by my colleague Hon. Betty Nambooze. For example in a social media post, Hon. Betty Nambooze alleged that *dozens of girls were trafficked to the Arab world returned of 5th July 2019 after a protracted battle she had started. She further stated that parents wept on seeing their girls as some had to be wheeled off the plane in wheel chairs. She went on to say that the girls had broken limbs, bruised faces, scars.... they were so skinny and sick.*
- v. Madam speaker, according to Ms. Doreen's interview, Hon. Betty Nambooze was not at the airport. This begs the question of how she saw the dozens of returnee distressed migrant workers. Furthermore, Doreen is the only returnee we have seen from Hon. Nambooze's dozens. In addition, Doreen dispelled the allegation during her interview with NBS TV that she was physically harmed in any way. Madam Speaker, Hon. Betty Nambooze will have to adduce more evidence for me to believe her and instead of Ms. Doreen.
- vi. Rt. Hon. Speaker, we have also transcribed and examined Ms. Doreen's interview about her situation (See attached). We have found it laced with inconsistencies which greatly impairs its probative value. For example;
 - a. *In Question 56 Sam Kasumba of NBS TV asked "Are you in touch with your parents and your relatives because there reports circulating around that your situation has separated you from your family and that you are on one side and there are on the other. Talk to us about that.*
 - b. *In reply to the said Question 56, Ms. Doreen said "You see Sam, when we go to work the beneficiaries are our family and every family in*

Uganda would like their daughter to work and send back home money and sometimes telling them that I am coming back it's like you are cutting off the supply. And in my case, due to the circumstances that I came back through it was safer for me to first take a low profile and not involve my family in this entire thing that was going through and any way I don't have that much big family. My mother is really old, so I really don't think this would be healthy for her because she is not in a good health condition. So it's not that my family has really separated from me but I think it's better they are kept out of this.

- c. However, earlier in the interview with Sam Kasumba posed question 22 on how she found Hon Betty Nambooze's number, Ms. Doreen said that she got Hon. Nambooze's number through a family member. In Question 33, Sam Kasumba asked Ms. Doreen about who had received her at the airport. In her response, Ms. Doreen said that she expected to be received at the airport by family members and not the police.
- d. Rt. Hon. Speaker, how possible is it that Ms. Doreen who did not want her family to know that she was coming back home can be the same Doreen who expected her family to receive her. How can Doreen who wants to keep a low profile and also conceal her presence in Uganda be the same Doreen who gives a live TV Interview? It is clear that Doreen has been manipulated.

8.0 Prayers to Parliament

8.1 Parliament should consider allocating UGX 5,000,0000,000 annually to the Department of Employment Services to facilitate the following:

- i. The establishment of a one stop centre for all government agencies involved in the clearance of and giving support to migrant workers. These, include Department of Employment Services, ISO, ESO, Interpol, Directorate of Immigration;
- ii. Finalization of the External Employment Information Management System. The system will facilitate expeditious processing of licensing, vetting and clearance of migrant workers. It will be linked with the Immigration system and the foreign missions. This will facilitate capturing

- and analyzing real time data on workers who leave and return to Uganda
- iii. Deploy labour attaches at the Ugandan Missions in Abu Dhabi, Riyadh and Doha
 - iv. Strengthen internal and external monitoring of Ugandan migrant workers
 - v. Strengthen community mobilization against trafficking for labour exploitation

8.2 Rt. Hon. Speaker, Let me conclude by requesting the Members of Parliament to seize every opportunity they have to advise the young people to carry out due diligence about companies or individual agents before they travel abroad.

Rt. Hon. Speaker, I thank you.

A handwritten signature in black ink, appearing to be the initials 'MAS' followed by a flourish.

Table showing number of Ugandan Migrant Workers Deployed by Year and Country of Destination from 2010 to May 2019

| | YEARS | | | | | | | | | | |
|---------------------|--------------|--------------|--------------|--------------|--------------|---------------|--------------|--------------|---------------|--------------|---------------|
| | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | Total |
| IRAQ | 9,120 | 2,516 | 2,033 | 935 | 907 | 951 | 646 | 217 | 2,206 | 188 | 19,719 |
| Afghani stan | 198 | 188 | 260 | 124 | 142 | 298 | 342 | 416 | 228 | 313 | 2,509 |
| Saudi Arabia | 65 | 65 | 66 | 18 | 18 | 479 | 175 | 1,621 | 12,366 | 3,656 | 18,529 |
| Juba | 43 | 45 | 45 | | - | - | | | | | 133 |
| Qatar | 20 | 20 | 20 | 299 | 627 | 1,026 | 487 | 520 | 923 | 151 | 4,093 |
| UAE | 515 | 2,001 | 3,202 | 3,954 | 6,369 | 9,732 | 383 | 303 | 2,556 | 371 | 29,386 |
| Bahrain | 2 | 2 | 2 | 5 | 87 | 97 | 410 | 451 | 23 | 6 | 1,085 |
| Syria | 2 | 2 | 2 | | - | - | | | | | 6 |
| Taiwan | 2 | 2 | 2 | | - | - | | | | | 6 |
| Somalia | - | 2 | 99 | 550 | 532 | 687 | 96 | 162 | 745 | 51 | 2,924 |
| Kuwait | - | - | 32 | 278 | 223 | 209 | | | | | 742 |
| Jordan | | | | | | | | 1,427 | 2,582 | 203 | 4,212 |
| Total | 9,967 | 4,843 | 5,763 | 6,163 | 8,905 | 13,479 | 2,539 | 5,117 | 21,629 | 4,939 | 83,344 |



MINISTRY OF GENDER, LABOUR AND SOCIAL DEVELOPMENT

LIST OF LICENSED PRIVATE RECRUITMENT COMPANIES

1. Nile Public Relations Agency Limited (Plot 1846, Omulen Close, Nsambya, opposite Human Rights House) 0414 347199, 0772 924414, 0702 924414
Email: aburizga@yahoo.com
2. The Gideon's Men Ltd (Plot No. 31/47 Port Bell Rd, Luzira) TEL:0414220702, Email: info@gmsecurity.co.ug
3. Normandy Company Uganda Ltd (Plot 136, Bukoto Street, Kamwokya) Email: william@thenormandycompany.com
4. J. A. G. Security Group Limited (Plot 3676, Magoba Lane, Kisugu) Tel 0414 269373, 0312 109351, Email: jagsecgroup@yahoo.com
5. Security Link Limited (Plot 126, Sentema Rd, Bulange Mengo) Tel: 0312 106527.
Email: noohma@gmail.com, securitylinkug@gmail.com
6. Ham Property Services and Management Limited (Bakuli, Hoima Rd, opposite Old Kampala Primary School) 07735110262, 0706 817990 Email: ham.p.services@hotmail.com
7. Maghrib Agencies Limited (Plot 161 Entebbe Road, Najjanankumbi Stella opposite Nyondo) Tel: 0772 515462, 0701 215090, 0753 666605
Email: maghribagenciesltd@gmail.com
8. Saracen (U) Limited P.O. Box 22693, Kampala 38 Rotary Avenue, Lugogo Bypass
Email saracen@saracen.co.ug Tel 0759600040, 0414233516
9. Tirajo Employment Agency Limited (Plot 29, Ntinda-Nakawa Rd)
Tel: 0700480631 Email: tirajoagency@gmail.com

10. International Employment Linkages (U) Limited (Plot 173, Mutesa II Rd Ntinda) 0772470489, 0772791265, What's app: 0772791265 Email: inter.linkages@gmail.com
11. Middle East Consultants Limited (Plot 21/31 Tank Hill Road, Muyenga) Tel: 0701 188367, 0392 882374 Email: mgordon309@yahoo.com
12. Round-Off International Limited (Seguku) Tel; 0414469953, 0775195705 Email: info@roundoffinternational.com
13. Mobile Labour International Limited (Unik House, Kyaliwajjara – Namugongo Road) TEL: 0704655533 Email: mobilelabour@yahoo.com
14. Horeb Services (U) Limited (Mbogo House, Wankulukuku opposite Kitebi SS) Tel: 0772 332939, 0701 332939 Email: gm@horebservices.com
15. Axis Warriors Limited (Plot 22, Bunyonyi Drive, Bugolobi-Kataza) Tel: 0772 979191, 0751068003 Email: axiswarriorsltd@gmail.com
16. Reliable Logicians Uganda Limited (Plot 2010/2012, Portbell Rd, Luzira) Email: reliablelogiciansultd@hotmail.com/alexakocho@hotmail.com/allenkampa@hotmail.com Tel: 072497642/0787600058/0705600058
17. SWATT Services Limited (Plot 678, Kiwempe Road, next to Wonder World, Kansanga) TEL: 0790919087/0751425060/0703690204 EMAIL: rutashr@gmail.com
18. Al-Madinah Agency Limited (Bukoto, Near Bukoto Heights) TEL: 0777578972/0704171830/0706404180 Email: mkalanzi21@gmail.com/mkalanzi2001@yahoo.com
19. True North Consult Limited (Plot 2A Neptune Avenue, Port Bell Road, Mbuya) TEL: 0701369194/0787653460. EMAIL: b.kizito@truenorthafrica.com
20. Verdant Pastures Agency (U) Limited (Lubaga Road) Tel: 0782885756 Email: joseph@vpauganda.com
21. Eskom Link Limited (Bamako Arcade, Entebbe Rd) Email: mwesigye02@yahoo.co.uk TEL: 0782230440

22. KHM International Consultants Ltd. (Kibuga Block 101/393, Mengo Nabulagala Road). Tel: 0702 000777, 0706 223399 Email: info.khmint@gmail.com
23. Global Manpower Solutions.U. Limited (Plot 4605 Kiwatule Rd, Buye - Ntinda) TEL: 0393516590/77662535_ Email: info@gms.co.ug
24. Essential Communications Limited (Plot 251, Buye Ssempagala Zone, Ntinda) TEL: +256752755846/+256772437650
admin.support@essential.co.ug
25. Malisu Apollo Investments Limited (MTAC Building - Nakawa)
Tel: 0773 001186 Email: info@malisugroup.com
26. Spin Labour Consultants Limited (Mengo)
Tel :0414690400/0702222288 Email: spinconsults@gmail.com
27. Trustin Company Limited (Mutungo Zone 4)
TEL:0776027292/0772176752. Web: www.trustincompanyltd.com
28. Amiyal Sefer Limited (Kamuli Road, Kireka)
Tel: 0200 906963/ 0755 549599/0703561255
Email: amiyalsefer2016@gmail.com
29. Golden Arm Limited (Mugerwa Close, Gogonya Road, Nsambya behind Joint Medical Stores) Tel: 0752 238439, 0703 672414 Email: goldenarmltd@gmail.com
30. Alasker International Limited (Plot 86, Lubaga Road)
Tel: 0775 717140, 0701 699489, 0782 699489
Email: alaskeruganda@gmail.com
31. Page | 4 St. Augustine International University Limited (Bunga Hill)
Email: cbmulenga@gmail.com , Ruth_karungi@yahoo.com
TEL: 0772647799/0712888888/0784179967/0777745520
32. Archeris New Limited (Seguku, Entebbe Road P.o. Box Entebbe) Tel: 0701122157
33. Raama Africano (U) Limited (Plot 6487, Katuso Rise, Buziga)
TEL: 0702528352/+256200923636/+256200923425
Email: kaiwaidris@gmail.com / raama.africano2016@gmail.com
34. ABS Consulting Group Limited (Pilkington Road, Workers House 9th Floor)

Tel: 00414255405/077451877

Email: info@absconsulting.co.ug

35. Cella Investments Limited (Ssempagala Road, behind Life Link Medical Centre) 256703 919465, 0704 907500

Email: cellainvestmentsltd@gmail.com

36. Bright Star Creations International Limited (Plot 89 Bukoto Street)

Tel 0392 17 8830

Email: brightstarcreationintentional@gmail.com

37. Jericho International Uganda Limited (Luwum Street, Kizito Towers, 4th Floor) Email: aedekef@yahoo.com, jerichoitl@gmail.com

Tel: +256392178652, +256782300470

38. ISAB International Limited (Plot 1447, Block 10 Kayiwa Village, Namirembe)

Tel: 0414 699212/0752966556/0751110046

Email: kassim02@hotmail.com/ceo@isab.co.ug

39. Tusano Combined Uganda Limited (Plot 149, Rubaga Road, Access Building)

Tel: 0705757401. Email: info.uganda@tusanoafrica.com/Jescahsenzozi2@gmail.com

40. Alsalam Logistics & Consultancy Limited (Plot 023, Dr Sembeguya Road, Kawempe) Tel: 0414 660825 Email: alsalamconsultancy14@gmail.com

41. Provio International Limited (Bukoto-Kisasi Road)

Tel: 0772485708, 0772431758 Email: provioint09@gmail.com

42. Ridar Uganda Limited, Bukoto Kampala

Tel: 0772719570/0772676033/0702432446

Email: ridarug@gmail.com

43. Creative Group International Limited (Sentema Road, Mengo)

Tel: 0704365474, 0782083057 Email: kampalacreative@gmail.com

44. Afrisky International Limited (Plot 882 Kisasi Road)

Tel: +256782207487

Email: enantamu@afri/sky.com/mariam@afri/sky.com