



UGANDA ASSOCIATION OF EXTERNAL RECRUITMENT AGENCIES



PROGRESS REPORT-2020-2021



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WHO WE ARE.



Uganda Association of External Recruitment Agencies (UAERA) started in 2013. Currently we have a membership base of over 206 members as per 19th July 2021. We are an umbrella of agencies professionally working together to spur growth of external recruitment in Uganda. We self regulate to ensure that members comply with laws and regulations that govern our sector.

Our member agencies source job opportunities from all over the world. The major destination countries are in the Middle East, where the economies are sustainable and therefore creating jobs.

VISION



To be the champion of safe labour migration in Uganda and beyond.

MISSION



To unite, promote and mobilise key players to stimulate sustainable development in the labour Externalisation sector.

ORGANISATIONAL VALUES



PROFESSIONALISM

INNOVATION

TEAMWORK

EMPATHY.





BOARD CHAIRMAN'S MESSAGE.

I welcome you all to our 8th Annual General Meeting and thank you for setting aside time to be part of the AGM. I wish to particularly welcome our new members who have joined us in order to ensure safe, regular and orderly migration of labour and in so doing contribute to the growth of our nascent sector during this unprecedented period of the COVID-19 pandemic.

On a sad note, I mourn with friends and relatives of Late Joseph Kimera SSewanyana, who was a director of Jevex Dempoli and also commensurate with our members who lost loved ones to COVID-19 and other causes

When this financial year began in July 2020, the country was already under lock down and as you may recall our last AGM was held in April 2021 due to the inevitable challenges and SOPs due to COVID-19

Our sector has faced a lot of turbulences from 2019

- i. The introduction of the e-passport set back the clearance time to 3 months when all passport processes that were previously decentralised to regional offices were recentralised to the headquarters in Kampala
 - ii. The niggling issue of the certificate of good conduct from Interpol which with delays that led to a turnaround time of months and unpalatable waiting conditions
 - iii. Introduction of a Musaned system eased the clearance process but the teething challenges in EEMIS has now resulted in a kind of indirect shut down of the sector
 - iv. Thriving Human Trafficking which is often blamed on our members
 - v. Rigidity of the New Regulations
 - vi. Low funds due to low business by our members
- Amidst all the above and many more challenges, we have registered some achievements
- i. Removal of ESO Vetting from the recruitment process
 - ii. Removal of Interpol Certificates from the recruitment process except those going for security jobs
 - iii. Partnership with OWC
 - iv. Partnership with IOM on a Media Campaign and returning stranded Migrant workers
 - v. Successful Fact finding trip to Saudi Arabia and UAE

vi. Partnership with Ministry of Health on PCR Tests hence reducing offloads

vii. Meetings with Ministry of Internal Affairs - Directorate of Citizenship & Immigration Control whose results are yet to be filed

viii. Meetings with MoGLSD officials - Minister, PS, Director, Commissioner

this is a sector that brings in 9 million Dollars per month in remittances, alone and hence needs to be natured and integrated into the National Development Plan III. And Government must nature and facilitate it rather than appear to control its growths and manovers

We appeal to government to sign new bilateral agreements in other destination countries, so that we open new markets /calibre of labour and enhance the protection of migrant workers through a robust monitoring system.

I thank the Board Members and the technical staff for being selflessly available at all times to handle sector challenges facing the association On behalf of the Board of Directors of UAERA, I present to you our Annual Report and Financial statements for the year 2020/2021

Wishing You a Merry Christmas and a Prosperous New Year 2022!!!

No Retreat No Surrender--- Alluta Continua!!!

**Baker Akantambira
Chairman**



Message from the EXECUTIVE DIRECTOR

when the members faced challenges at the airport, around PCR certificates and inoculation certificates. They also ably undertook advocacy through facilitating UAERA policy preview of the employment Bill which was presented to the gender committee and the Anti-Slavery bill which was presented before the legal committee of parliament.

The finance committee is appreciated for availing themselves to provide technical support to the secretariat which continued to function for many months without a fully-fledged accounting department. We thank them for the tireless efforts ensuring the finance manual was in place and recruiting the financial accountant. We look forward to procuring the up-to-date package to ease work.

The development, secretariat, support strategic, planning, innovation & technology committee has held the secretariat's hand through a very rough patch, with reduced resources where expenses have more than doubled and moral low due to the numerous uncertainties in the industry. The human resource audit has been carried out whose results coupled with the planned job fit exercise will be very essential to fulfill the planned strategic objectives and outcomes in the new strategic plan which will be actualized and launched in the new year.

2) To ensure protection of migrant workers, observation of their human rights and welfare in accordance with the international labour standards.

The COVID 19 shut downs created anxiety among the different categories of MW some of whom were in Uganda, others in transit and others had arrived in destination countries. The Secretariat stood in for its members and had to cope with the many distress calls when, Migrant workers, parents, relatives, and the government agencies needed assistance and or assurance on the welfare of the MW abroad.

The secretariat and a number of members participated in the validation meeting on the curriculum to be used to orient migrant workers and comments were also sent through to the Ministry of gender labour and social development team which were adopted.

Our members faced raising costs and uncertainty which was exacerbated further when Ethiopian Airline was banned from flying to Saudi Arabia and failed to pay back members in time. As board and Secretariat we organised a number of negotiations and also used other methods by appealing to CAA and using media to Shame Et to refund money lost to the tune of more than 458,780 USD. In that same period, our reception center based in Entebbe that had been supporting all returnees had to shut down due to our inability to fund the requirements to enable compliance for COVID 19 SOPs. The staff were temporarily reassigned roles at the secretariat awaiting the decision on this activity. We are looking toward to the reopening of a center that will not only receive

and document all returnees but also provide after care including rehabilitation services, investment and a fully-fledged business advisory.

As a result of the pandemic, our sector spent a number of months inactive, resulting into financial loss for the members through unfulfilled contracts and total closure of the business. The issue was exacerbated further by the difficulty in acquisition of relevant travel documents which led to a big back log of unprocessed persons that are still on company waiting lists to be eternalized and are getting very agitated. We pray that the improved MGLSD online system can be expedited and launched so that the impasse may end.

3) To self-regulate ensure adherence to the code of conduct, laws, regulations and guidelines set by the MGLSD

We thank the members for participating in the process of adopting and signing the code of conduct a document that's key as the premise on which members are to conduct themselves in the business. During this period under review, UAERA members benefited from a project funded by the United States of America executed by the IOM to provide a series of trainings for our members on how to promote ethical recruitment to curb exploitation of migrant workers from Uganda. A number of companies signed on to be considered for the IRIS certification.

The new regulations statutory instrument 47 of 2021 were introduced that were very unfair to the private recruitment companies. The board with support from analysis of the legal committee and the secretariat is pursuing review with MGLSD to enable amendment of the regulations to put in place fairer regulations that will attract hundred percent compliance. On advocacy and engagement, we thank members for their continued support reflected in the continuous engagement and advise on how to handle policy and other issues affecting the sector through the committees, meetings and engagements. I also held an engagement at an international convention in Canada on modern day slavery/ human trafficking

Partnerships

As an organization we have engaged at different levels seeking partnerships and now boost of partnerships with the Operation Wealth Creation (OWC) which carries out research based policy interventions and the Presidential CEO forum (PFC) Chaired by Ms. Barbara Mulwana that we were invited to through our membership of the private sector foundation that will enable the interrogation and confirmation of our positive contribution to the challenge of youth unemployment facing Uganda today, and change the narrative in the national development agenda. In all the secretariat remained, resilient in the execution of its roles which wouldn't have been possible without the support of an active resourceful board, generous members and committed staff who made it possible to reach this far. Thank you.

Enid Nambuya
Executive Director

Warm greetings from the UAERA management and staff. We thank God who has seen us through the challenges of Covid-19 that affected us, the members, the sector and the world at large during this reporting period. We thank our members for the solidarity you have exhibited, remaining strong and united to further the work of the organization. Throughout the period under review we endeavored to fulfill our programs bearing in mind our objectives namely

1) To organize and unite companies licensed under the labour externalization program to operate under one umbrella and speak with one voice for strengthening of the sector.

We celebrate the membership growth by 15 new members to a number of 204 however we are also saddened to report that we lost some members due to change in business and others due to loss of license to operate. We thank the board for meeting their fiduciary duties to the association in very hard times while also guiding and participating in the engagement with our regulator the Ministry of gender labour and social development on issues related to turn around time that were impacted on by the actions of other ministries, departments and agencies.

This led to the removal of ESO from the clearance chain and later the removal of the certificate of good conduct that is acquired from INTERPOL. The board also led the interventions with the Ministry of Internal Affairs that culminated in the reduction in the inhuman lines that were forming at the passport office. The dialogue contributed to the Ministry acquiring a facility that was to be used only for receiving passports from its location in Kyambogo. This greatly reduced the congestion at the MIA headquarters, the bad image and accusations against the labour externalization.

Although the secretariat faced challenges of financing arising out of no funds since the members who are also our main funders were not operating, the staff are commended for continuing to strategically engage members by adapting to the new normal by engaging remotely on phone, email and social media platforms. The members of the legal committee are particularly commended for providing legal counsel and representation

BOARD MEMBERS



MR. BAKER AKANTAMBIRA
Board Chairperson



Mr. Ibrahim Karim Bogere
Board Vice Chairperson



DR. ISMAIL TAMALE
Treasurer



WINNIE CATHERINE BANURA
Secretary General



MS. CATHERINE CHERYL AKUMU
Board Member



YUSUF TUHAISE KARAMAGI
Board Member



MR. ALI AHMED ZIKUSOOKA
Legal Secretary



GODWIN MWESIGYE
Board Member
(Stepped aside on 27th April, 2021)



CAROL BEINAMARYO
Board Member
(Stepped down on 27th April, 2021)

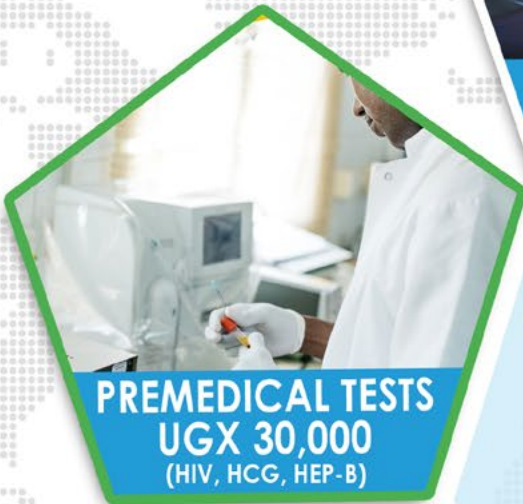


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SNAPSHOT OF ACHIEVEMENTS



7,125
CLIENTS

UAERA Member companies and other visitors) were attended to.



83,868
DOCUMENTS

of Musaned candidate requests were received and approved.



54
EXTERNAL

Recruitment agencies received training introducing them to IOM's International Recruitment Integrity System (IRIS).



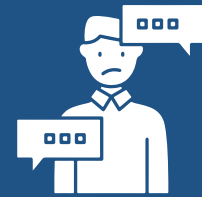
4,790,572
PEOPLE

were reached through radio talk shows during the IOM Safe Labour Migration Campaign



5,462,254

The following were the performance of the digital media audience. over the one-year period we were able to reach 5,462,254 people with an impression of over 62,245,898 and over 2,083 social media posts created.



209
COMPLAINTS

received and solved



308
RETURNEES

Were recieved at our reception centre in Entebbe. These were referred to Victoria Medicals for further medical attention.



05

Building initiatives were undertaken to enhance staff knowledge, skills, and expertise.



MASS MEDIA AND PRINT MEDIA

- **15** Radio Talkshows
- **30** Television appearances
- **15** Online Stories
- **06** Newspapers Stories.



OTHER KEY ACHIEVEMENTS



- Collaborated with the Ministry of Health on PCR testing, this helped to reduce fraud and 37,000 migrant workers have undergone PCR through this collaboration we have had no offloads at the airport due to PCR.



- From this collaboration a new revenue stream has been created for the association through a CSR initiative from the private labs handling our migrant workers, to date we have accumulated revenues to tune of UGX 123,000,000 as of 7/12/2021.



- MIA constant engagements have yielded fruits especially through the immigration doctorate, advocacy efforts led to the opening of the Kyambogo collection centre thus decongesting the head office at Ministry of Internal affairs.



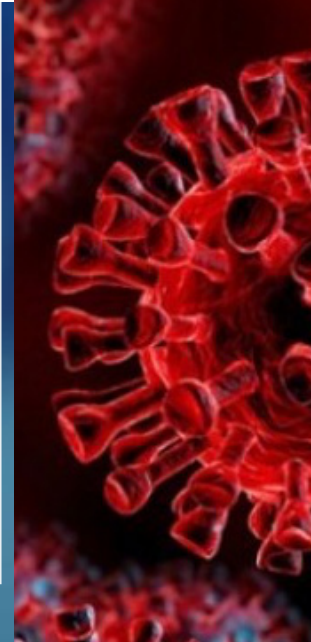
- Constant engagements with the Ministry of Gender Labour and social development and Ministry of Foreign affairs on opening new markets are yielding fruits.



The Qatar Bilateral agreement is in its final stage of completion as well as the operationalisation of the UAE MOU

EFFECTS OF COVID-19, COVID-19 RESPONSE AND ACTIONS TAKEN

Due to the uniqueness of the external labour recruiting sector being majorly dependent on other jurisdictions, the effect of COVID 19 started way before COVID 19 pandemic measures were put in place in Uganda. Whereas the rest of the businesses in Uganda may have been in Lockdown from March 2020, our sector was already affected by measures being taken in destination countries to fight the effects of the pandemic due to early closure of air space by some countries. This means that business activity stopped towards the end of February, 2020.



Direct Losses of income due to reduced job orders between January and 18th March (Before Uganda Locked Down).

300 migrant workers who were in transit (Cairo and Dubai, en route Saudi Arabia) were returned to Uganda due to stoppage of entry to Saudi Arabia of passengers who had transited through Dubai and Cairo and yet all expenses had been paid;

Due to the return of the migrant workers, some companies went ahead to charter direct a direct flight to Saudi Arabia (air space was still open), however this was also cancelled the next day due to the un expected closure of the air space; tickets had been paid for 200 migrant workers (each costing 630USD = 126,000 USD was lost;

Loss of expenses spent on acquisition of travel documents due to closure of borders

Demand for migrant workers in destination countries went down drastically due to lock downs that were imposed as result of fear of the COVID-19 pandemic; however there has been a significant rise in demand since Uganda lifted restrictions on travel in October 2020.

COVID 19 response, and actions taken accordingly.

We made presentations to the UDB, the ministry of finance, the ministry of gender labour and social development labour, the ministry of internal affairs, civil aviation authority, and parliamentary committee on the economy and the parliamentary committee on Gender and also the Ministry of Finance PSSTs office. All companies were issued with the government guidelines/ SOPs on a COVID 19 and inspections carried by team of members under the guidance of our welfare committee to ensure compliance at the premises for staff and clients.



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STRATEGIC OBJECTIVE (SO). 1

S01: Organizing and uniting all companies licensed under the labour externalization programme to operate under one umbrella and speak with one voice for strengthening the sector

1.0

MEMBERSHIP



STRATEGIC OBJECTIVES (SO).

SO1: Organizing and uniting all companies licensed under the labour externalization programme to operate under one umbrella and speak with one voice for strengthening the sector.



1.0 MEMBERSHIP.

Training of members on ethical recruitment and international integrity system organized by international organization for migration (IOM).

This was conducted by IOM outreach team and aimed at training of private recruitment companies on international integrity system and safe path for orderly safe labour migration.

54 External recruitment agencies received training introducing them to IOM's International Recruitment Integrity System (IRIS).

LIST OF NEW MEMBERS

1. RAB Recruitment company ltd
2. Pearl of MAKKA international
3. Emmari Recruitment international
4. Global bridge consult ltd
5. Alfarjira Agency for recruitment and consultancy,
6. Forward international consultants
7. Diamond Roses ltd
8. Aluma Recruitment
9. Polar Management
10. Eclipse labour masters ltd
11. Perla Recruitment Agency
12. Hays General Agencies
13. Tempcro international ltd
14. Anya International Womens and Youth services.

MEMBERSHIP ENGAGEMENT BY UAERA SECRETARIAT STAFF AND VISITING COMPANIES FOR CONTINUOUS MONITORING AND SUPERVISION.





Over 20 companies attended the IOM Training on –Promoting Ethical Recruitment

UAERA secretariat staff also attended. The training empowered us with more understanding of international migration and its requirements.



Attended 5 capacity building workshops organized by IOM to enrich UAERA members in personal growth in the knowledge and in the labour industry to promote safe, orderly labour migration.

We participated in the review of the draft for the pre-departure orientation curriculum and Migrants Handbook for

Ugandan workers heading out to the Gulf countries by MGLSD supported by IOM. This is to empower migrant workers achieve the goals and complete their contracts while in destination countries.

This once launched will also help training centers better-prepare migrating Ugandan workers for roles and life and in the destination countries. "Document is a revision and update of the 2015 version, benchmarked against countries like Kenya and the Philippines," said IOM, adding that,

"The Migrant Handbook will equip migrants with basic information about travel, the various GCC countries and important contact numbers critical to migrants."

Internal complaint handling for companies, migrant workers and their families. Coordinating and following up the reported complaints for final resolution.

Guided company directors on the procedures of reporting deceased cases to the relevant authorities and mediation of family in reporting the death with Ministry of Gender Labour and social Development.



Teams Going through the training of ethical recruitment.

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WESTERN UNION	✓	✓	✗	✓
SMALL WORLD	✗	✓	✓	✓
TRANSFAST	✗	✓	✓	✓
HELLO PAISA	✗	✓	✓	✓
TERRAPAY	✗	✗	✓	✓
EQUITY DIRECT	✗	✗	✓	✓
SENDWAVE	✗	✗	✓	✗
PING EXPRESS	✗	✗	✗	✓
XOOM PAYPAL	✗	✓	✗	✓
WORLD REMIT	✗	✓	✓	✓
THUNES	✗	✓	✓	✓
JUBA EXPRESS	✓	✓	✗	✗
SWIFT	From your International Bank account into Equity Bank account Uganda, use SWIFT code EQBLUGKA.			



STRATEGIC OBJECTIVE (SO). 2

S02: Ensuring protection of migrant workers, and observation of their human rights and welfare in accordance with the international labour standards.

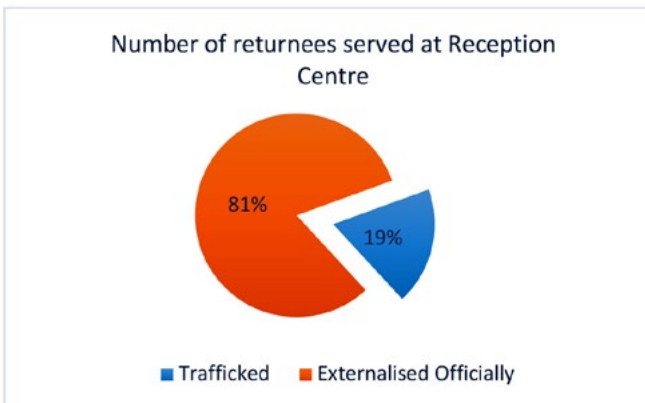
2.0 UAERA RECEPTION CENTRE



S02: Ensuring protection of migrant workers, and observation of their human rights and welfare in accordance with the international labour standards.

2.0 The Reception Centre was established in October 2018. Its team comprises of a professional counsellor/ In charge, the Administrative Assistant, Front Office Manager, Matron and Driver. It's main responsibility was to counsel distressed returnee migrant workers, rehabilitate them and reintegrate them with their families. UAERA picks them from the Airport or are brought in by the Aviation Police. Those who are critically sick are taken direct to the hospital while those with manageable conditions and symptoms are taken to the center for further assessment and referrals to the hospital accordingly. Even those in hospital, once they stabilise they are given counselling sessions as well.

2.1 Number of Returnees Served at the reception centre



For the period September 2019 - March 2020. The centre was able to receive 91 returnees during the reporting period. Out of these 91 , 25 had mental related symptoms, while 6

were pregnant, 3 returned because of poor living conditions, 1 raped, 1 was a lesbian, 3 had broken limbs.

- Matron cared- 94
- Meals -3 full meals a day (breakfast, lunch and dinner)
- Longest housed MW-2 months (under going treatment)
- Shortest housed-2 hours (before they are picked by their relatives)
- Referred to Vic Med- 308
- Referred to Butabika - 3

We received and handled a total number of 354 complaints, 115 from migrant workers and aviation police, 209 from the Ugandan embassy in KSA, 20 from walk-in clients and 10 from migrants that had completed their contracts but were denied to return home. All these complains were handled and closed Due to the COVID-19 Pandemic, the Reception Centre was closed.

On 10th June 2020 during the lockdown UAERA Reception Center was asked by Aviation Police to go and pick 13 returnee migrant workers who were stranded at the airport, were picked and taken to the hospital for treatment, got in touch with their respective families, who later on came and picked them. UAERA footed all the bills. Since we were under lockdown due to the COVID -19 pandemic, we only maintained a good communication arrangement with our partners, who included Aviation Police, Civil Aviation Authority, and the Interpol office that works at the Airport, on how to handle the distressed returned migrant workers. These were referred to Butabika hospital for treatment.

The major challenge we faced at the Reception Centre, was that we had no access to the distressed returned migrant workers thus no follow up was done to know the progress of their treatment from Butabika hospital. One of the lessons learned is that an emergency solution is needed to address the distressed returnees even during the lockdown period where they can be treated properly and monitored for their recovery.



Meeting AVIPOL, AVISEC, INTERPOL, ISO, SFC, UWA, among others at the Reception Centre



UAERA BOARD MEMBERS CONCLUDE 10 DAY FACT FINDING MISSION TO THE KINGDOM OF SAUDI ARABIA AND THE UNITED ARAB EMIRATES.



From 2nd to 12th October 2021, some members of the UAERA board visited Saudi Arabia and the United Arab Emirates on a fact finding mission with a view of addressing the welfare and human rights of Uganda's migrant workers in the two destination countries.

The team visited the Ugandan Embassy in Riyadh, the consulate in Jeddah, Sakan company, met members of the Saudi chamber of commerce and later on the Ugandan Embassy in Abu Dhabi responsible for UAE responsible for Dubai and other Emirate countries



GENERAL RECOMMENDATIONS

i. Bilateral Agreement Review

An urgent technical committee meeting between the two governments to discuss and review the existing bilateral agreement that was signed on the 10th of December 2017.

Our engagements with the **ministry of Labour Saudi Arabia** showed so many changes have been taken by the government in regard to domestic labour in the country to create an enabling environment; however, the two technical committees of both countries have never met to discuss the issues since the signing of the bilateral. Its therefore imperative that they meet before the bilateral expires and changes are done. The Saudi ministry of labour official said they are ready and only waiting for Uganda to propose the dates.

ii. Funding foreign missions be improved to facilitate personnel at the embassies- Special attention be made to the embassy in the KSA where most of the MWs challenges are based. Currently the Ugandan embassy in Riyadh is underfunded. With over 200,000 Ugandans in Saudi Arabia alone which is a vast country to be overseen by only 5 inadequately facilitated staff at the embassy

iii. The underfunded, understaffed Ugandan Embassy in Riyadh handles Kuwait, Jordan, Oman and Bahrain this makes them ineffective to cover such a wide area and offer sufficient protection for the Ugandans deployed. With the collection of NTR US\$30 dollars per applicant deployed by the foreign missions, it is our prayer the budgets of these embassies are well funded with more labour attaches deployed as they can now generate funds to meet their budgets.

iv. Proper selection of migrant workers needs to be emphasised, from our interaction with the Ugandan embassy this came put strongly as a solution especially in the domestic work category. Selecting the right candidates with at least a minimum level of education (maybe primary seven) and adequate training given to prepare them better for the job market and the culture they are to work in will help reduce on the distress call

v. Better coordination between UAERA and the Ugandan embassy in Riyadh needs to be enhanced.

For instance, sharing travel plans with the embassy to know and capture information on the numbers and names of Ugandans coming into Saudi. This in turn will give the embassy information on numbers deployed and ensure they can be followed up on a monthly basis. The embassy further requested a complaint's desk be created at the association to handle all queries coming in and at the same time become the contact for all companies to the embassy in Saudi.

vi. Every company in Uganda must send Ugandan supervisors to their respective Saudi partner offices, to ensure the welfare of the deployed applicants is handled by Ugandans while in Saudi. These supervisors must be registered with the association to enable coordination with the UAERA liaison officer at the embassy and for easier follow-up of migrant workers deployed in Saudi Arabia.

vii. The urgent need for operationalisation of the MOU between Uganda and the UAE is key to handle the issues of abuse domestic workers in UAE. The need to create well-structured framework that will address these challenges will go a long way in protecting Ugandans deployed in this market. This MOU needs to be fast tracked to have it up and running.

viii. Continuous stakeholder engagements to enable each to play their part in ensuring safe and orderly migration must be emphasised. Delays and red tape by government entities in the turnaround time for deployment of migrant workers leads many to turn to traffickers as these go unchecked.



Find Out MORE from the Trip Comprehensive report:

<https://docdro.id/VVvk70Es>

<https://www.docdroid.net/VVvk70Es/report-on-ksa-and-uae-executive-summary-1-2-2-pdf>



2.2 MONITORING VISIT TO SAUDI ARABIA

2.3 REPORT FROM THE LIASION OFFICER IN SAUDI

Abudalla Lwanyaga travelled to Saudi Arabia as our liaison officer /coordinator in January 2020 following chairman visit to Saudi Arabia that sighted the overwhelming gaps in the monitoring framework due to the covid pandemic that saw most countries close its airports. This caused out cry in the domestic migrant workers in Saudi Arabia and many



failed to travel back home. in his stay in Saudi Arabia, he has been able to do the following

Achievements.

- Has been able to handle complaints regarding to delayed salary payments and domestic workers that have problem of no food being given. A total number of 395 domestic workers were handled and the issues were closed. companies handled include; Sukuran Habib, Middle East consultants. Isab, Alasker, Afr isky, Rokas, Premier Recruitment Agency, BM Forex, Rama Africana, staffing international, Dream connect

- Visited deportation centres in Saudi Arabia, in Riyadh and Jeddah interacted with the migrant workers in these centres and found out their names and reasons as to why they were in these centres. As of the 31st of May 2021,42, domestic workers were visited and their names and passport numbers were shared with the respective companies for urgent action. Another visit was done in Riyadh and a list of 38 domestic workers was compiled and shared with the members on the 9th of June 2021.
- Has been able to return to Uganda 5 mentally disturbed girls from Saudi Arabia these were from Middle East consultants he had to escort them
- Worked directly with the embassy to handle girls that are dumped at the embassy and have them taken to the accommodation centre in Riyadh
- Helped visit migrant workers in prisons in Saudi Arabia and worked together with the embassy and the respective companies in Uganda to ensure they returned back home in Uganda.
- At the airport worked with companies to ensure on arrival at the airport they receive simcards for ease of communication. These contacts were shared by the embassy for follow up

Challenges

- Lack of adequate funding for monitoring activities in Saudi, the budgeted funds were not realised as UAERA had promised to clear monitoring arrears incurred by the embassy to a tune of \$ 50,000 and this has not been paid in full. Saudi partners have denied the team to access their accommodations and offices citing diplomatic protocols
- Limited staff as currently UAERA has only one staff in KSA thus he is overwhelmed by how much he can handle as a single person. With no coordination office and structures in place and lack of transport, covering this vast terrain is next to impossible
- Lack of adequate support from the em-



bassy staff to cover and close all cases, without this support some cases take long to be solved and some are never solved at all .

Recorded internal complaint handling for various migrant workers(36)between 27th Nov 2020 to 15th April 2021. Most complaints are denial of returning after completion of the contract, Runaways from the employer, failing to be cancelled on the MUSANED system, companies failing to cancel their contract with their partners, failing to be paid. Our members have thus been able to help such as retuning passports, refunding their money after failure to be placed abroad, medical treatment among others.

Reported Deaths of migrant workers from Saudi Arabia (15 Deaths). Majority cause of death



Latiff visiting female Migrant Workers at deportation centre



Makerere University Biomedical Research Centre.

Mulago Hill ,2nd Floor Micro-Path Building



Services offered

- COVID-19
- HIV testing
- Syphilis(VDRL)
- Brucella
- Typhoid (WIDAL)
- Blood grouping
- TB
- Yellow fever vaccination.
- Other Vaccinations

CONTACT US AT :

Phone:

+256393194316

E-mail:

makbrc@chs.mak.ac.ug



3.0

HUMAN RESOURCE AND ORGANISATIONAL
DEVELOPMENT (HR&OD).



is cardiac arrest, Delay to be taken to hospital. We followed up by Writing to stakeholder's members like the Uganda Embassy in Riyadh, MGLSD, and also to individual companies

3.0 HUMAN RESOURCE AND ORGANISATIONAL DEVELOPMENT (HR&OD).

The overall obligation of the HR&OD is to attract and retain competent personnel, as and when required, in a timely manner, develop them as they undertake their functions in line with the core values of UAERA.

Reporting period, focus was placed on three strategies; developing our leadership potential, checking progress in the performance of our Key Result Areas through the mid-term



appraisals, and emphasizing adherence to our core values and policy regulations. Over 01 capacity building initiatives were undertaken to enhance staff knowledge, skills, and expertise.

3.1 Committees

UAERA Committees support the secretariate in running the day to day business of the association.

NO.	COMMITTEE	MEETING DATES	BUSINESS CONDUCTED
1.	Welfare committee- Members: 1) Banura Winnie- Chairperson 2) Arinda Hillary- Vice Chairperson 3)Karamagi Tuhaise Yusuf 4)Thomson Mwesigwa 5)Monica Tumuheirwe 6)Silver Okello 7)Vicent Kamugisha Kyotiba Doris – Secretary	-1st July 2020 - 2nd July 2020 -13th August 2020	-Terms of reference for the committee where reviewed and adopted - Filing vacant positions in the committees - Contribution to the draft strategic plan - Draft repatriation procedure for companies to follow in case of loss of deployed d.w.s
2.	Legal Committee. Members: 1) Ali Zikusooka – Chairperson 2) Osotto Dennis- Vice Chairperson 3) Mpagi Bintubizibu Stephen Kanagwa 4) Lillian Keene Mugerwa Kyotiba Doris – Secretary	-20th August 2021	- Draft Labour Migration policy and labour Migration law. 5) Draft Placement Agreements 6) Review of the Bilateral Agreements 7) Legal representation of UAERA members.



NO.	COMMITTEE	MEETING DATES	BUSINESS CONDUCTED
3.	Development, secretariat support, strategic planning, innovation & technology committee meeting- Preparations for the meeting and secretarial duties. Members; 1) Beinamaryo Caroline-Chairperson 2) Milton Omurwok-Vice Chairperson 3) Asimwe Victor Denis 4) Nailah Tushabe 5) Mariam Mukalazi 6) Umar Kabi 7) Allan Asimwe 8) Asimwe Victor 9) Mpagi Bintubizibu 10) Paul Kinobi 11) Kakyama Isaac Kyotiba Doris –Secretary	-9th November 2021 -13th November 2021 -8th October 2021 - 12th August 2020 - 26th August 2020 - 02nd October 2020	- Terms of reference for the committee where reviewed and adopted -S.O.Ps for reopening business -Draft oath of confidentiality -Draft strategic plan -Draft HR Manual -Consideration of Code of Conduct -Draft Human Resource and Organisation Development - Pushed for the Human Resource Audit -Draft Application document for UEARA membership - Draft Customer care standards for UAERA - Draft Customer care standards for UAERA -Recruitment process for the strategic plan consultant.
4	Finance Committee Members; 1) Dr. Tamale Ismail – Chairperson 2) Kharim Abdul – Vice Chairperson 3) Sankara Binamaryo 4) Doreen Monday 5) Stephen Kanagwa 6) Wanyama Mark Dickens Enoku– Secretary	-22nd MARCH 2021 -11TH MAY 2021 -17th FEBRUARY 2021 -06th August 2021 -31st August 2021	-Members welfare plan: Establish a fall back plan for members e.g. by registering a members SACCO. -UAERA House and projects: have in place a plan to own a private property and other income generating projects. -Reception centre: Establish, equip, furnish, staff and operate a reception Centre for all returnees. -Call Centre: Establish, equip, furnish, staff and operate a call Centre at the secretariat for handling all migrant worker's concerns. -The finance committee to be the lead champion to mobilise members to pay up all their arrears. -Responsible persons nominated were Mr. Barry, Mr. Wanyama and Mr. Kharim who all gladly accepted. -Resolved and agreed that the list of members who have -paid PPP, Monitoring and Subscriptions be shared on public platforms to encourage those who have not paid to pay up. Recruitment of the Financial and Administration manager -TORs for the strategic plan consultant. -Recruitment of the Financial Accountant
5	Project planning, monitoring and evaluation committee. Members; 1) Godwin Mwesigye - Chairperson 2) Sebidde Jamiru- Vice Chairperson 3) Ntabazi Alfred 4) Rutwaza Arthur Alex 5) Samuel Abone 6) Joweriah Nalutaya Mukundane Ronnie – Secretary	-15th July 2020 -30th July 2020 -3rd August 2020 -6th August 2020 -11th August 2020 -4th Sept 2020 -17th Dec 2020	-Consideration of the committee's TORs -Election of the Vice Chairman -Consideration of the Strategic plan framework -Development of the UAERA monitoring mechanism/Roadmap -Development of the UAERA Electronic Identification System
6	Public relations, research & advocacy. Members; 1) Bogere Ibrahim – Chairperson 2) Barry Mpeirwe – Vice Chairperson 3) Adamu Bicha 4) Abaho Christopher 5) Esther Nabaju Mukundane Ronnie – Secretary	19th August 2020 -12th September 2021 8th September 2020 8th June 2020 -3rd November 2021	-IOM-UAERA Media project -Consideration of the TOR for the Committee. -Draft PR Budget -Covid-19 Communication -Strategic Plan in relation to PR.
7	Joint committee meeting-preparations for the meeting	-11th May 2021	-Financial position of the Secretariat -Budget Estimates -Discussion of the draft Strategic Plan
8	UAERA members zoom meeting - preparations for the meeting	-30th September 2020	- Preparations for Opening in response to SOPs by MoGLSD - Presentation of the Code of Conduct and members agreed to start the signing off.
9	Staff meetings– preparations and secretarial duties	-02nd August 2021 -10th August 2021 -31st August 2021 -14th September 2021 -27th September 2021 -05th October 2021 -23rd November 2021 -21st December 2020 -02nd February 2021 -05th March 2021 -19th April 2021 -30th April 2021 -07th June 2021	-Interpol lists for DWS -PCR reports -Technical support to the different committees -Financial Status of the Secretariat. -SOPs for the office upon reopening -Start of the Audit 2019/2020 -Debt collection.
10	Human Resource Audit for the staff- participated in the recruitment process and was the contact person for the consultant.	11th February 2021	-Human Resource audit was completed and report shared with the board and Devt. committee.
11	Annual General Meeting (AGM) 2019 /2020-preparations	-30th March 2021	
	Extraordinary General Meeting (EGM)-preparations	-27TH April 2021	



NO.	COMMITTEE	MEETING DATES	BUSINESS CONDUCTED
12	Code of conduct signing exercise for the members- preparations	-Started on the 5th February 2021	-Members signing the Code of Conduct -A new UAERA Members what's app group was formed
13	Staffing; - Training by ILO for staff (4) on Training on Fair recruitment processes for practitioners. -Recruitment of the Finance and Administration manager- coordinating the interviews, contract e.t.c.	-7TH September to 16TH October 2020 -18th February 2021	-Fair recruitment in time of COVID-19 -Monitoring and enforcement of recruitment regulation -Global Perspectives; Public employment services and private employment agencies -Employers actions in support of Fair recruitment -New F and A Mr. Anacelet Bamunkwasize joined the association on 1st April 2021.
14	Correspondences both on email and hard copies between UAERA and our different stake holders.	1st July 2020 to 30th June 2021	-Different meetings that contribute to our sector greatly
15	Payments to our different vendors.	1st July 2020 to June 2021	-Ensuring staff welfare -Ensuring workflow at the office is not interrupted.
16	Accountability for all expenditures in the office	1st July 2020 to 30th June 2021	-Making sure our books of accounts are balancing.
17	Records; Ensuring the files are updated with new resolutions, minutes,correspondences etc.		

3.2 Staffing at UAERA

We have a team of 13 people which we intend to increase in order to improve service delivery to include policy team to support research and development and advocacy while also improving our ability to support our members to fully the role to monitor the recruitment process and the deployment through a team consisting of in-house lawyer/instigator and a fully-fledged call center to deal with public distress calls form the public relatives and friends.

Our team remains robust we have during the period under consideration been able to keep all our staff and redeployed that team that used to man the reception center to the secretariat in order to respond faster to members needs We have further built our Human resource's to improve service deliver to the members and introduce more systems to enable more efficiency.

3.2.1 UAERA STAFF



ENID NAMBUYA
Executive Director



ABDULATIFF LWANYAGA
Coordinator Saudi Arabia



JUSTICE TABULEY
Financial Accountant



MARJORIE MUHINDA
Counselor



RHONA KARUNGI KEMBOI
Membershi Development Officer



DORIS KYOTIBA BYABAGAMBI
Administrator



RONALD MUKUNDANE
Public Relations Officer



IMMACULATE NABUKENYA
Front Desk Officer



HAPPY JACKLINE AWOR
Administrative Assistant



DICKENS ENOKU
ACCOUNT ASSISTANT



ABBEDY WANAND
Front Desk Assistant



KIMEZE ELSIE
Matron

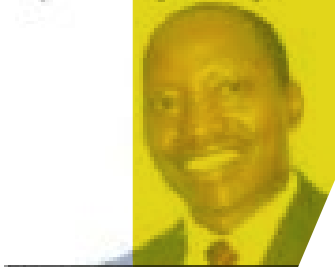


ROGERS SSEBUUMA
Driver



COMMENT

Celebrating Fathers' Day: A call to action for men to be fully involved in parenting during the lockdown



Dr Anthony Okello

4.0



Cartoon by a young student said last week that a member who admitted to the PCB can apply for 50 or 60 savings

18TH JULY, Yesterday was Father's Day. It is celebrated on the third Sunday of June in most parts of the world. However, as we celebrate this Day, the family is in a world of pain. Many are filled with frustration and male members compared to female. This speaks to the fact that males are expected to be the main source of income in the household. Uganda's gender data shows that many, including fathers, need to be the provider of income for their children.

Today, with the lockdown, the pressure on males to provide for their families is even more intense. The lockdown has caused a significant loss of income for many males, which has led to a significant increase in the number of families that are struggling to meet their basic needs.

Children are being neglected, and their educational needs are being ignored. This is a situation that needs to be addressed immediately. We need to find ways to support fathers and ensure that they are able to provide for their families during this difficult time.

It is important to recognize that fathers are not just providers of income; they are also role models for their children. They teach their children about responsibility, hard work, and perseverance. When fathers are not involved in their children's lives, it can have a negative impact on their development.

During this lockdown, it is crucial for fathers to be more involved in their children's lives. They should spend more time with their children, listen to their needs, and provide them with the support and encouragement they need to overcome their challenges.

As a society, we need to support fathers in their role as providers and role models. We need to create a supportive environment where fathers are valued and encouraged to be more involved in their families. This is especially important during this difficult time.

Let us all join together to celebrate Father's Day and to call for action for men to be fully involved in parenting during the lockdown. We need to ensure that every child has a father who is present and supportive.

Dr. Anthony Okello is a Lecturer in the Department of Psychology, Makerere University, Kampala, Uganda. He has a PhD in Psychology and has published several articles on family issues.

PUBLIC RELATIONS, COMMUNICATIONS AND MEDIA ENGAGEMENTS.

Labour externalisation a lifeline for many affected by COVID-19

Labour externalisation was one of the strategies of Uganda's economy that was severely hit by the impact of COVID-19. Since Uganda's main economic activities are tourism, services like the kingdoms of Kasubi, Kabiri and Jinja and Lango were the worst hit and had to stop as follows.

That the Government had to introduce national holidays in March 2020 and the recent months have been disappointing.

The closure has had both immediate and long term adverse impact on the economy. Thousands of Ugandese are unemployed, and many are struggling to meet their basic needs. The situation is particularly dire for those who are dependent on the tourism industry for their livelihoods.

For those who are not employed, the situation is also difficult. Many are struggling to meet their basic needs, and some are facing food insecurity. The Government needs to take immediate action to support those who are affected by the lockdown.

Labour externalisation has become a lifeline for many affected by COVID-19. According to reports from the Ministry of Gender, Labour and Social Development, over 7,000 Ugandese have been externalised to work abroad in the last few months. This has provided a much-needed source of income for many families.



RONNIE MUKUNDANE

2011 to May 2019 (mostly) giving a lifeline to provide for their families and meet their needs.

Currently, the sector is struggling with the impact of many people who have lost their jobs. The Government needs to take action to support those who are affected by the lockdown.

Labour externalisation has become a lifeline for many affected by COVID-19. According to reports from the Ministry of Gender, Labour and Social Development, over 7,000 Ugandese have been externalised to work abroad in the last few months. This has provided a much-needed source of income for many families.

The other important benefit ignored contributions in the sector's struggle

importance to the other sectors of the economy. Labour externalisation provides a vital source of income for many affected by COVID-19.

Further, this sector provides opportunities for a big number of workers who are struggling to meet their basic needs. The Government needs to take action to support those who are affected by the lockdown.

Labour externalisation has become a lifeline for many affected by COVID-19. According to reports from the Ministry of Gender, Labour and Social Development, over 7,000 Ugandese have been externalised to work abroad in the last few months. This has provided a much-needed source of income for many families.

Labour externalisation has become a lifeline for many affected by COVID-19. According to reports from the Ministry of Gender, Labour and Social Development, over 7,000 Ugandese have been externalised to work abroad in the last few months. This has provided a much-needed source of income for many families.

The writer is the public relations officer/secretary of the Uganda Association of External Recruitment Agencies.

The writer is a Lecturer in Health and Development Centre, College of Health Sciences, Makerere University.

4.0 Public Relations, Communications and Media Engagements.

A wide variety of communications tactics and tools were used to effectively communicate results and strengthen links with policy actors and the public. The products and results of some of these interventions are discussed in the subsequent sections.

Media Coverage; Reaching out to a wide array of audiences to extend the Association’s work and reach and gain new audiences is of utmost importance to UAERA. During the period under review, UAERA maintained a strong media presence, both on mainstream and social media platforms. These platforms largely contributed to the association’s visibility.

Summary of Activities



Coordinated the Smart24 TV Talk show on 4th July 2020 hosted V/Chair UAERA, Programs Coordinator SEATINI, Community Liaison Officer Uganda Police and the Coordinator Jobless Brotherhood. Topic was; Impact of Covid-19 on Labour Externalization with focus on the status of Migrant workers in Middle East, Allegations of Torture, laws governing the sector. Organized a Press Conference on 16th October 2020 in regard to the UAERA members’ decision to suspend operations resulting from the MoGLSD directive of only allowing externalization of boys. Over 20 media houses covered the event, NTV, NBS-Live, NVision-FrontPage etc.

The decision by UAERA to suspend activities pushed the government (MoGLSD) to open fully the sector hence all members were able to work Organised a Smart24 TV Exclusive News interview with the V/Chair UAERA on 21st August 2020. Topic is; Impact of Covid-19 on Labour Externalization with focus on the status of Migrant workers in Middle East, Projected future of the sector, laws governing the sector.

During the reporting year, we coordinated TV interviews on the issue of closure of business; NTV (Ms. Carol former SG), NBS (ED), Smart24TV (Chairperson), KFM (Ms. Carol former SG. All the these were o 19th Oct’20. The article “Labour Externalization remains a Lifeline for Youth, Economy affected by Covid-19” was published in the New Vision, CEO E/A Magazine, UgMirror, Spy Uganda, Whispereye on 25th June’21. Coordinated the UAERA’s views on the Bukedde TV Firo Kumezza program on Ugandan MWs aired on 19th July’21.

4.1 IOM Safe Labour Migration Campaign.

UAERA IOM Safe Labour Migration Campaign

UAERA Implemented the Safe Labour Migration campaign with partnership from the IOM. The campaign was designed to be carried out in a series of innovative migrant communication interventions developed by UAERA. It was to focus on three major groups as the target audience, thus Migrant workers and their families, Policy makers, External recruitment companies and the general public.

Twitter Engagements

On twitter we started the campaign on **4th. September 2021.** The activity hashtag that was chosen for this campaign is **#SafeLabourMigrationUg.** This trended Second on twitter in the third week for a day.

The following were the performance of the tweet audience. Over the 30 days' period we were able to reach **5,786,844** people with an impression of over **16,021,773** and over **2857 tweets.**

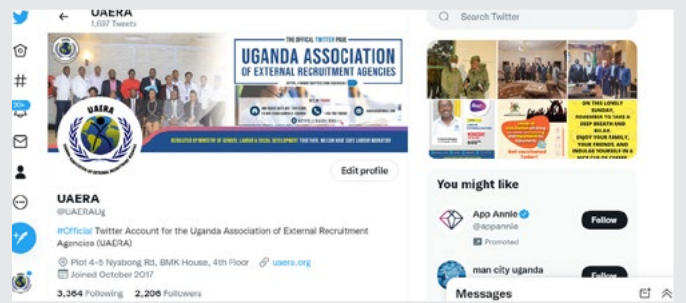
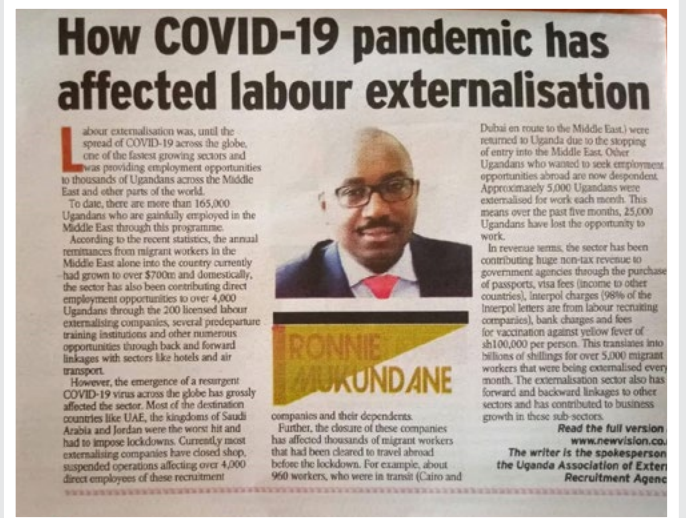
Facebook Engagements

2.1 Sponsored Post/Boosted

Over the 30-day period Facebook boosted posts were able to reach **159,600** people with an engagement of **5,212 people.**

Total Media Milestones during the campaign

Radio Talk shows	21,477,298
Audience reached by radio announcements.	21,477,298
Radio announcement audience reach by region	21,477,298
Audience reached by TV Interviews	7,667,187
Audience reach by Online Media publications	5,786,844
Number of IEC materials distributed.	749





Uganda to review bilateral labour agreement

By Vision Reporter

Betty Amongi, the Minister for Gender, Labour and Social Development and Sanusi Tejan, the Chief of Mission for the UN Agency on Migration in Uganda, met on Tuesday and discussed a string of measures to improve the safety of Ugandan migrant workers.

During the meeting, held at the gender ministry offices in Kampala, the continued reports of mistreatment of migrant workers even in countries where bilateral labour agreements exist, was of concern.

Tejan revealed that the International Organisation for Migration (IOM) would soon engage a consultant to analyse the implementation of the agreements, with a view of identifying the gaps and recommending measures to enhance the safety of migrant workers.

Uganda currently has bilateral labour management agreements with Saudi Arabia, the Hashemite Kingdom of



Tejan (left) with Amongi during a meeting at the Ministry for Gender and Labour offices in Kampala

Jordan and the United Arab Emirates.

The agreements are meant to foster the overall safety and wellbeing of Ugandan migrant

workers. Amongi noted that the online External Employment Information System would also be scaled up to allow the logging in of complaints and



The agreements are meant to foster the overall safety of Ugandan migrant workers.

tracking of the responses.

The minister also revealed that it had been agreed labour attachés be depl to countries where Uganda has a huge number of migrant workers to improve turnaround time in response to distressed workers.

Amongi noted that they were still on to sign bilat



UGANDA ASSOCIATION
OF EXTERNAL RECRUITMENT AGENCIES

WILL BE LIVE



THE HOT SEAT
WITH PATRICK KAMARA

Topic
CLOSURE OF RECRUITMENT COMPANIES

MONDAY
19TH OCTOBER, 2020
7:00 PM



CAROL BEINAMARYO
SECRETARY GENERAL

[011-47114711](tel:011-47114711)

[+256 780 70000](tel:011-7807000)

uaera@uaera.org

[HTTPS://UAERA.ORG/](https://uaera.org/)

REGULATED BY MINISTRY OF GENDER, LABOUR & SOCIAL DEVELOPMENT
TOGETHER, WE CAN HAVE SAFE LABOUR MIGRATION



The social media . Our social media pages especially tweeter was followed by 378 people and had 1,828 followers. We have since grown the organic followers of the page from 1828 to now 2206 followers, this implies that new stakeholders followed the UAERA Uganda twitter page, the tweets were 1678. On the Facebook page 17,811 people followed the page and 16,572 people like our Facebook page, the turnaround time for responding to messages also increased from 64% to now 80%. New pages like our Youtube Channels and the Instagram also registered tremendous increase in traffic especially from young people.

REACHED 5,462,254

Our audience was mainly segmented to the youth.

SOCIAL MEDIA

• Impressions **62,245,898**

• **2,083** posts created.



5.0

**PUBLIC POLICY AND ADVOCACY
STRENGTHENING**



The executive director also noted that given our area of operation, we shall restrict our comments on the rights of migrant workers and offences occasioning harm therein and implored to succour in future engagements once called upon.

The chairperson of the legal affairs committee of parliament Hon. Jacob Oboth Oboth congratulated UAERA on the strides so far made in the regulation of the labour externalisation industry and applauded Ms. Enid for her technocracy and expertise she has on the subject, the committee promised to invite her again and UAERA will now embark on analysing the bill clause by clause before it tabled on the floor of parliament.

5.2 New Markets

Through Continuous engagements with the Ministry of Gender Labour and Social Development, we have opened up new markets in Qatar and operationalisation of the MOU and agreement signing with UAE will be in 2022.

5.3 Lobbying

We have continued to lobby for a desk at the airport, a desk at Internal Affairs for dedicated services for migrant workers and discussions are in advanced stages to finalize this.

We have continued to engage in bilateral agreement talks

5.4 UAERA Takes Part in the first Presidential CEO Forum.

Presidential CEO Forum founded in 2020 is a presidential initiative registered under the company's Act Purposely to support development work, harness and popularise private sector involvement in existing local and international initiatives.

UAERA participated in the recently first ever held CEO delegates retreat at the National Leadership Institute Kyankwazi on 23rd and 25th in November 2021. Our team was given an opportunity to speak about UAERA and resolution was passed to consider labour externalisation in National Development Plan NDP III review





6.0

MEMBERSHIP DIRECTORY





MEMBERSHIP DIRECTORY AS AT 10/12/2021

S/N	NAME OF COMPANY	PHYSICAL ADDRESS	CONTACT AND EMAIL
1.	2 NILES PUBLIC RELATIONS AGENCY LTD	BEHIND AMERICAN EMBASSY OPPOSITE HUMAN RIGHTS HOUSE KIBUGA BLOCK 15 NSAMBYA PLOT 1846	0414 347199 0772 924414 0772825522 Email: aburizga@yahoo.com twonilesagency@gmail.com
2.	THE GIDEON'S MEN LTD	PLOT37/41 PORTBELL RD,LUZIRA,KAMPALA	TEL: 0414220702 / 0758 489595 / 0756520247 Email: info@gmsecurity.co.ug edata@gmsecurity.co.ug
3.	JAG SECURITY GROUP LTD	PLOT 1376, MAGOBA LANE OFF TANK HILL ROAD MUYENGA. P.O.BOX,25669,KAMPALA	0414 269373 0312 109351 Email: jagsecgroup@yahoo.com
4.	SECURITY LINK LIMITED	PLOT 126, SENTEMA ROAD BULANGE MENGO	TEL: 0759985584/0774339672/07038 87044 EMAIL: securitylinkug@gmail.com
5.	MAGHRIB AGENCIES LIMITED	UPET STAGE ALONG BUSABALA RD P.O. BOX 26969,KLA -UGANDA	0772 515462 0756784422 Email: maghribagenciesltd@gmail.com
6.	INTERNATIONAL EMPLOYMENT LINKAGES(U) LIMITED	PLOT 173, MUTESA II ROAD NTINDA P.O.BOX 33826 KAMPALA UGANDA.	TEL:0414 581258 0772470489 0772791265 Email: inter.linkages@gmail.com
7	HAM PROPERTY SERVICES AND MGT LTD	PLOT 12 OPPOSITE OLD KAMPALA PRIMARY SCHOOL, BAKULI, NSALO ROAD P.O.BOX 35199 KAMPALA	0414 252490 0702477008 Email: hamdocs4@gmail.com
8	HOREB SERVICES(U) LIMITED	MBOGO HOUSE, KABUUSU-RUBAGA-WANKULUKUKU OPPOSITE KITEBI SS	TEL:0772 332939/0701 332939 Email: gm@horebservices.com
9	AXIS WARRIORS LIMITED	PLOT 22, BUNYONYI DRIVE, BUGOLOBI-KATAZA P.O.BOX 5762 KAMPALA	0772 979191 0772409990 Email: axiswarriorltd@gmail.com
10	KHM INTERNATIONAL CONSULTANTS LTD.	PLOT 393, BLOCK 10. NANKULABYE, NABULAGALA ROAD, OFF BALINTUMA ROAD. MENGO KIBUGA-KAMPALA	TEL: 0772000777/0702000777/0773842613 Email: info.khmint@gmail.com
11	MALISU APOLLO INVESTMENTS LIMITED	PLOT M175 MTAC BUILDING – NAKAWA P.O.BOX 86 KAMPALA	0773 001186/0778604953 Email: info@malisugroup.com
12	AMIYALSEFER LIMITED	KABALAGALA BEHIND SHELL	TEL: 0200 906963/ 0755 549599 Email: amiyalsefer2016@gmail.com
13	GOLDEN ARM LIMITED	MUGERWA CLOSE GOGONYA ROAD NSAMBYA,KAMPALA	TEL: 0752 238439/0703 672414 Email: goldenarmltd@gmail.com
14	ALASKER INTERNATIONAL LIMITED	RUBAGA ROAD-OFF KABUSU ROAD OPPOSITE NOAH'S ARK SEC SCHOOL.	TEL: 0775171740/0701699489/ 0703442222 EMMAIL: alaskerint2014@gmail.com
15	CELLA INVESTMENTS LIMITED	PLOT 2577, SEMPANGALA ZONE-NTINDA TRADING CENTRE, OPPOSITE NTINDA QUALITY SHOPPING CENTRE, BEHIND LIFELINK HOSPITAL. P.O.BOX 8407 KAMPALA UGANDA	TEL:+256703 919465 0774399292/0753538933 EMAIL: cellainvestmentsltd@gmail.com www.cellainvestmentsltd.com

S/N	NAME OF COMPANY	PHYSICAL ADDRESS	CONTACT AND EMAIL
16	BRIGHT STAR CREATIONS INTERNATIONAL LIMITED	NTINDA NEAR MINISTER VILLAGE HOTELP P.O.BOX 1379 KAMPALA	TEL:0777914234/0702466391 Email: brightstarcreationintenational@gmail.com
17	ISAB INTERNATIONAL LIMITED	PLOT1447, BLOCK 10 KAYIWA VILLAGE NAMIREMBE-RUBAGA DIVISION P.O.BOX 10363, KAMPALA	0414 699212/0752966556/075932896/0 783100902 Email: kassim02@hotmail.com Shakira.n@isab.co.ug
18	ALSALAM LOGISTICS &CONSULTANCY LIMITED	P.O.BOX 8817 KAMPALA KAWEMPE DR. SEMBEGUYA ROAD. OPPOSITE KAWEMPE POLICE.	0414 660825/0703691313/0752650297/ 0776562688 Email: alsalamconsultancy14@gmail.com
19	PROVIO INTERNAATIONAL LTD	BUKOTO – KISAASI, KYEBANDO ROAD. P.O BOX 23454 KAMPALA	Tel : 0772485708 0702750517 Email: provioint09@gmail.com
20	VERDANT PASTURES AGENCY UGANDA LTD	RUBAGA ROAD NEXT TO MUTESA ROYAL INTITUTE	TEL: 0782885756 0755833741 Email: joseph@vpuganda.com
21	GLOBAL MANPOWER SOLUTIONS	PLOT 4605, BLOCK 216, KIWATULE ROAD NTINDA BUYE P.O. BOX 1172,kla Uganda	TEL: 0757180426 Email: info@gms.co.ug
22	SPIN LABOUR CONSULTANTS LTD	PLOT 1098 KABAKANJAGALA ROAD, RUBAGA P.O.BOX 37226 KLA	TEL:0414690400/0702222288/07043 44464 Email: spinconsults@gmail.com
23	RAAMA AFRICANO UGANDA LTD	MAGANJO NEXT TO KABS HOTEL-MOMBO RD P.O.BOX35227 KAMPLA UGANDA	TEL:0702528352/+256200923425 Email: kaiwaldris@gmail.com /raama.africano2016@gmail.com
24	TUSANO COMBINED UGANDA LTD	Plot 149, Rubaga Road. Access Building Level 2 Suite 513 P.o.box 10417, Kampala	Tel: 0705757401/+256 771973401 Email: info.uganda@tusanoafrica.com/
25	JERICO INTERNATIONAL UGANDA LTD	STRECHER ROAD NTINDA. PLOT39(hankcooqRd)	Email: aedekef@yahoo.com jerichoit@gmail.com tel: +256392178652 mob: +256782300470
26	ROUND OFF INTERNATIONAL LTD	KABOWA WERAGA RD OPP UBWA KALI P.O.BOX 8122 KAMPALA	TEL: 0772540540/0779294288 EMAIL: info@roundoffinternational.com
27	THE NORMANDY COMPANY	PLOT136,BUKOTO STREET KAMWOKYA-KAMPALA	TEL: 0702182358/0414531983 Email: info@thenormandycompany.com
28	CREATIVE GROUP INTERNATIONAL LTD	MENGO SENTEMA ROAD,KAMPALA	EMAIL: kampalacreative@gmail.com TEL: +256200923265/+256704365474 +256705068650/0771829429
29	TIRAJO EMPLOYMENT AGENCY LTD	SEMPANGALA ZONE-NTINDA TRADING CENTRE, OPPOSITE NTINDA QUALITY SHOPPING CENTRE, BEHIND LIFELINK HOSPITAL.	EMAIL: tirajoagency@gmail.com Mobile: 0778474851
30	ESKOM LINK LTD	KITEBI-WANKULUKU ROAD, RUBAGA DIVISION P.O.BOX 4074,KAMPALA-UGANDA	EMAIL: mwesigye02@yahoo.co.uk TEL: 0782230440/0702230440
31	AL-KAREB LTD	PLOT 2, KASALINA ESTATE OPPOSITE MENGO HOSPITAL. P.O.BOX 28153, KAMPALA UGANDA	EMAIL: alkareblimited@gmail.com TEL: +256392002012, +256750802749/0759477735
32	AFRISKY INTERNATIONAL LTD	KISASI KYANJA, WANTANTE RD P.O.BOX16272 WANDEGEYA-KAMPALA	TEL: 0392 001 959/ 0707 555,444, 0781 901 329/0776 789 900 EMAIL: dr@afri-sky.com / perlaemplasa@gmail.com
33	ESSENTIAL COMMUNICATIONS LTD	PLOT 251, BUYE SEMPAGALA ZONE-NTINDA P.O.BOX36555 KAMPALA	EMAIL: arutwaza@essential.co.ug / recruitment@essential.co.ug TEL: 0752755846 / +256 757 702 120



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34	RELIABLE LOGICIANS (U) LTD	PLOT 2310/2311/2312 PORTBELL ROAD, LUZIRA P.O.BOX29441 KAMPALA	EMAIL: reliablelogiciansultd@hotmail.com alexakocho@hotmail.com allenkampa@hotmail.com TEL: 072497642/0787600058/0705600058/0393238303/0772497642	50	GREAT LAKES HRM	GREAT LAKES HOUSE MAKERERE KUBIRI P.O.BOX 24403 KAMPALA	EMAIL: kanagwas@gmail.com / kanagwas@greatlakes.co.ug Tel:0393514632/0772466128
35	EXPLORER DUBAI LTD	OLD KIRA ROAD PLOT 3782, NAMUGONGO P.O.BOX 35551, KAMPALA UGANDA BLOCK 223	EMAIL: info@explorerdubaitd.com TEL:+256704022400	51	DERM LOGISTICS UGANDA LTD	KANSANGA GGABA RD OPPOSITE SEROMA HARDWARE KYEYUNE RD	Email: dermlogistics.ltd@gmail.com Tel: 0772403006/0756548064/0774839177
36	EZVISA KAMPALA LTD	PLOT 26 WAMPEWO AVENUE. P.O.BOX 21466 KAMPALA UGANDA	EMAIL: winn.banura@gmail.com TEL: 0752603995 /0794723392	52	LABOUR WORLD CONNECT LTD	VALLEY CURVE NTINDA ROAD-KIGOWA PLOT 585 P.O.BOX 3849 KAMPALA	TEL:0774941495/0706999120 EMAIL: labourworldconnect@gmail.com
37	AL-MADINAH AGENCY LTD	BLOCK 8, PLOT 604 DISTRICT WEST MENGOS-SEBIKOKYE RD P.O.BOX 27151 KAMPALA,UGANDA	TEL: 0772487974/0776701922 EMAIL: almadinahagency01gmail.com	53	AL-QURASHEE COMPANY LTD	PLOT 1770 KAGWA ROAD, NSABYA GOGONYA 11	EMAIL: alqurasheelimited@gmail.com TEL: 0755862481
38	TRIPPLE WORLD GROUP(U) LTD	PLOT 512 WAKALIGA ZONE B P.O BOX1456 KAMPALA	EMAIL:tripleworldgroup@gmail.com TEL: 0785622550/0754107420	54	JABEZ CONSULTANTS LTD	MUGWANYA ROAD-MBUGO STAGE P.O.BOX,7707 KAMPALA	EMAIL: recruitment.jabez@gmail.com Tel: 0772389100/0772473934
39	TAIBA MANPOWER AGENCY LTD	BWEYOGERE KAKAJO ROAD P.O BOX 3819	TEL: 0772892549 / 0702297372 EMAIL:taiba.uga@gmail.com	55	PREMIER RECRUITMENT LTD	PLOT 38 CRANE CHAMBERS, KAMPALA ROAD-KAMPALA UGANDA	EMAIL:gm@premierrecruitment.com rajiv@rupareliagroup.com TEL: 0707555000/0414343638
40	SIX STARS INTERNATIONAL LTD	BLOCK8, PLOT604 WEST MENGOS-SEBIKOKYE RD LUBAGA-KAMPALA	EMAIL: ebirungi23@yahoo.com / sixstars627@gmail.com / evabirungi@sixstarsinternational.co.ug Web: sixstarsinternational.co.ug TEL: +256414667290/07725935361/0772428740/+25672593536	56	KHALEEJ AGENCIES (U) LTD	PLOT11, BLOCK390 KABOWA ROAD RUBAGA DIVISION-KAMPALA	TEL:0774282141/0700136611/0754420035 Email: khaleejagencies@gmail.com
41	TRUST IN COMPANY	KITINTALE-PORTBELL ROAD P.O.BOX 28922 KAMPALA MIRAGE PLAZA, 2 ND FLOOR	oitijorem@gmail.com www.trustincompanylimited.com TEL 0776027292/0753950024/0771911520	57	ELITE WIINERS AGENCY (U) Ltd	PLOT 1230 MENGOS, BULANGE KAMPALA	Email: elitewinnersagenciesug@gmail.com Tel: 0758260851/0775514527/0757014050
42	MARPHIE INTERNATIONAL RECRUITMENT AGENCY	NTINDA KIGOWA PLOT 22B KAMPALA	EMAIL: marphieintra@gmail.com TEL:0393215450/0772647799	58	RANGERS SECURITY LTD	PLOT254 SOWETO RD KASANGA P.O.BOX 27730 KAMPALA	EMAIL: rangers.ug@gmail.com TEL: 0701427461/0701428875
43	GREENER PASTURES OVERSEAS CONSULTANTS LTD	PLOT 3891, KISUGU-KANSAGA OPP ST APOLLO KIVEBULAYA COU P.O.BOX 109 KLA-UG	EMAIL: greenerpasturesoverseas@gmail.com TEL: 0702180120/0772180120/0392003444/0708947536	59	DREAM CONNECT LTD	P.O.BOX 3727KAMPALA KIBULI NEXT TO SILVERSPoons NURSERY SCHOOL	TEL:0702281775/0705833274 EMAIL: dreamconnect256@gmail.com
44	SWATT SERVICES	BLOCK 678 KIWEMPE ROAD KANSANGA P.O.BOX 2543 KAMPALA	TEL: +256751425060 /+256704137373 +256772425060 EMAIL:rutashr@gmail.com/ info@swattservices.com	60	SIPI CONTOURS COMPANY(U) LTD	SK HOUSE, KIREKA-NAMUGONGO ROAD KAMPALA UGANDA	EMAIL:SIPICONTOURS@gmail.com TEL:0788685679/0705171814/0705997773/0779728492
45	ABS CONSULTING GROUP	ABS CONSULTING GROUP LTD WERAGA RD, KABOWA RUBAGA DIVISION, P.O.BOX 29526,KAMPALA	TEL: 00414255405/0774518177 EMAIL: info@absconsulting.co.ug	61	FRESHMIND INTERNATIONAL LTD	PLOT 710 KIBUKA RD , BEHIND SIR APOLLO KAGWA PRI SCH-MENGOS P.O.BOX 5633 MENGOS KAMPALA	info@freshmindinternational.com TEL: 0414-697096/0783183252/0782809456
46	SWIFT INTERNATIONAL RECRUITERS LTD	WAKALIGA ROAD NEXT TO IVYS HOTEL P.O.BOX 6521, RUBAGA DIVISION KAMPALA-UGANDA	TEL: +256200902069/ 039 2174783 EMAIL: swiftinternationalrecruiters@gmail.com	62	ELITE PLACEMENT CONSULTING	KIRONDE ROAD, MUYENGA P.O.BOX 3569 KLA	Email: ywaswa@gmail.com Tel: 0702740970/0772336227
47	AMAZING GRACE LABOUR SERVICES LTD	KISASI NORTHERN BYPASS RD,600FROM NALYA ROUND ABOUTTOWARDS KIWATULE-NABE RD, KASI CLOSE P.O BOX 5198 KAMPALA	TEL: 041466694/0393228462/0772838811/0772445596/0703022114 EMAIL: info@amazinggls@gmail.com	63	ROKAS RECRUITMENT SERVICES LTD	MAKINNDYE-MUBARAKA STAGE-LUKULI RD, NEAR HASS PETROL STATION	EMAIL: rokasrecruitmentservices@gmail.com Tel: 0785948377
48	ELFIRSAN GROUP LTD	BUGOLOBI LUTHULI DRIVE BLOCK NO.05 KAMPALA	TEL:0776666638/0701900303/070155333 Email: elfirsangroup@gmail.com	64	PROTECTORATE SPC (U) LTD	NAMUWONGO PLOT 3 BUKASA RD-MAKINDYE DIVISION	EMAIL: spc.external@protectoratespc.co.ug TEL: 0752755845/0759777862
49	PRIME LINKAGES LTD	PLOT 847 KAWEMPE MBOGO ROAD	EMAIL: prime.linkagesltd@gmail.com TEL: 0776571157/0773268149	65	EMPOWERAGE INTERNATIONAL LTD	BLOCK 216, 1049, CHURCH ROAD. KASUJJA TERRACE,NTINDA	EMAIL:info@empower-int.com TEL: 0704724345/0772838651 WWW.empower-int.com
				66	AMBATT RECRUITMENT COMPANY	BYEYOGERE KATUBA BUGEMBE CLOSE KAMPALA	EMAIL: ambattuganda@yahoo.com Tel: 0705298429
				67	LABOUR FRONTIERS INTERNATIONAL LTD	WAKALIGA NATETE P.O.BOX 11051 KAMPALA PLOT 420	EMAIL:labourfrontiers2017@gmail.com TEL: 0758191640
				68	SERVEU INTERNATIONAL RECRUITING AGENCY	PLOT 128 KITEEZI, WAKISO-GAYAZA RD P.O BOX 465 KAMPALA	EMAIL: serveuinternational86@gmail.com / kansiime.adams2@gmail.com TEL: 0757052339/0703117986/0777179305/0757052339
				69	MACRO MANPOWER LTD	P.O.BOX 20051 KAMPALA	EMAIL: it@macromanpower.com TEL: +256773492494



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70	PROGRESSIVE WORKERSWORLDWIDE FZLLC	KISUBI-KATABI TOWN CONCIL ENTEBBE-WAKISO P.O.BOX 26233 KAMPALA	EMAIL: uganda@proww.net /office@proww.net TEL: 0705144379/0705144376/04146668 94/+971557853485
71	BANTU ESTABLISHMENT LTD	PLOT 518, BLOCK 234 KITINTALE, LUZIRA BEHIND UMEME AND NATIONAL WATER OFFICES-PORTBELL ROAD P.O.BOX 25556 KAMPALA	TEL: +256751068003/+256703950661/+256704227310 EMAIL: bantuestablishments@gmail.com
72	KAMWE TRADING COMPANY	BUKOTO FROBEL ROAD 03 RD FLOOR MUKAYA BUILDING KAMPALA	EMAIL: kamwetradingug@gmail.com TEL: 0393241291/0772482710
73	MARIBA AGENCIES LTD	MUYENGA BUKASA RD, PLOT 1585 MATOVU CLOSE P.O.BOX 12294 KAMPALA	EMAIL: maribaagencies@gmail.com TEL: 0414 669907/0701 413019/0776212222/0782910091
74	TIME MASTERS(U) LTD	KYEYAGARILE ZONE-KYEYAGALIRE ROAD P.O BOX 34600 KAMPALA	EMAIL: timemasteruganda@gmail.com TEL: +256771305992/0703487292
75	ATILIS JOB MART(U) LTD	PLOT 317-MASANYALAZI ZONE-WAMALA ROAD P.O BOX 6939 NAJANANKUMBI-KAMPALA	EMAIL: atilisjobmart@gmail.com TEL: +256414699184/+256757785818
76	HARCHAR INTERNATIONAL LABOUR AGENCY	HAJJI MUWONGE LANE-ABBAS ZONE, MAKINDYE DIVISION P.O BOX3593 KAMPALA	TEL: +256394812722/0394834135/ +256 782 809 393/0772749987 EMAIL: charles@harcharintagencies.com /info@harcharintagencies.com
77	KAZI MASTERS LTD	MAKERERE KIKONI 1 NEXT TO GRAND GLOBAL HOTEL-MAIN PARKING P.O.BOX 8467 KAMPALA-UGANDA	TEL:0701418661/0703096911/077241866 /0772934588/0701133334 EMAIL: kazimasters@gmail.com monicatumuharwe@gmail.com
78	ENJAAZI LTD	PLOT1149 MAKINDYE, KIZUNGU ROAD KAMPALA	EMAIL: info@enjaazilimited.com Phone:0707681801
79	AFRISUN INTERNATIONAL LTD	PLOT 308 KABUSU-GOMOTOKA ROAD P.O BOX 24677 KAMPALA	EMAIL: afrisun2gmail.com TEL: 0704635576/0703278840/07034 27797
80	TRIPAI OVERSEAS AGENCY	MAKINDYE-LUKULI ROAD OPPOSITE NANGANDA STAGE P.O.BOX ,6720 KAMPALA UGANDA	EMAIL: tripai567agency@gmail.com TEL: 0701281933/0785606555
81	ATLAS IMPEX LTD	PLOT 111, MARTYRS WAY-NTINDA-KAMPALA	EMAIL: info@atlasimpexitd.com TEL: +256707013011/+256786013013
82	ELFAEED COMPANY LTD	NTINDA-KAMPALA P.O BOX 350	EMAIL: uganda@elfaeed.com TEL: 0752951685/0773521809
83	SHURKRAN HABIB CONSULTANTS LTD	NAJANANKUMBI-MASANYALAZZE ZONE BEHID TRAIN UP A CHILD PRI SCHOOL	EMAIL: shurkranhabibconsultants@gmail.com TEL: 0783835747/+256393206863
84	BM FOREX WORKERS LTD	KIBUGA BLOCK8, PLOT 504, KIBIRANGO CLOSE, WAGABA ZONE RUBAGA DIVISION, KAMPALA	EMAIL: jobs@bmworkersug.com bintumpagi@gmail.com TEL: 0702406806/0705742643
85	HIGH GROUND INTERNATIONAL LTD	PLOT 2505, KISASI-KULAMBIRO, NEAR EAST HIGH SCHOOL P.O.BOX,692 KAMPALA	TEL:0772823339/0700480631 EMAIL: highgroundintl@gmail.com
86	PROSPECTS INTERNATIONAL LTD	PLOT 443, BLOCK 26 SENTEMA ROAD MENGO P.O BOX,35227KLA	EMAIL: prospectsinternationaltd@gmail.com TEL: 0757116309/0414699258/07862 03890

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87	GLORIOUS LABOUR SERVICES LTD	RUBAGA ROAD AFTER RED CROSS OFFICES-KABAKA ANJAGALA P.O.BOX 10417- MENGO KAMPALA	EMAIL: gloriousltd@gmail.com TEL: +256755052634/+256752203228
88	MANDELA LOGISTICS LTD	PLOT 285,BUTA ROAD-NTINDA-KAMPALA	EMAIL: mandelalogistics2018@gmail.com TEL: 0704457650/0782457658/07788 72552
89	AL-IMAN INTERNATIONAL SERVICES LTD	KASUBI ZONE4, OPPOSITE KASUBI TOMBS P.O.BOX 10348 KAMPALA	EMAIL: alimanservices24@yahoo.com TEL: +256756656357,+256782733799, +25753295080, +256780382618/0757529130
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90	CSX GROUP LTD	PLOT 2841 BUTIKIRWA ZONE-KIGOWA (OPP CATHOLIC CHURCH NEAR WATOTO KISASI)	Email: csxrecruitmentgroup@gmail.com TEL: 0771298376/0772444777/07759 37100
91	TRANSCEND AGENCIES INTERNATIONAL LTD	PLOT 2407, KIWAUFU ESTATE KASANGA KAMPALA-RISE P.O.BOX 3365 KAMPALA	EMAIL: info@agenciesint.com Tel: 0702624512/0759588122
92	MODERN STAR INTERNATIONAL	P.O.BOX 36285 RUBAGA KASOVO JUNCTION	EMAIL: modernstarinternational@gmail.co PHONE:+256200905054/ +256757210380/0772345663
93	ALASTAR COMPANY (U) LTD	PLOT 308-KIGOBE RD,SSEBOWA ZONE P.O BOX 22443 KAMPALA	EMAIL: info@alastarecruitment.com TEL:0774537435/0706993706
94	AZUZ AND HANAA INTERNATIONAL	NAJERA, BULABIRA ROAD-ALUMINIUM CENTER P.O.BOX 29245, KAMPALA	EMAIL: azuzandhanaainternational@gmail.com TEL: 0706621223
95	JERUSALEM RECRUITMENT AGENCY LTD	P.O BOX, 1444 KINAWATAKA RD,KIREKA-KIIRA MUNICIPALITY,WAKISO	EMAIL: jerusalemagencyltd@gmail.com TEL: +256393239190/0702929289
96	IMARA GLOBAL EMPLOYMENT LTD	KIBULI MBOGO RD, P.O.BOX9722	EMAIL: imaraglobalemploymentltd@gmail.com TEL: 0701882887/0756067696/07037777 60/0772467411
97	WORLD HIGH END GATE INTERNATIONAL LTD	NAJANANKUMBI 11 ENTEBBE RD-QARTER ZONE P.O.BOX 9 KAMPALA	EMAIL: worldhighendgateinternational@yahoo.com / worldgate615@gmail.com TEL: 0772189519/0752373118/07835 15983
98	PRIME RECRUITMENT COMPANY LTD	PLOT 850, BUZIGA RD-MUNYONYO P.O.BOX37481,KLA	EMAIL: prc802@gmail.com TEL: 0778742927/0791592554/07783 63687
99	STAFFING INTERNATIONAL	PLOT607, BALINTUMA ZONE-KIWATULE P.O.BOX22320 KAMPALA	EMAIL: yvonnemusanase@gmail.com staffinginternationaltd@gmail.com TEL: 0751206887
100	HAYS RECRUITMENT EXPERTS LTD	PLOT 64A NATIONAL HOUSING ESTATES P.O.BOX 1544 KAMPALA	EMAIL: haysuganda@gmail.com TEL: 0702466072
101	VBC LABOUR EXPERTS LTD	SALAMA ROAD-KATUBA STAGE KAMPALA	EMAIL: vbclabourexperts2018@gmail.com TEL: 0701216855/0772667032/07747 54353
102	INTERCONTINENTAL OPPORTUNITIES LTD	P.O. BOX24722 BAHAI RD WAMPAMBA ESTATE KAMPAL	EMAIL: infointercontinentalopportunities.co.ug TEL: +256393241285/0772584315
103	SKYNET CONSULTANTS LTD	MTAC BUILDING PLOT 175 P.O BOX 26465 KAMPALA	EMAIL: info@skynetconsultants.com TEL: 0772424121/0702469517/07724 21412
104	ABSOLUTE LABOUR INTERNATIONAL LTD	MUYENGA OFF KISUGU RD KAMPALA-NEAR IHK HOSPITAL	EMAIL: info@absolutelabour.com TEL: 0772314032/0785641286/07827 47091/ +256414672266
105	STREPA INTERNATIONAL SERVICES LTD	MENGO-P O. BOX 10397	EMAIL: strepainternationalugandalt@yahoo.com TEL: 0755848078



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106	KLEEJA INTERNATIONAL LTD	PLOT 190 OLD KIRA ROAD, NTINDA	EMAIL: kleeja4444@gmail.com TEL: 0785102957
107	AL SHOALAH –SMC LTD	PLOT 101, QUEEN MAXIMA ROAD-NTINDA , KAMPALA	EMAIL: alshoalahsmcldomar@gmail.com TEL: +256702240475,0784329288
108	NILE TREASURE GATE COMPANY LTD	KIWATULE DICK WESUNE RD P.O BOX 270427 KIWATULE KAMPALA	EMAIL: niletreasuregatecompany@gmail.com TEL: 0393241187/0755464602
109	ALRUWARD COMPANY LTD	BUKOTO MUKALAZI RD	EMAIL: alruwardcolimited@gmail.com TEL: 0756559212/0775386883/0752607812
110	ALWALEED INVESTMENT LTD	PLOT 617 JJUNJU RD BUSEGA	EMAIL: uga.seventh@gmail.com TEL: 0759586138/0787419780
111	AFWAN GROUP LTD	P.O.BOX 726 KAMPALA NABASA BUILDING-KIRINYA MAIN,BWEYOGERERE-WAKISO	TEL: 0784731751/0706739332/0772322876 EMAIL: afwangroup502@gmail.com
112	GULF LINK INTERNATIONAL LTD	PLOT 2144 HAJJ KAMOGA CLOSE –LUWAFU ROAD MAKINDYE	EMAIL: GulfLink2016@yahoo.com TEL: 0702975755/0776975755/0759372297
113	WORK WAYS UGNADA LTD	MAKINDYE-LUKULI RD, MIGADDE BODA STAGE P.O.BOX 1510,KAMPALA	EMAIL: walkwaysuganda@gmail.com/ info@workwaysuganda.com TEL: 0773903147/0709747890
114	SPENCER COURTS LTD	PR 22 KIMBEJJA RD-KYALIWAJALA NAALYA-NAMUGONGO RD	TEL: 0753340542/ 0752112028/0704767875/0776245377 EMAIL: wlugolobi@gmail.com
115	WAKANDA WORLD LTD	MUTUNNDWE ZONE1 MUTUNDE PARISH RUBAGA DIVISION, KAMPALA P.O.BOX 21873	0393224342/0707224342/0707224343 EMAIL: cabaho@wakandaworldjobs.com info@wakandaworldjobs.com
116	KINGS LAND AGENCY LTD	NAMULANDA ENTEBBE RD	TEL: +256782700764/+256758700764 EMAIL: kingslandagency@gmail.com
117	EKISINGA RECRUITMENT COMPANY LTD	PLOT 1 MARTY'S WAY ROAD NTINDA	EMAIL: ekisingarecruitment@yahoo.com TEL: 0772832811/0759928917
118	LABOUR WORTH INTERNATIONAL LTD	BLOCK210, PLOT 40 KYEBANDO-NSOOPA OFF KISINGIRI RD P.O BOX,3457 KAMPALA	EMAIL: labourworth@gmail.com TEL: 0752530193/0772381777
119	AL-TALEB SERVICES LTD	KAWEMPE TURA P.O.BOX KAMPALA	EMAIL: alitalebservicesid@gmail.com TEL:0751822227
120	MULCORP RESOURCES LTD	SEGUKU- ENTEBBE ROAD	EMAIL: info@mulcorpresources.com TEL: 0754880570/0772699925
121	PRECISION INTERNATIONAL LABOUR CONNECTIONS LTD	MUTUNDWE KIGAGA ZONE PLOT315/578 BAKULI MENG0 P.O. BOX8507 KLA	EMAIL: precision.inten18@gmail.com TEL: 0755291090/0779568871
122	OPTIMAL MANPOWER PLACEMENT	PLOT 517, GABA RD, P.O. BOX22445 KAMPALA	EMAIL: info@optimanpower.com TEL: +256392178418/0772382002/0704382002
123	EBBO TIGERS SECURITY SERVICES	KASALINA RD OPPOSITE MENG0 HOSPITAL P.O.BOX 26326 KAMPALA	EMAIL: ebbotigersc@gmail.com TEL: 0393208016/0756239920/0414671392/078556296/0772592734
124	ORONE RECRUITMENT SERVICES	NYANAMA ROAD-KABOWA RUBAGA DIVISION NEAR TRI-STAR HOTEL KAMPLA	EMAIL: oronecruitmentsservices@gmail.com TEL: 0787817161/0758365093
125	MOTION WORKS LTD	P.O.BOX 2920, NTINDA-KAMPALA	EMAIL: motionworks@gmail.com TEL: 02009039081/0704354299
126	JOBLINE CONSULTANCY U LTD	NAALYA NEXT TO NAALYA SECONDARY SCHOOL P.O BOX 12882 KAMPALA	EMAIL: joblineconsultancyug@gmail.com TEL: 0702666755/0775125979
127	OVERSEAS CONSULT AGENCY LTD	PLOT 24 MARTYRS GARDEN RD, NTINDA P.O.BOX 23303	EMAIL: dessots2gmail.com TEL: 0772315136/ 0791880881

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128	CASHIN BUSINESS CONSULT (U) LTD	WAKALIGA-SSEKABAKA STAGE	Email: cashinconsult@gmail.com TEL: +256757838913/0753364374
129	SALIWA RECRUITMENT AGENCY (U) LTD	BLOCK14, PLOT 360 NAJJANANKUMBI, MASANYALAZE, ENTEBBE RD P.O.BOX, 22228 KAMPALA	TEL: 0755246540 EMAIL: saliwarecruitment1@gmail.com
130	MARHABA RECRUITMENT AGENCY LTD	TANK RD, ZONE 5, LUZIRA P.O.BOX 7248 KAMPALA	EMAIL: info@marhaba.co.ug TEL: 0783015925
131	AMENVU INTERNATIONAL	BUGOLOBI (SOLENT AVENUE) P.O.BOX 5855, KLA	EMAIL: amenvu@gmail.com TEL: 0782533295/0750314846
132	KEIRA SOLUTIONS LTD	P.O.BOX 37115 KAMPALA NTINDA-KIWATULE-SEBOWA NAKAWA DIVISION	EMAIL: kerasolutionsltd@gmail.com TEL: 0776908448/0704628120
133	ANAJIH AGENCY LTD	LUKULI MAKINDYE-OPP NATIONAL WATER OFFICES KAMPALA	EMAIL: anajihagency@gmail.com TEL: 0752427540/0782643340/0777578608
134	RUNTOWN AGENCY	NAJJANANKUMBI-QUARTER ZONE P.O.BOX 4701 KAMPALA	EMAIL: info.runtownagenciesltd@gmail.com TEL: 0755000036/0772194382/07888899240
135	SUPREME LINK LTD	WAKALIGA-SSEKABAGA RD-JC MAKAYU CLOSE P.O.BOX 6077 KAMPALA	EMAIL: supremelink8@gmail.com TEL: 0781030168/0785622550/0776397293
136	OSITE LOGISTICS LTD	NTINDA SEMAWATA RD KAMPALA	EMAIL: osite2019@gmail.com TEL: 0774920307/075352916
137	SUUBI RECRUITMENT COMPANY LTD	NTINDA,KIMERA RD KAMPALA	EMAIL: suubirecruitment@yahoo.com TEL: 0783-564019
138	EXERTION FORCE INTERNATIONAL LTD	MULWANYA-MULI RD, KIKAYA ZONE-KAWEMPE DIVISION P.O.BOX 5927 KAMPALA	EMAIL: okellosilver06@gmail.com TEL: 0757598668
139	CORNEL RECRUITMENT CENTER	PLOT 6 MBOGO RD NAJJERA	Email: cornelrecruitment@hotmail.com TEL: 0781644271/0753996986
140	ALKA SECURITAS UGANDA LTD	MAKERERE-KIKONI, OFF SIR APOLLO KAGWA RD, PLOT 140 P.O.BOX 10325 KAMPALA	EMAIL: alkasecuritas@gmail.com TEL: +256700388/+256781371771/0700388608
141	KEFURA INVESTMENTS LTD	PLOT 1432, BLOCK 243 KITINTALE-KAMPALA	EMAIL: kefurainvestments@gmail.com TEL: 0772490010/0700158011
142	HEBRA INTERNATIONAL LTD	PO.BOX 28759,BUKOTO KAMPALA	EMAIL: hebrainternational2000@gmail.com TEL: 0783325767/07559856711
143	NEPTUNE JOBS LTD	KISASI-KULAMBIRO RD KAMPALA	EMAIL: neptunejobs78@gmail.com TEL: 0752146063/0759214759
144	BIZAAT LABOUR CONSULTS LTD	BUNGA BEHIND STARBUCKS ON GABA ROAD P.O.BOX,25614 KAMPALA	EMAIL: bizaatlabourconsults@gmail.com TEL: 0775674673/0758446764
145	INIFINITY RECRUITMENT AGENCY	P.O.BOX, 129,KABAKA ANJAGALA RD- OPPOSITE MENG0 HOSPITAL	EMAIL: infinityug2018@gmail.com TEL:0 772403557
146	CAYMAN CONSULTS LTD	MAWANDA RD, PLOT 292 KAMPALA	EMAIL: abu.luwaga@cayman-consults.com TEL: 0772424749/0701091980
147	HALA UGANDA REC LTD	FACTORY RD PLOT52A NTINDA-KAMPALA	TEL: 0784021409/0703085625/0394857836/0781260006 EMAIL: halaugandarec@gmail.com
	UAERA	MEMBERS 2020	
148	TSK RECRUITMENT AGENCY LTD	WAMPEWO-GAYAZA RD P.O.BOX 8175	EMAIL: tskreruitmentagency@gmail.com TEL: 0704235060
149	INTERCONNECT OVERSAEAS RECRUITMENT	MATYRS CRESNET RD –NTINDA P.O.BOX 826 KAMPALA	EMAIL: interconnectoverseas@gmail.com TEL: 0773391196/0701307530
150	EPHRAIM AGENCIES LTD	FIDODIDO BUILDING PLOT 72 KLA RD P.O.BOX 3082 KAMPALA	EMAIL: ephraimagencies@gmail.com TEL: 0772680297/0758324379



S/N	NAME OF COMPANY	PHYSICAL ADDRESS	CONTACT AND EMAIL
151	ULINZI GENERAL SERVICES LTD	NANSANA-OPP CENTENARY BANK BEHIND THE MARKET P.O.BOX 16434 KAMPALA	EMAIL: ulinzigeneralservices.ug@gmail.com TEL: 0772996039/0702396099
152	COJECTIVE INVESTMENTS LTD	SENDAWULA ZONE, NSIBAMBI RD-PLOT 1129 LUNGUJJA MENG0 KAMPALA	EMAIL: coinvestment@gmail.com TEL: 0772984705/0752037891
153	ALSULTAAN RECRUITMENT COMPANY LTD	P.O.BOX 11017 KAMPALA NANSANA-OPP CENTENARY BANK	EMAIL: alsultaan896@gmail.com TEL: 0753887583
154	UNIQUE RECRUITERS LTD	KASUMBA ATENYI RISE SEGUKU ZONE 5 P.O.BOX 34600 KLA SEGUKU-KAMPALA	EMAIL: unique recruitersuganda@gmail.com TEL: 784200885/0758360691/0776090294
155	INIFINITY STUFFING LTD	PLOT 257 WAVAMUNO RD MUNYONYO OPP MAWANGA MOSQUE	EMAIL: admin@infinitystuffing.com TEL: 0392966825/0777483366
156	PNEUMA NIKOS GROUP LTD	NTINDA,KIGOWA	EMAIL: pneumanikos@gmail.com TEL: 0701613895/0786176416
157	ALFUJAIRAH INTERNATIONAL GROUP LTD	NTINDA KIWATULE, KADUYU RD OPP FOX WOODS HOTEL P.O.BOX 3349 KLA	EMAIL: alfajery.rec@gmail.com TEL : 0414672474/0709999992/0700311263
158	MIGRATION SOLUTIONS LTD	MENGO BULANGO B.WALAGA CLOSE,MUTESA1 RD	EMAIL: 0700491656/0702287758/0779532864
159	MAFAZ RECRUITMENT LTD	BARRACKS ZONE LC1, KIBUYE 11 –MAKINDYE, KAMPALA	EMAIL: mafaz@gmail.com/sepuya7@gmail.com Tel: 0701965359/0793884736
160	AFRICAN MANPOWER CONSULT LTD	OLD KAMPALA-SIR APOLLO KAGWA RD-DELHI GARDENS P.O BOX 35199 KLA	TEL: 0701786710/0772993378 EMAIL: africanmanpower256@gmail.com
161	PREFERRED CONSULTANTS LTD	KAWEMPE, MBOGO ZONE P.O.BOX 35199 KAMPALA	EMAIL: preferredconsultants2gmail.com TEL: 0754663062/0777022531/0782207487/0772509081/0772934588/0772509081/0772934588
162	JEVEUX D'EMPLOI ENTERPRISES LTD	KANYAYA-WALIGGO ROAD P.O.BOX 25258,KAMPLA	EMAIL: jeveuxdemploi@gmail.com TEL: 0782881819/0772920576
163	EL BARQ RECRUITMENT AGENCY	LUNGUJJA-KALEMA RD	EMAIL: elbarq28@gmail.com TEL: 0703308177/0772196727
164	FORWARD INTERNATIONAL CONSULTANTS LTD	P.O Box 428 Kampala, Mutundwe-Nyanama Suuna Road.	Tel. +256-772-433772/+256-775-285537 / +256-702-492997. Email. forwardinternationalconsultant@gmail.com
165	VAXIN KT GROUP LTD	P.O BOX 433 KAMPALA, KISASI-KYANJA- OPPOSITE ROCHESTER HOTEL	Tel. 0782947777/0704322406/0750366366 Email. vaxinktgroup@gmail.com
166	RAB RECRUITMENT CO. LTD	KABUSU RUBAGA DIVISION KAMPALA	EMAIL: rabrecruitment.co.ltd@gmail.com/rabrecruitmentco.ltd@yahoo.com PHONE: 0784747817/0757943383/0775261278
167	ALUMA RECRUITMENT LTD	MENGO KIBUGA BLOCK 26 PLOT 418 SENTEMA-LUNGUJJA RD KAMPALA	EMAIL: alumarecruitment@gmail.com CONTACT: 0772044275/0700724854/0779230869
168	PEARL OF MAKKA INT LTD	PLOT 817 KABUSU RUBAGA RD KAMPALA-GAMOTOKA RD	EMAIL: pearlofmakka2021@gmail.com TEL: 0783483370/0702424281/0704611511/0774100037
169	ECLIPSE LABOUR MASTERS LTD	BWEBAJA ,P.O.BOX 22402 KAMPALA (CRAFT STAGE AFTER KITENDE TRADING CENTER	EMAIL: eclipseoverseas123@gmail.com TEL: 0772628628



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170	POLAR MANAGEMENT u LTD	P.O BOX,29830, KAMPALA WARENGA RD,KABOWA BEFORE COWESER MEDICAL CENTER	Tel 0771814440/0702966439/0774446822/0757783776 EMAIL: polar.uganda@gmail.com/info@polarug.com
171	DIAMOND ROSE LTD	BIVAMUNTUYO HOUSE-MPERRRWE GAYAZA RD	EMAIL: diamondroseltd@gmail.com TEL: 0773842613/0752188289
172	GLOBAL BRIDGE CONSULT LTD	LUTUNDA ZONE,KANYANYA GAYAZA RD	EMAIL: globalbridgeconsult2015@gmail.com TEL: 0782799887/0772088820
173	ALFRANIFA AGENCY AND CONSULTANCY	P.O.BOX 37478 KLA LUNGUJJA AFTER SALT TV MEDIA MAKAMBA RD	EMAIL: alfanifaagencyltd@gmail.com Tel: 0700416514/0758055202
174	EMMARI RECRUIT INTERNATIONAL	NTINDA-NOB VIEW HOTEL, KAMPALA	EMAIL:emmari.recruit@gmail.com TEL: 0708779310
175	PERLA RECRUITMENT AGENCY	BUKOTO NEXT TO BUKOTO HEIGHTS APARTMENT	EMAIL: perlarecruitment2021@gmail.com TEL: 0758838245
176	HAYS GENERAL AGENCIES	KAWEMPE TTULA RD, SSEWANKAMBO RD P.O BOX,34440 KAMPALA	EMAIL: haysgeneral313@gmail.com
177	TEMPCRO INTERNATIONAL LTD	KISASI-KISOTA RD NEXT TO ACORN INT.SCHOOL	EMAIL: tempcro.recruitment@gmail.com TEL: 0755379636/0702801715
178	ADVON SERVICES (U) LTD	P.O.BOX 114233 MAKINDYE KIZUNGU	EMAIL: awensi@advonservices.com TEL: 0701122157/0776417047
179	MIGADDE INTERNATIONAL LTD	NSALO ROAD,OLD KAMPALA	EMAIL: migaddeinternationalltd@gmail.com TEL: 0774969626/0200902192
180	ANYA INTERNATIONAL WOMEN AND YOUTH AGENCIES	LUBAGA -NEAR POPE PUAL MEMORIAL CENTER,NABUNYA ROAD	EMAIL: aiwa.inter.jobs.saudi@gmail.com
181	SAVOURS INTERNATIONAL LTD	PLOT 2567 KISASI NEAR FIRE CENTER CHURCH	EMAIL: savioursinternational2017@gmail.com TEL: 0702300278/
182	BAHAN GENERAL SERVICES LTD	MENGO-ZAAKE ROAD	EMAIL: bahangeneralservices@gmail.com TEL: 0751110046
183	TARGET RECRUITMENT AGENCY LTD	PLOT A 5 NSAMBYA ESTATES, KIRIMBE ROAD	EMAIL: targetugandajobs@gmail.com TEL: 0752905441/0701425732
184	JARO HOLDINGS INTERNATIONAL LTD	KABUSU RUBAGA, NEXT TO ST NOAH'S ARK SECONDARY SCHOOL	EMAIL: jarosint@gmail.com TEL: 0772692931/0784021409
185	ELITE INTERNATIONAL CONSULTANTS JOB LINK LTD	MAKINDYE NEXT TO COURT MARTIAL-LUWAFU RD P.O.BOX 73679,KLA	EMAIL: eliteinternationaljoblink@gmail.com TEL: 0700812202/0785641286
186	SARACEN UGANDA LTD	P.O BOX,22693 KLA PLOT 245 KANSANGA ,GABA ROAD	TEL:0773155851 / 0759600040 Email: saracendocumentscontroller@gma.com/saracenprojectsupervisor@gmail.com
187	RESULTS GROUP LTD	BUNAMWAYA-AFTER STAR STAGE OR BEFORE MOTHERCARE PRI SCH	EMAIL: resultsgroupltd@gmail.com TEL: 0777064093/0704655533
188	LITESPEED JOBBUB LTD	BUSEGA OPP PETROLCITY, LUTAKOME LANE-MAKASKA RD	EMAIL: litespeedjob@gmail.com TEL: 0772320450
189	PROGRESSIVE WORKERS WORLDWIDE FZ LLC	KISUBI-KATABI TOWN COUNCIL ENTEBBE-WAKISO P.O.BOX 26233 KAMPALA	EMAIL: uganda@proww.net/office@proww.net TEL: 0705144379/0705144376/0414666894/+971557853485



ABOUT US:

Test & Fly under Microhaem laboratories is a state of the art laboratory that was established in October 2020. The laboratory specializes in PCR-SARS-Cov-2 diagnostics. We perform advanced (PCR) diagnostic testing, rapid antigen and IgG/IgM antibody tests (qualitative and quantitative) for Covid-19. It was founded to meet the growing demand for Covid-19 tests of travelers after easing the lockdown, routine tests for wellness checks, contacts and alerts country wide. We operate 24 hours and offer 24 hours home visit services. Test and fly is supervised by the Ministry of Health to meet the required international standard operating procedures for a Covid-19 testing facility.

WE OFFER THE COVID-19 PCR TEST IN TWO PACKAGES;

1. The **express package** with a turnaround time of 1 hour and 20 minutes. 
2. The standard package with a turnaround time of 3 hours. All the results are shared to the **clients electronically via email or WhatsApp.** 

The laboratory has six branches; ie the Headquarters at Yusuf Lule road Plot 22,

Branches

The Entebbe branch at Peniel beach, and all major boarder points of entry ie Malaba, Mutukula, Busia and Elegu

We also have regional sample collectors across the country.

Travellers

We are the official Covid-19 testing partners for all airlines at Entebbe International Airport.

Laboratory Services

In February 2021, we expanded the laboratory services to cover other diagnostic services that include Liver, Kidney and heart tests, Cancer and Fertility tests, Hepatitis screening, Syphilis and HIV testing, Full blood count, blood grouping, Sickle cell testing, urine and stool analysis to mention but a few.

We strive to stay at the cutting edge of diagnostic services with a high quality standard, accuracy, reliability and quick turnaround time.

Visit us at our main laboratory on Yusuf Lule Road Plot 22, the official **customer care line** is +256313306900 / **WhatsApp** +256759752610. **Website:** www.testandfly.co.ug

#SafeLabourMigrationUg

WANT TO WORK ABROAD?

KNOW THE FOLLOWING



The company taking you must be **registered** and approved by the Ministry of Gender Labour and Social Development. Ask for its name and License number and verify its on the following websites <https://eemis.mglsd.go.ug> and <https://uaera.org>



Ensure that you have a **contract** of employment before you travel.



Ensure you have a work visa and **NOT** a visit or tourist visa.



Avoid being recruited by the tour and travel companies or agents or individuals.



Ensure you get a **receipt** for all the money you pay.



Check for the availability of the job you are being recruited for abroad with clear terms and conditions on the following website/portal <https://eemis.mglsd.go.ug/>



Know the **contacts** of the Uganda embassy responsible for the country you going to work and **register**

As You Chase Your Job, Remember, Covid-19 Is Dangerous but Can Be Stopped
Always Wear Your Mask! - Wash Your Hands with Soap and Water Or Sanitize - and Maintain Social Distance.



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REGULATED BY MINISTRY OF GENDER, LABOUR & SOCIAL DEVELOPMENT
TOGETHER, WE CAN HAVE SAFE LABOUR MIGRATION