



**PLATFORM FOR LABOUR ACTION**  
Ensuring Democracy & Social Justice in the World of Work

# ASSESSMENT ON SCHEMES, ROUTES AND FACTORS THAT PROMOTE PREVALENCE OF TRAFFICKING ACROSS BORDERS IN UGANDA

**JUNE**  
2016

Platform for Labour Action (PLA)  
Plot 68 , Kanjokya Street,  
Kamwokya, Kampala  
P.O Box 9714, Kampala  
**Tel:** +256-414-253-383  
+256-312260-196  
**Fax:** +256-414-230-142  
**Email:** [pla@utlonline.co.ug](mailto:pla@utlonline.co.ug)  
**Website:** [www.pla-uganda.org](http://www.pla-uganda.org)  
 Platform for Labour Action



## ABBREVIATIONS AND ACROYNMS

---

<b>CBOs</b>	Community-Based Organisation
<b>COCTIPC</b>	Coordination Office to Combat Trafficking in Persons
<b>CSOs</b>	Civil Society Organisations
<b>DRC</b>	Democratic Republic of Congo
<b>IOM</b>	International Organisation for Migration
<b>MGLSD</b>	Ministry of Gender, Labour and Social Development
<b>PLA</b>	Platform for Labour Action
<b>UAERA</b>	Uganda Association of External Recruitment Agencies
<b>UN</b>	United Nations
<b>US</b>	United States
<b>VITs</b>	Victims of International Trafficking

## TABLE OF CONTENTS

---

ABBREVIATIONS AND ACROYNMS .....	i
EXECUTIVE SUMMARY.....	ii
TABLE OF CONTENTS .....	vi
<b>CHAPTER ONE.....</b>	<b>1</b>
INTRODUCTION AND BACKGROUND.....	1
1.1 Introduction.....	1
1.2 Background to the Study .....	1
1.3 Objective of the Study .....	2
1.4 Methodology .....	3
1.4.1 Study design and sampling protocol.....	3
1.4.2 Data collection methods.....	4
1.4.3 Quality control and ethical considerations .....	4
1.4.4 Validation workshops.....	4
<b>CHAPTER TWO.....</b>	<b>5</b>
LITERATURE REVIEW.....	5
2.1 Introduction.....	5
2.2 Conceptual and Legal Definition of Human Trafficking.....	5
2.3 Human Trafficking in Uganda.....	6
2.3.1 Situation of in-country trafficking in Uganda.....	6
2.3.2 Transnational human trafficking in Uganda.....	7
2.3.3 Source and transit districts for registered victims of transnational trafficking in persons.....	8
2.3.4 Reasons for and the nature of transnational human trafficking in Uganda.....	8
2.3.5 Schemes and routes used in transnational human trafficking.....	9
2.4 Review of the Legal Framework Aimed at Combating Human Trafficking in Uganda.....	10
2.5 What Are the Gaps within the Trafficking in Persons Act, 2009? .....	13
2.5.1 The gaps in implementation .....	13
2.5.2 The gap in protection of victims of human trafficking.....	14
2.5.3 Gaps in restitution and compensation .....	15
2.5.4 Gaps in jurisdiction .....	15
2.5.5 Gaps in prevention .....	16
2.6 Conclusion .....	17
<b>CHAPTER THREE .....</b>	<b>19</b>
STUDY FINDINGS .....	19
3.1 Introduction.....	19
3.2 Demographic Background of VIT Respondents .....	19

3.2.1 District, gender, age and marital status of VIT respondents .....	19
3.2.2 Education, literacy and other functional skills of VIT respondents .....	19
3.2.3 Employment (current) status of VIT respondents.....	19
3.2.4 Parental background of VIT respondents.....	20
3.3. Respondents’ Experiences with Trafficking .....	21
3.3.1 Respondents’ age at the time of being trafficked and number of times trafficked.....	21
3.3.2 Livelihood before being trafficked .....	21
3.3.3 Country of destination (trafficked to) .....	22
3.3.4 Respondents’ initial encounter with perpetrators and source of information about employment offers in country of destination .....	23
3.3.5 Respondents’ negotiation with perpetrator(s) .....	23
3.3.6 Type of information given during negotiations and consultations.....	24
3.3.7 Factors that influenced the VIT respondents to take up job offer .....	25
3.3.8 Jobs offered in country of destination .....	28
3.3.9 Job and working conditions variations in country of destination .....	29
3.3.10 Reaction or action taken about job and working condition variations .....	30
3.3.11 Contracting of appointment/job offer .....	31
3.3.12 Effects suffered on the Job.....	32
3.3.13 Routes and schemes used.....	34
3.3.14 Experience at the immigration offices .....	35
3.3.15 Awareness about human trafficking .....	35
3.3.16 Experience after repatriation.....	36
3.3.17 Existing collaboration and coordination.....	37
<b>CHAPTER FOUR.....</b>	<b>39</b>
<b>STUDY RECOMMENDATIONS AND CONCLUSIONS .....</b>	<b>39</b>
4.1 Introduction.....	39
4.2 Recommendations from the VIT Respondents .....	39
4.3 Recommendations from Licensed Recruitment Agencies .....	39
4.4 Recommendations from Civil Society Organisations .....	40
4.5 Recommendations from the Validation Workshop in Tororo .....	41
4.6 Recommendations from the Validation Workshop in Busia .....	41
4.7 Recommendations from the Study.....	42
4.8 Lessons Learnt from Conducting the Study .....	43
4.9 Study Conclusions.....	43
<b>ANNEX I .....</b>	<b>45</b>
List of Stakeholders Consulted .....	45
Annex II.....	47
Data Collection Tools Used .....	47

## EXECUTIVE SUMMARY

---

This report is an assessment on schemes, routes and factors that promote the prevalence of human trafficking across borders in Uganda. This study has considered only confirmed victims of international trafficking (VITs) across borders between 2010 and 2016 and who are Ugandan adults. Uganda serves as a source, transit and destination point for VITs. Consistent documentation of VITs is a recent phenomenon.

To complement the existing interventions, PLA is implementing a project on combating human trafficking across the southern and eastern districts of Busia and Tororo (Malaba) and the Kampala Metropolitan area at the national level. In order for PLA to understand the situation of human trafficking across borders, PLA carried out a rapid assessment on human trafficking within Uganda with emphasis across the south and eastern district points of Busia and Tororo (Malaba). This study, therefore, targeted VITs within the greater Kampala Metropolitan area and the two border districts of Busia and Tororo as respondents.

The main objective of the study was to generate data on the schemes, routes and factors that promote the prevalence of trafficking across border points with special reference to Busia and Malaba in Uganda. The study adopted the tracer methodology for the selection and identification of the VIT respondents. Sampling frames from the Coordination Office for Combating Human Trafficking (COCTIP) in Kampala for the Kampala Metropolitan and from the regional police offices at Malaba and Busia border points were constructed from the existing records of VITs between 2010 and 2016. A total of 137 VITs were initially traced by responsible officers attached to COCTIP and were connected to PLA field study staff and further explanations were given about the study objectives, confidentiality and protection of the respondents and the right to consent before the interview. Only 44 sampled elements consented and were interviewed within the limited study time limit. Key informant interviews were held with selected management of identified institutions involved in combating trafficking, external labour recruiting agencies from Kampala, law enforcement officers, opinion, religious and local technical and political leaders, staff from local and international civil society organisations (CSOs) working in the area of human and/or child trafficking and rights. A total of 42 key informant interviews were carried out.

Most of the VIT respondents reached were female (84%) within a youthful age range of 18-30 years (84.1%). However, 9.3% of the VIT respondents were below the age of 18 at the time of being trafficked. All VIT respondents were literate and fairly schooled, with most of them having secondary education and above. Most of the VIT respondents were one-time victims. Only 7% of the VITs were double- or multiple-time victims. Before being trafficked, nearly a third of the VIT respondents were unemployed (32.6%), while 25.4% were own account workers (including trade), 7% were working in the public sector, 23.3% were regularly paid private employees, 9.3% were doing housework and 2.3% were casual labourers.

More of the VIT respondents were taken to Saudi Arabia (37.2%), followed by Kuwait (18.6%), the United Arab Emirates (UAE-9.3%), Oman (7%), Kenya (7%), Qatar (4.7%), China (2.3%) and other countries (14%). The source of information about prospective employment in the country of destination and the encounter with perpetrators was initially provided and arranged mainly through friends and relatives, followed by recruitment agents (some of whom were former employees of registered recruitment agencies in the country). The main venue of negotiations with the perpetrators were the “office” of the perpetrator (58%), while other negotiations took place

on the street (19%), at the home of the perpetrator (7.0%), on Facebook/Whatsapp/the phone (5%) and at other places (11%). Most of the VIT respondents indicated that they were given the basic information about the prospective job offers, albeit not very truthful. Unfortunately, most of the VIT respondents (74%) did not consult any agency or person outside those involved in the negotiations to verify the information given during the negotiations. Qualitative data indicates that some of the victims did not know where and how to verify or cross-check such information.

Several factors prompted the VIT respondents to take up the prospective job offers. Some of these factors are internal, while others are external. Unemployment, poverty, free tickets and visa arrangements, underemployment and poor pay, desperation, family and peer pressure are contributing factors. Other factors that contribute to trafficking are transit enablers such as the porous borders and also gaps in the recruitment laws; the lack of serious punishments for those who recruit people without licences, and lack of the capacity by the government to monitor and stop illegal recruitment agencies.

Most of the VIT respondents were offered domestic work (73%). Other VIT respondents were forced into commercial sex work (3%), smuggling (3%), or to work as farm attendants (5%) and casual labourers/family enterprise workers/house porters (16%). Most of the VIT respondents (78%) reported that the jobs offered in the country of destination were different from those promised in the country of origin during negotiations; 81% reported variations in salary and working conditions while in the country of destination. Other working conditions were described as “terrible” for most of the respondents. Most of the VIT respondents (75%) did not take immediate action about the observed variations in the job and working conditions in the country of destination. Several effects were suffered by VITs while in the country of destination. Half of the VIT respondents indicated that they suffered physical deprivation of sleep, food and light (51%), while 46% suffered constant poor health, 16.3% sexual abuse, 30% physical abuse/violence, 63% threats and intimidation, 60% physical and social isolation and 63% reported forced and heavy work.

Over half of the VIT respondents went through other countries like Kenya and Tanzania by road before proceeding to their final destinations (60%), sometimes using an organised network of agents throughout the transit, while 40% went directly through Entebbe International Airport. Over half went through the Malaba (12%) and Busia (44%) borders, while 4% went through the Mutukula border. For part of the journey, 44% of the VIT respondents travelled with the perpetrator, with 21% changing hands between different agents/perpetrators during part of the journey, and only one such VIT respondent complained when he/she changed hands between the agents/perpetrators. A fifth of the VIT respondents (19%) indicated that they used informal crossing points at Busia and Malaba; and of these, 32% were aware that they were taking illegal border routes to exit. Of the VIT respondents who went through formal immigration points (n=35), most (79%) lied to the immigration officers about the country of destination and the purpose of travel. With respect to experience after repatriation, only 25.6% of the VIT respondents reported and followed up the crime with the police after repatriation. However, only 9% reported that the offenders were arrested but later released on bond. The process of prosecution of the suspects was described as very challenging and costly to the VITs. That is one of the reasons why the level of prosecution of suspects is very low.

The level of awareness about human trafficking among the VIT was very low. Only 4% of the VIT respondents were aware about the human trafficking law; and they only became aware after they had experienced human trafficking. Several of the local leaders at the community level

were not knowledgeable about human trafficking and the laws against human trafficking. Most of the existing CSO interventions against human trafficking are focused on children and mostly internal trafficking. Only two CSOs were currently supporting VITs, especially during repatriation at the time of the study. There are challenges related to the coordination of efforts for clearance, regulation, monitoring and follow-up and assistance of and to the externalisation of labour between different government departments such as the Ministry of Gender, Labour and Social Development (MGLSD), the Ministry of Foreign Affairs and the Ministry of Internal Affairs. There is also a mismatch between the provision of the Prevention in Trafficking of Persons Act, 2009 and commitment in terms of resources and level of implementation. Some of the mandates provided under the Prevention in Trafficking of Persons Act, 2009, such as rehabilitation and psycho-social support, are not fully provided for with respect to resources and services to the VITs in Uganda.

The study makes a number of recommendations including the following;

1. Undertaking proactive mass sensitisation about what constitutes human trafficking, the problems and dangers of human trafficking, identification and reporting of human trafficking, the penalties associated with practices related to human trafficking, the civic responsibilities of the general public towards preventing human trafficking and the psycho-social support and rehabilitation that VITs require and should be provided with.
2. The Prevention of Trafficking in Persons Act, 2009 should be simplified and translated into the major local languages in the country to ease understanding.
3. The government, together with other stakeholders, need to develop a package of strategic information that translates into travel safeguards for the externalisation of labour.
4. A mechanism should be put in place to provide VITs with adequate support services right from identification to repatriation and seeking redress. This support should include the provision of shelter and basic sundries while in transit, the provision of psycho-social support and rehabilitation therapy, medical care and logistical support to trace and put them in touch with their relatives and friends; and, where possible, building VITs' capacity to become activists against human trafficking.
5. Harmonisation of the provisions in the Prevention of Trafficking in Persons Act, 2009 with the provisions in the Penal Code to ease the prosecution of suspects and the implementation of penalties against human trafficking perpetrators.
6. Improving collaboration and coordination between all sector agencies related to and responsible for the externalisation of labour in the country, such as the Ministry of Internal Affairs (Immigration, Uganda Police and COCTIP), MGLSD and the Ministry of Foreign Affairs
7. Strengthening the COCTIP office through training and logistical support to improve identification and support for VITs, the documentation of VITs and the prosecution of perpetrators as well as carrying out mass sensitisation about human trafficking.
8. Strengthening district labour offices to provide regular and updated employment or labour information to the public about gazetted recruitment agencies, proper procedures to follow for externalisation of labour and other necessary verification that may be required by the public and potential applicants for jobs abroad.
9. Building the capacity of local leaders and law enforcement officers along the border areas to control or regulate movement along the porous borders through training in understanding and preventing human trafficking as part of their civic responsibilities.
10. Consistent documentation of cases of trafficking is a recent phenomenon and should be strengthened and streamlined. Thus the need for further research in this area



## CHAPTER ONE

### INTRODUCTION AND BACKGROUND

#### 1.1 Introduction

This report is an assessment on the schemes, routes and factors that promote the prevalence of human trafficking across borders in Uganda. This report is divided into four chapters. Chapter One is about the background and methodology of the study. Chapter Two presents a review of literature related to the study. Chapter Three presents the main findings of the fieldwork survey, while Chapter Four provides the conclusions and recommendations from the study. Conceptually, this study has considered only confirmed victims of international trafficking (VITs) or across borders who are Ugandan adults and for the period between 2010 and 2016.

#### 1.2 Background to the Study

Uganda serves as a source, transit and destination point for victims of trafficking in persons at internal and transnational levels. In 2013, the country registered the highest number of suspected victims of trafficking in persons – 800 victims. The National Annual Report 2013 on Trafficking in Persons indicates that children and women are the most trafficked persons in Uganda, with 97.7% being children victims of internal trafficking and the majority (52%) female children mainly trafficked for labour and commercial sexual exploitation; while 51.7% of the transnational trafficking involved females and 18% children.

The high levels of unemployment, at 62% , and the rapidly growing population are factors that have led to the transnational movement of women and youth in search of better lives and employment opportunities. Licensed and unlicensed Kampala-based security companies, employment agencies and individuals recruit Ugandans to work as security guards, labourers and drivers in the Middle East. Some workers recruited by these companies have reported conditions indicative of forced labour while working overseas, including passport withholding, non-payment of wages, and lack of food, thus turning them into victims of exploitation and trafficking. Recently media reports indicated that 250 female Ugandans were detained in different camps in Kuwait after they ran away from homes where they were being abused. Women and young girls lack knowledge about the schemes used by traffickers to lure them into exploitative work.

Ugandan children are also taken to other East African countries and are forced to engage in criminal activities. According to the 2013 Annual Report, Kampala, Busia and Tororo are among the main sources, receiving and transit points for trafficked persons. Busia and Malaba borders have currently become the most commonly used routes for human trafficking by Ugandans. According to the 2013 Annual Report on Trends of Trafficking, 51.3% of the registered forms of exploitation were labour trafficking and exploitation. Ugandan women are coerced into engaging in forced labour such as prostitution after being recruited for work as hairdressers, nannies, domestic workers and hotel staff.

In 2012, a National Task Force under the Ministry of Internal Affairs was established and constituted with the mandate of formulating a comprehensive and integrated programme to prevent and suppress trafficking in persons, prepare a national action plan on prohibition, develop measures and policies to protect, assist and support victims, establish a databank on cases of trafficking, conduct awareness and propose rules and regulations for the implementation of the Act. The 2013 annual report by the National Task Force indicates that the capacity of all stakeholders in the management of the various aspects of the trafficking crime is still low and needs further boosting. This is only one major challenge faced by the task force, besides the limited skills for the police to investigate cases of trafficking effectively, limited awareness of trafficking in persons from the source and destination districts and inability by the victims to access legal services by the private practitioners.

To complement the existing interventions PLA is implementing a project on combating human trafficking across the southern and eastern districts of Busia and Tororo (Malaba) and Kampala at the national level. In order for PLA to understand the situation of human trafficking across borders, PLA carried out a rapid assessment on human trafficking within the greater Kampala Metropolitan area and with emphasis across the southern and eastern district points of Busia and Tororo (Malaba).

### **1.3 Objective of the Study**

The main objective of the study is to generate valid data on the schemes, routes and factors that promote the prevalence of trafficking across border points within the greater Kampala Metropolitan area and with special reference to Busia and Malaba in Uganda.

The specific objectives are:

1. To provide clarity on the prevalence, schemes, routes and factors that influence and/or enable the trafficking of women and young girls to prevail across these border points.
2. To assess the knowledge needs of law enforcement officers, opinion, religious and local, community-based organisations (CBOs) and women leaders with regard to human trafficking and the human rights-based approach to handling trafficking incidents.
3. To ascertain existing interventions and explore opportunities for collaborations in combating trafficking in Malaba and Busia.
4. To proffer recommendations for combating human trafficking at the border posts of Malaba and Busia as well as information for awareness-raising and the prevention of human trafficking in the three districts.

## 1.4 Methodology

### 1.4.1 Study design and sampling protocol

The study adopted the tracer methodology for the rapid assessment. Tracer studies are retrospective analyses of study samples in order to evaluate the experience or impact of intervention programmes that the sample has gone through. The results of tracer studies highlight circumstances that the sampled respondents have gone through since a particular episode; in this case the trafficking experience from initial contact with the perpetrators to the country of destination and to the point of repatriation and seeking redress. This is also the tracer scope.

In order to employ the tracer methodology, sampling frames from relevant authorities at the Coordination Office for Combating Human Trafficking (COCTIP) for the Kampala Metropolitan area and at the regional police offices at Tororo (for Malaba) and Busia district border points were constructed from the existing records of VIT persons between the periods 2010 and 2016. The records at these levels formed the sampling frames. According to the sampling protocol, the primary catchment sampling area was the greater Kampala and the secondary sampling catchment areas were the district pilot areas of Tororo (for Malaba) and Busia.

From the constructed sampling frames, initial contacts were established with the elements by the relevant officers at COCTIP and their affiliate metropolitan regional and border offices at Malaba and Tororo. A thorough explanation of the study objectives, sampling procedure and confidentiality of the respondents was made to the sampled elements that had active contacts and were introduced to the PLA staff. A total of 137 VITs were initially traced by and connected to PLA field study staff. Further explanations were given about the study objectives, confidentiality and protection of the VIT respondents and the right to consent before the interview. Only 44 sampled elements consented and were interviewed within the study time limits that lasted from early January 2016 to the end of April 2016.

Key informant interviews were held with management of identified institutions involved in combating trafficking, management of recruiting agencies in Kampala and the border point areas, central government regulatory agencies and law enforcement officers, opinion, religious and local technical and political leaders, and staff from local and international CSOs working in the area of human trafficking and human rights. A total of 42 key informant interviews were carried out (see Annex I). Owing to the nature of the international ethics governing research among VITs, it was not possible to conduct group discussions with VITs or invite them for validation workshops as VITs.

### 1.4.2 Data collection methods

The interviews with VIT respondents were conducted using a structured questionnaire (see Annex II). The key informant interviews were conducted using an interview guide (see Annex II). In order to explore existing interventions and explore opportunities for collaborations Institutional social mapping was undertaken using a stakeholder and literature review matrix for the stakeholders/actors in the Kampala Metropolitan area and other study area (Busia and Tororo). The results are presented in chapter three..

### **I.4.3 Quality control and ethical considerations**

To ensure that quality data was collected, all research assistants/enumerators were trained and oriented prior to data collection at the PLA Kampala offices for one day. The questionnaires were also pre-tested to ensure consistency and for standardisation before data collection. Also, all the filled up questionnaires were edited on a daily basis to ensure clarity, completeness and consistency and, where applicable, recalls to particular respondents were made. To ensure confidentiality of the respondents, no names and contacts were written on the questionnaires at all. Contacts of the VITs used on the sampling frames have also been destroyed.

### **I.4.4 Validation workshops**

Two validation workshops were held to inform stakeholders about the major study findings and obtain their feedback about the study findings. The first validation workshop, held on 18 May 2016 in Tororo district, was attended by 51 participants (37 male and 14 female). The second validation workshop, held on 19 May 2016 in Busia district, was attended by 58 participants (56 male and 2 female) (see Annex iii). Recommendations from the validation workshops have been integrated into this report.

## CHAPTER TWO

### LITERATURE REVIEW

#### 2.1 Introduction

This chapter presents a review of the legal and policy framework for combating human trafficking in Uganda and how the existing frameworks support efforts against human trafficking, specifically transnational human trafficking in Uganda. It also highlights the key gaps within the existing frameworks against human trafficking. The review has been done at three levels – in-country, transit and outside-the-country trafficking.

#### 2.2 Conceptual and Legal Definition of Human Trafficking

A generic definition adapted from the working documents of a number of international agencies indicate that trafficking in persons is the illegal/unlawful movement of people from one place to another with the intention of exploiting those trafficked. The key concern in the international definition framework is the intent and purpose behind the illegal and unlawful movement of people from one place to another. This definition caters for both intra- and inter-country scenarios.

A more restrictive and working definition was adopted for purposes of this study and extrapolated from Uganda's Prevention of Trafficking in Persons Act, 2009, No. 6, section 2 (r) and the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children (2000), article 3 (a). It means the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat, or use of force or other forms of coercion, of abduction, fraud, of deception, of the abuse of power or position of vulnerability or of the giving and receiving of payments or benefits to achieve the consent of a person having control over another person for purposes of exploitation.

From this working definition, the study focused on providing clarity on the prevalence, schemes, routes and factors that influence trafficking, including the variations in the promised working terms and conditions as an element of exploitation. As part of the literature review, the study assessed the existing interventions and explored opportunities for collaborations in combating human trafficking in Uganda.

#### 2.3 Human Trafficking in Uganda

Human trafficking has affected Ugandan society for a long time, but until recently it has not received much attention from the public and other key stakeholders who should be involved in combating this crime. Efforts to systematically document human trafficking in Uganda are a recent practice. Credible and documented records are available only for 2012/13. Therefore, the trend analysis of trafficking in persons in Uganda has not been possible in this study. Data for only 2013 was properly documented and analyzed at the time of concluding this study. VIT records, including suspected cases, for 2014 and 2015 were in piecemeal at various stations and could not be used for trend analysis. Trafficking in Uganda has a bearing on gender and a dimension of unemployment, underemployment, and poor working terms and conditions.

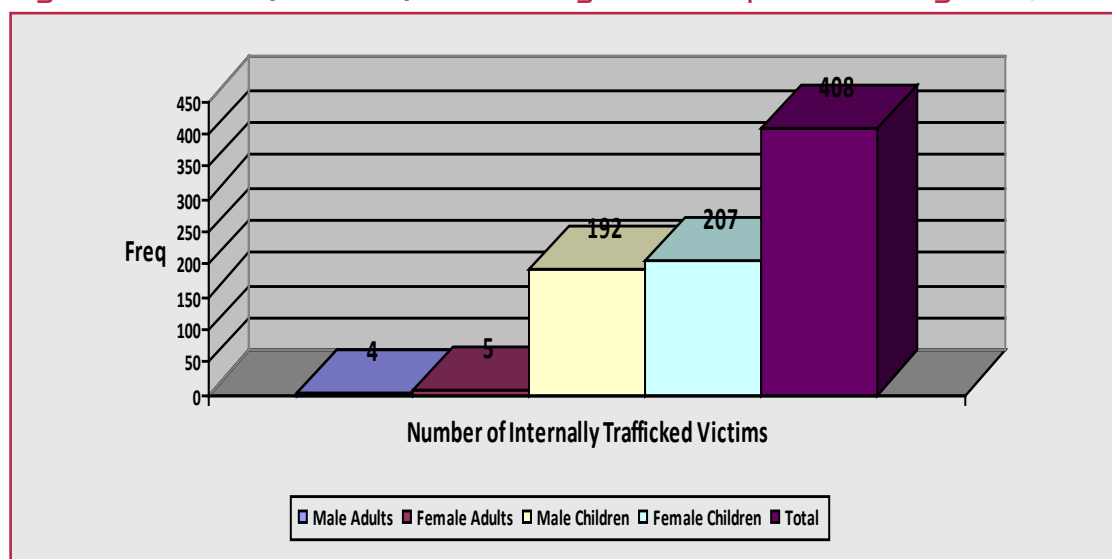
### 2.3.1 Situation of in-country trafficking in Uganda

The in-country human trafficking analysis indicates that it is partly based on poverty, unemployment, underemployment, gender-based violence and post-civil strife dimensions. For example, trafficking in persons relocating from the post-conflict and poor areas is a stark reality. For example, girls in Karamoja districts are often brought to Kampala city and turned into sex slaves, or sent to the streets to beg on behalf of their oppressors.

Child trafficking is one of the most horrible forms of violence against children, which denies them the right to lead a dignified life. It violates their rights to development, education and health and makes them lose their roots and cultural identity. Trafficked children as young as seven are exploited in forced labour within the country and this occurs in agriculture, cattle herding, mining, stone quarrying, brick-making, car-washing, scrap metal collection, bars, restaurants, early marriages, the domestic service sector and prostitution. The movement of boys and girls from rural areas to urban areas is of such large proportion that it has taken on a life of its own and is almost considered the norm among the rural populace. The parents and guardians of the affected children are made to believe that there are great employment opportunities in the urban areas yet such children mostly end up in exploitative situations.

According to the Ministry of Internal Affairs Annual Report, 2013 on Trafficking in Persons in Uganda, a total of 408 victims of trafficking, most of them children (98%, including suspected victims), were trafficked internally. This is highlighted in Figure 2.1 below. A study on child trafficking in Kampala, Iganga and Moroto districts (2015) indicated that in Kampala, nearly four in 10 children who work in informal sector settings are victims of trafficking. The study also found that girls (53%) were more likely to be trafficked than boys.

Fig 2.1: Situation (numbers) of internally trafficked persons in Uganda, 2013



Source: Coordination Office to Combat Trafficking in Persons (Uganda) (2013), Annual Report on the Trend of Trafficking in Persons in Uganda (2013).

The Ministry of Internal Affairs Annual Report, 2013, on Trafficking in Persons in Uganda also indicates that the districts of Kampala, Napak, Moroto, Mbale, Wakiso, Kayunga, Butaleja, Rakai, Mayuge, Adjumani, Yumbe, Moyo, Busia, Kitgum, Mbarara, Masaka, Luwero, Kamuli, Kalangala, Kiruhura, Mayuge, Kabale, Buikwe, Ntungamo, Kanungu, Rwengo, Jinja and Tororo are the source, transit and destination districts for the victims of internal trafficking in Uganda.

### 2.3.2 Transnational human trafficking in Uganda

Transnational human trafficking, also known as cross-border trafficking, is defined as the trafficking of humans between countries (GAO, 2006). Uganda serves as a source, transit and, to a lesser extent, destination point for victims of trafficking in persons at transnational level. According to the Ministry of Internal Affairs Annual Report 2013 on Trafficking in Persons in Uganda, a total of 424 victims of outbound transnational trafficking to other countries were recorded. Their destinations were indicated as follows: Kuwait (98), Syria (83), DRC (72), Malaysia (43), India (35), UAE(15), Turkey(13), Kenya (11), Qatar (10), South Sudan (10), Thailand (08), Saudi Arabia (04), Oman (03), Iraq (03), China (02), South Africa (02), Germany (02), USA (02), Rwanda (02), the Czech Republic (01), Lebanon (01), UK (01), The Netherlands (02) and Switzerland(01). Unlike for intra-country human trafficking, the majority of the victims of transnational trafficking were adults (81%) compared to children (19%). Again, proportionally, there were more adult women (43%) as compared to adult men (38%).

According to the Ministry of Internal Affairs Annual Report 2013 on the Trend of Trafficking in Persons in Uganda, the country serves as a destination and transit point for some victims of transnational trafficking. According to this report, Uganda was a destination for a total of twenty (20) registered victims from six foreign countries, namely Madagascar, Somalia, Rwanda, Burundi, South Sudan and Tanzania. It was also a transit country for eight (8) suspected transnational victims from Ethiopia on the way to South Africa.

### 2.3.3 Source and transit districts for registered victims of transnational trafficking in persons

According to the Annual Report on Human Trafficking in Uganda, 2013, the districts where some of the registered transnational victims were taken from included Kampala, Wakiso, Mukono, Luwero, Adjumani, Mbale, Kapchorwa, Masaka and Kaliro. The report is silent on the major exit points for outbound victims of transnational human trafficking.

### 2.3.4 Reasons for and the nature of transnational human trafficking in Uganda

According to the Ministry of Internal Affairs Annual Report on Human Trafficking in Uganda, 2013, the highest number of registered victims of transnational trafficking in persons was related to incidents of labour exploitation, mostly in the form of domestic work and sexual exploitation. These complaints came from victims in the Middle East and Southeast Asian countries. In 2013, Uganda was a destination country for twenty (20) inbound transnational victims of trafficking. Of these, thirteen (13) were victims of labour exploitation while seven were victims of sexual exploitation. One of the sexual exploitation victims was from Burundi and she is a registered refugee in Uganda. Some of the victims of transnational trafficking from Uganda have also been used in illegal activities such as rebel activities, according to the 2013 UN Group of Experts' report on the Democratic

Republic of Congo (DRC). Some children from the DRC, Rwanda, Burundi, Kenya, Tanzania and South Sudan are subjected to forced agricultural labour and prostitution in Uganda. Children in Rwanda-based refugee camps are trafficked to Uganda at the hands of other refugees or Rwandan and Ugandan “sugar daddies” for use in the sex trade.

Factors contributing to human trafficking include poverty, unemployment, unbalanced economic development, the demand for cheap labour, and commercial sex. A report by Lady Justice Margaret C. Oguli Oumo (2007) also indicates that conflicts, ignorance which makes it easy for victims to be hoodwinked by perpetrators, and school dropout are also among factors contributing to human trafficking in Uganda and have increased the desperation of Ugandans to venture into the regional and international labour markets.<sup>1</sup>

### 2.3.5 Schemes and routes used in transnational human trafficking

The perpetrators of transnational human trafficking are mainly individuals and unlicensed companies in the Kampala Metropolitan area and with agents sometimes spread across the country. Kampala-based labour recruiters and brokers who also operated in Rwanda and Nairobi were active in Uganda, recruiting Ugandans and resident Rwandans and Kenyans through fraudulent offers of employment in the Middle East and Asia. According to the 2013 UN Group of Experts’ report on the DRC, the Allied Defence Forces – a largely Ugandan rebel group operating in eastern DRC – and the March 23 Movement (French: Movement du 23-Mars) M23 – a rebel group that operated in the eastern DRC – had a network in Kampala that recruited men to serve as combatants through lucrative but false offers of employment, ethnic and religious appeals and threats (the United States Department of Labor 2014 Report on Human Trafficking in Uganda).

The schemes employed from sourcing to engagement and transporting appears to be well organised and coordinated. The involvement of parents, neighbours, other relatives and family friends are critical beginning points in contacting and negotiating with the potential victims and usually the victims are offered lucrative but false promises of better jobs, better pay, the good life and better education opportunities. Some of the parents are convinced to put pressure on their children, whether below or above 18 years of age, to accept the offers from the perpetrators. A report by Uganda Youth Development Link also indicates that other victims are recruited through abduction and threats.

The schemes of transportation include disguise, passing through ungazetted exit routes and confinement. Some of the victims were also transported by road, through the neighbouring countries of Kenya, Rwanda, South Sudan and Tanzania, from where they proceeded to the various destination countries outside the region. Domestic workers en route to the Middle East attempted transit through Juba, Kigali and Nairobi, as they could not legally depart from Kampala owing to the then existing directive banning the recruitment and external deployment of domestic workers to Saudi Arabia and other countries given by the Minister of Gender, Labour and Social Development, the Hon. Muruli Mukasa, on 22 January 2016. The letter citing the ban indicated that, much as the Ministry of Gender, Labour and Social Development of Uganda had signed an agreement with the Ministry of Labour in the Kingdom of Saudi Arabia regarding the employment of domestic workers in Saudi Arabia, the Government of Uganda continued to receive information about Ugandans being subjected to inhumane treatment at the hands of

<sup>1</sup> Lady Justice Margaret C. Oguli Oumo (2007). Human Trafficking. Domestic and Regional Response: The Uganda Experience



their employers in Saudi Arabia. The ban was in line with the Parliament of Uganda’s recommendations on banning the recruitment and deployment of housemaids.<sup>2</sup>

## 2.4 Review of the Legal Framework Aimed at Combating Human Trafficking in Uganda

At the national level, the legislation against trafficking in persons is grounded in the 1995 Constitution of the Republic of Uganda, as amended, which provides for freedom of liberty and guarantees freedom from slavery or servitude and forced labour and cruel, inhuman and degrading treatment for all Ugandans.

Efforts to combat human trafficking resulted in the development and enactment of the Prevention of Trafficking in Persons Act, 2009. This Act provides for the prohibition of trafficking in persons, the creation of offences, prosecution and punishment of offenders, the prevention of the vice of trafficking in persons, the protection of victims of trafficking in persons and other related matters. The Prevention of Trafficking in Persons Act, 2009 adopts the definition of trafficking given in the UN Protocol and provides for a number of offences, as summarized in Table 1 below:

**Table 1 : Key ingredients and penalties in the Prevention of Trafficking in Persons Act, 2009**

Offence	Ingredients	Penalty
1. Trafficking in persons (section 3)	<ul style="list-style-type: none"> <li>(1) Recruitment, (2) transport, (3) transfer, (4) harbouring or (5) receiving a person(s) by means of threat, use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation;</li> <li>(2) Recruiting, hiring, maintaining, confining, transporting, transferring, harbouring or receiving a person or facilitating the aforementioned acts through force or other forms of coercion for the purpose of engaging that person in prostitution, pornography, sexual exploitation, forced labour, slavery, involuntary servitude, death bondage, forced or arranged marriage</li> </ul>	<ul style="list-style-type: none"> <li>• Fifteen years imprisonment</li> <li>• For a legal entity – fine of one thousand currency points (one currency point is equivalent to twenty thousand Uganda shillings)</li> <li>• Temporary or permanent closure, deregistration, dissolution or disqualification from practice of certain activities</li> </ul>
2. Aggravated trafficking in persons (section 4)	<ul style="list-style-type: none"> <li>• Where the victim is a child, adoption, guardianship, fostering and other orders undertaken for purposes of exploitation, offence committed by a syndicate or on a large scale, offender is an organisation engaged in activities directed at vulnerable persons, committed by a close relative or person having parental control or authority over the victim</li> <li>• Offence committed by a public officer, military personnel or a law enforcement officer</li> <li>• Where the person organises, facilitates, or makes preparations for the kidnapping, buying, selling, for purposes of harmful rituals or removal of body parts or organs and acts related to witchcraft</li> <li>• The victim dies, becomes of unsound mind, suffers mutilation, gets infected with HIV/AIDS or any other life-threatening illness</li> </ul>	Life imprisonment

2 The Hon. Muruli Mukasa (22 January 2016). Banning the Recruitment and Deployment of Domestic Workers to Saudi Arabia (Letter)

3. Trafficking in children (section 5)	<ul style="list-style-type: none"> <li>• Use of a child in armed conflict, or commission of a crime; removal of any organ of a child for purposes of human sacrifice; abandoning a child outside the country</li> </ul>	May be liable to suffer death
4. Engaging the labour or services of a victim of trafficking in persons (section 6)	<ul style="list-style-type: none"> <li>• Engaging the labour or services of a victim with knowledge or reason to believe that that person is a victim of trafficking</li> </ul>	Ten years imprisonment
5. Promoting trafficking in persons (section 7)	<ul style="list-style-type: none"> <li>• Leasing, sub-leasing, using or allowing to be used any house, building or establishment for purposes of exploitation, producing, printing, issuing and distributing immigration information for purposes of trafficking</li> <li>• Tampering or falsifying government documents relating to immigration regulations</li> <li>• Uttering or aiding a person to utter false immigration documents for purposes of entry, stay or exit from the country</li> <li>• Advertising, publishing, printing, broadcasting, distributing by any means, including using the internet, any pornographic or other material likely to facilitate trafficking in persons</li> <li>• Selling or buying of persons in any way, engaging in activities (1),(2), (3), (4),&amp; (5) above on a child for any purpose without authority of the parent or guardian of such child except where it is done lawfully, in good faith and in the best interest of the child</li> <li>• Abandoning a child in circumstances likely to cause fear, isolation, pain, injury or other harm or to facilitate trafficking of that child</li> </ul>	<p>A fine not exceeding one hundred and twenty currency points</p> <p>Or five years imprisonment or both</p> <p>Upon subsequent conviction, seven years imprisonment</p>
6. Offences related to trafficking (section 8)	<ul style="list-style-type: none"> <li>• Attempt to traffic in persons</li> <li>• Conspiring with another person to commit acts of trafficking in persons</li> <li>• Activities (1),(2), (3), (4),&amp; (5) above for domestic or overseas employment with the intention of trafficking</li> <li>• Recruiting a person below 16 years in any form of employment for the purpose of exploitation</li> <li>• Introducing or matching any person to another person for purposes of sexual exploitation</li> <li>• Confiscating, concealing or destroying a passport, travel documents or other personal documents or belongings of a person for purposes of unlawfully denying that person freedom of movement or access to public services</li> <li>• Adopting or facilitating the adoption of a person for illicit purposes</li> </ul>	<p>Five years imprisonment or a fine of one hundred and twenty currency points or both</p> <p>On subsequent conviction, seven years imprisonment without option of a fine</p>
7. Failure to disclose conviction (section 9)	<p>A person who has been convicted of trafficking under the Prevention of Trafficking in Persons Act 2009 failing to disclose that conviction:</p> <ul style="list-style-type: none"> <li>• when applying for employment which places them in a position of authority or care of children or</li> <li>• when offering or agreeing to take care of or supervise children</li> </ul>	A fine not exceeding three hundred currency points or three years imprisonment or both
8. Failure to report trafficking in persons (section 10(2))	Knowing or having reason to believe that a person has committed or intends to commit an offence and not reporting to police or other relevant authority	Fine of five thousand currency points or imprisonment for six months

<p>9. Discrimination of victims of trafficking in persons (Section 11(2)) Discrimination of victims of trafficking in persons (Section 11(2))</p>	<p>Applying measures for protection assistance and support of victims in a discriminatory manner</p>	<p>A fine of five hundred currency points or Six months imprisonment</p>
<p>10. Publication of information tending to establish the identity of a victim without authority (section 13(3))</p>	<p>Any editor, publisher, reporter, columnist for printed materials, announcer or producer for television and radio; producer or director for film movie industry or person utilising media facilities or information technology, publishing or causing publicity of the names and personal circumstances or other information tending to establish the identity of a victim without authority</p>	<p>A fine of two hundred and fifty currency points</p>

Analysing the Prevention of Trafficking in Persons Act, 2009, shows that the offences laid out are extensive and cover prevention by placing a duty on all persons to report trafficking ; it also shows that it covers the protection and rehabilitation of victims as well. Further protection is guaranteed to victims through requiring confidentiality from the investigation through to the trial, publication of information about their identity and prosecution of perpetrators. The Act also places liability on landlords to ensure that they take care not to rent out their premises for purposes of facilitating trafficking and for employers to ensure that they only recruit persons who are not victims of trafficking.

It should be noted that the Prevention of Trafficking in Persons Act, 2009 also cuts across other areas such as recruitment for labour provided for under the Employment Act, 2006 (Act No. 6), child adoption provided for under the Children’s Act, 2006 (chapter 59), prostitution, witchcraft and human sacrifice. These are areas provided for under different laws and in circumstances where these laws are violated, and translates into human trafficking, prosecution can be undertaken under the Prevention of Trafficking in Persons Act, 2009.

## 2.5 Gaps , inconsistencies and challenges in implementation of the Trafficking in Persons Act, 2009

### 2.5.1 Inconsistencies in definition, charges and penalties under the relevant laws,

There is sometimes a bone of contention when it comes to preferring charges under the Prevention of Trafficking in Persons Act, 2009 due to the fact that trafficking in persons is a fairly new concept in Uganda and there are still low levels of awareness about the Act. Traditionally, criminal offences are laid out in the Penal Code Cap. 120 and so in most instances the police and law enforcement officers turn to the Penal Code Act before considering the Trafficking in Persons Act, 2009. This brings about contention mainly because of the lesser punishments prescribed under the Penal Code. For example, section 3 of the Prevention of Trafficking in Persons Act, 2009 defines the offence of trafficking to include the scheme of abduction and use of force, among others, and upon conviction the person is liable to imprisonment for 15 years; while in section 244 of the Penal Code Act, the same offence regarded as abduction is punishable on conviction with imprisonment

for 10 years. In addition, section 6 of the Prevention of Trafficking in Persons Act, 2009 indicates that a person who engages the labour or services of a victim of trafficking in persons commits an offence and is liable to imprisonment for 10 years while section 252 of the Penal Code indicates that any person who unlawfully compels any person to labour against the will of that person commits a misdemeanour that is less punishable than the 10 years. Therefore, this highlights the need for the Ugandan government to harmonise these laws to ensure that the same offences under the different laws bear the same punishments.

Similarly, the External Employment Unit under MGLSD is underfunded and sometimes fails to fully investigate incidents of trafficking, to monitor the operations of recruitment agencies and to revoke the licences of recruitment agencies in contravention of the law although the grounds for the suspension of licences are clearly laid out under section 19 of the Employment (Recruitment of Ugandan Migrant Workers Abroad) Regulations, 2005. Some of the grounds for suspension or revocation of the licence of a recruitment agency under section 19 of the above regulations include: a recruitment agency engaging in acts of misrepresentation in relation to recruitment and placement of workers, such as publication or advertisement of deceptive notices or information or submission for processing of documents which are fraudulent or containing false information; unreasonably withholding or denying travel or other pertinent documents from workers for monetary consideration or reasons other than those under the code and its implementation rules and regulations; engaging in recruitment activities in places other than those specified in the licence without prior approval from the regulatory administration; falsifying or altering travel documents and deploying workers whose employment and travel documents were not processed by the administration; publishing or causing the publication of overseas job vacancies in violation of the prescribed rules; and coercing workers to accept prejudicial arrangements in exchange for certain benefits that rightfully belong to the workers. Section 83 defines illegal recruitment as (a) engaging in recruitment and placement of Ugandan migrant workers without a licence; and (b) engaging in recruitment and placement of Ugandan migrant workers in contravention of the regulations or any other laws governing employment of persons in Uganda. However there is no defined penalty and neither is it defined as an offence in the Prevention of Trafficking in Persons Act. This creates leeway for illegal agencies to recruit and traffic persons.

### **2.5.2 The gap in protection of victims of human trafficking**

The Prevention of Trafficking in Persons Act, 2009 further provides for the protection of victims of trafficking in persons through provisions for non-discrimination, protection, assistance to and support for victims of trafficking. A victim of trafficking shall not be penalized for any crime committed as a direct result of the trafficking; the victim is exempted from payment of filing fees for civil suits arising out of trafficking; should be accorded health and social services, medical care, counseling and psychological assistance; should be considered for the provision of safe and appropriate accommodation and material assistance; and is entitled to information on the nature of protection, assistance and support that they are entitled to. The support and assistance should be provided primarily by the government and other agencies. However, the reality is that the government has not provided the required services. There is neither a budget line nor a policy on victim protection under which such services would be provided. Important to note though is that

amidst constraints on government finances for all social services Some victims are unable to file civil suits which require a lawyer's services which, many cannot afford and, in the absence of a state legal aid scheme, victims usually do not pursue this course of action. This makes the victims fail to access justice, thus encouraging the perpetrators to continuously exploit Ugandans through engaging in human trafficking. The US State Department Report 2014 indicates that the Ugandan government did not provide adequate shelter for many transnational victims identified outside Uganda; the government lacked safe housing to temporarily house the victims.

In addition, the Prevention of Trafficking in Persons Act, 2009 entrusts the Minister of Internal Affairs, in collaboration with other government agencies, with the responsibility to facilitate the repatriation of victims of trafficking in persons to and from Uganda. This is required to be done with consideration for the safety of the victim. However, contrary to the provisions of the law, little has been done to assist and support victims of trafficking, with the government relying heavily on civil society and international organisations to facilitate the return of victims as well as render them additional support. The Trafficking in Persons Report indicates that the government did not fund return travel, nor provide medical care or shelter to victims in 2014. It recommends that more resources be allocated to the MGLSD to increase the availability of victim services. There is no special fund in place to help repatriate victims of human trafficking

### 2.5.3 Gaps in restitution and compensation

Provision is made for payment of restitution to victims of trafficking in addition to other punishments for persons convicted of trafficking in persons under the Act. The restitution covers costs incurred for: medical and psychological treatment; physical and occupational therapy and rehabilitation; necessary transportation; temporary housing and child care; reintegration in society; and other costs courts deem fit. In addition, the Prevention of Trafficking in Persons Act, 2009 also provides for compensation for physical injury, emotional distress, pain and suffering, loss or damage. However, there is no allocation of funds to facilitate the restitution and compensation of victims of trafficking in persons under the Ministry of Internal Affairs. The Coordination Office to Combat Human Trafficking is not adequately resourced and facilitated to do this kind of work.

### 2.5.4 Gaps in jurisdiction

Jurisdiction in matters arising under the Prevention of Trafficking in Persons Act, 2009 is at the place where the offence was committed or any of its components occurred or where the trafficked person resided at the time of the commission of the offence.

Extra-territorial jurisdiction applies in offences committed outside Uganda where a person who is a citizen or permanent resident in Uganda commits an act outside Uganda which would constitute an offence had it been committed in Uganda, the victim was a citizen of Uganda at the time of the offence, the offence was committed partly inside and outside Uganda and a substantial proportion of the effects of the offence occurred or took place within the territory of Uganda. However, the written consent of the Attorney General is required before proceedings are instituted in this regard. A person charged with offences under this Act is also liable for extradition. However, the Prevention of Trafficking in Persons Act, 2009 does not limit jurisdiction under the Act to a specific court and,

therefore, the prescribed jurisdiction in criminal matters would apply with regard to the sentencing powers of the different courts.

The operationalisation of this provision is curtailed by the lack of memoranda of understanding and bilateral agreements with recipient and transit countries to support this. The 2013 Trafficking in Persons Report cites this as a limitation of the government's ability to facilitate investigations and victim rescue. That is why it is only the International Organisation for Migration (IOM) that has succeeded in repatriating 14 of the 600 girls – a very small percentage – to Uganda from Malaysia and they were only able to move the victims who had been clearly identified and who volunteered to come home. This is a reflection of the stark reality the victims face in the trafficked countries, thus the need to have such bilateral agreements on repatriating victims of trafficking back to Uganda.

### 2.5.5 Gaps in prevention

The US State Department report of 2014 ranks Uganda under Tier 2 watch, which signifies that the Ugandan government does not fully comply with the minimum standards of the Trafficking Victims Protection Act, 2000 (TVPA) (Public Law 106-386, United States of America) for the elimination of human trafficking, but is making efforts to comply with it such as prohibiting severe forms of trafficking in persons, punishing acts of such trafficking (section a, 1 of the TVPA's guidelines) and prescribing punishment that is sufficiently stringent to deter and adequately reflect the heinous nature of the offence (section a, 3 of the TVPA's guidelines).

Despite the continued ban on recruiting domestic workers for employment overseas, licensed and unlicensed agencies developed means to circumvent this ban, recruiting "cleaners" or for other trades with the intent of employing women in domestic work. Some Ugandan women fraudulently recruited for employment in the Middle East were later exploited in forced prostitution in the United Arab Emirates (UAE), Oman, Saudi Arabia and Qatar.

The Prevention of Trafficking in Persons Act, 2009 also grants the Minister of Internal Affairs, who is the primary implementer of the law, authority to establish an office to coordinate, monitor and oversee the implementation of the Act. This office was established in 2012 and consists of an inter-ministerial task force drawn from 15 government ministries, directorates and agencies and CSOs. The IOM was co-opted as an observer on the task force. The operational structure of the task force includes a coordination secretariat and working groups among the government ministries, directorates and agencies. This office has, however, been dogged by underfunding, lack of operational guidelines and limited staffing levels, which have hindered delivery on its mandate. A government inventory shows that everyone working on the issue, from Interpol to immigration, is understaffed, underfunded and operating on an ad hoc basis, essentially lacking the very coordination the task force was put in place to address.

The coordination office to combat human trafficking has held a number of trainings for law enforcement officers, civil aviation staff, magistrates and licensed recruitment agencies on the identification and management of trafficking victims, investigation procedures and implementation of the Prevention of Trafficking in Persons Act, 2009. However, only a

few law enforcement officers have been trained. The lack of capacity-building to carry out proper police investigations still persists because of insufficient funding. The 2014 US State Department report also affirms that few government officials have the training they need to proactively identify victims and, as a result, wait in vain for victims to self-identify. Case after case has emerged in which government officials come in contact with a trafficking victim and fail to recognize the characteristics of the crime.

## 2.6 Conclusion about legal and policy framework

The literature review highlights the situation of human trafficking in Uganda, the legislation aimed at combating human trafficking and the gaps within the legislation and its implementation. According to the findings, Uganda is a source, transit and destination country for VITs. There is a further mismatch between the mandate provided for in the law and the level of commitment of resources and effort by the government to protect, repatriate and rehabilitate VITs. There is also a mismatch between the provisions in the Prevention of Trafficking in Persons Act, 2009 and the Penal Code, which complicates the implementation of the former. There is also lack of memoranda of understanding and bilateral agreements with recipient and transit countries to support the operationalisation of the Act in jurisdictions outside Uganda. Literature reviewed also indicates that consistent documentation of cases of trafficking is a recent phenomenon which needs to be strengthened and streamlined.

## CHAPTER THREE

### STUDY FINDINGS

#### 3.1 Introduction

This chapter presents the findings of the field survey. A total of 137 victims of international trafficking (VIT) were traced but 44 consented to in-depth interviews and were interviewed within the time frame for the study. According to the sampling protocol, the primary catchment sampling area was the greater Kampala area and other districts were considered if the VITs were currently residing in Kampala. The secondary sampling catchment areas were the district pilot areas of Tororo and Busia. In addition, 44 key informant interviews were carried out; 12 at the national level and 32 at the local government level (see Annex 1).

#### 3.2 Demographic Background of VIT Respondents

##### 3.2.1 District, gender, age and marital status of VIT respondents

Most of the VIT respondents reached were female (84%), while only 16% were male. Most of the VIT respondents were within a youthful age range of 18-30 years (84.1%) at the time of the study. However, 9.3% of the VIT respondents were below the age of 18 at the time of being trafficked.

Nearly half were from Wakiso (50%), followed by those from Kampala (25%) district. Few VIT respondents were from outside the greater Kampala districts of Kampala City, Mukono, Wakiso and Mpigi. Nearly two-thirds of the VIT respondents (66%) were not married. Nearly half of the VIT respondents were Baganda (58%), while the rest belonged to other ethnic backgrounds. None of the interviewed VIT respondents were from Busia and Tororo implying that they are more of transit points

##### 3.2.2 Education, literacy and other functional skills of VIT respondents

All VIT respondents were literate and fairly schooled with most of them with secondary education and above: 'O' level (32%), 'A' Level (20%) and tertiary education (32%). This is reflected in Table 2 below. More female VIT respondents (31.3%) had tertiary education as compared to the male VIT respondents (14.3%). About half of the VIT respondents did not have any other functional skill (45.5%), while 20.5% possessed beauty and hairdressing skills, 2.3% possessed welding and mechanical skills, 9.1% possessed driving skills, 6.8% possessed tailoring skills and 16% possessed other skills (such as catering, secretarial skills and farming) at the time of the interview. More of the female VIT respondents (46%) did not possess any other functional skills as compared to the male (33%) VIT respondents.

##### 3.2.3 Employment (current) status of VIT respondents

Nearly a third of the VIT respondents were unemployed (36%), while nearly a fifth were self-employed as own account workers (23%), public employees (6.8%), privately paid employees (9%) and domestic workers (6.8%) at the time of the study. Other VIT respondents (13.6%) were engaged in other activities, such as going to tertiary schools (including vocational training) and farming.



### 3.2.4 Parental background of VIT respondents

Nearly half of the VIT respondents' parents were alive (44%), while 41% had one parent alive and 15% were total orphans. Half of the VIT respondents who were orphans had guardians (50%). This is also indicated in Table 2 below. The surviving parents (fathers) of VIT respondents were own account workers (30%), farmers (16.7%), public employees (4.2%), private employees (8.3%), while 16.7% were engaged in other activities. The unemployed parents (fathers) were 25%. The same trend was observed for surviving parents (mothers) of VIT respondents with nearly a third being own account workers (36%), farmers (24%), public employees (4%), private employees (8%), while 28% were engaged in other activities and 28% were unemployed.

**Table 2: Demographic background characteristics of VIT respondents**

District of Origin			VIT Respondents' Level of Education		
District of origin	Frequency	Per cent	Education level	Frequency	Per cent
Bundibugyo	2	4.5	Lower primary (p1-4)	1	2.3
Busia	3	6.8	Upper primary (p5-7)	6	13.6
Kampala	11	25	O Level	14	31.8
Mbarara	1	2.3	A Level	9	20.5
Mukono	3	6.8	Tertiary/University	14	31.8
Tororo	2	4.5	Total	44	100.0
Wakiso	22	50.0	VIT Respondents' Marital Status		
Total	44	100.0	Marital status		Per cent
VIT Respondents' Genders			Single	29	65.9
Gender	Frequency	Per cent	Married/cohabiting	15	34.1
Male	7	15.9	VIT Respondents' (Primary) Employment Status		
Female	37	84.1	Going to school	2	4.5
Total	44	100.0	Subsistence farming	1	2.3
VIT Respondents' Age Group			Housework	3	6.8
Age group	Frequency	Per cent	Regular paid public employee	3	6.8
18-30	37	84.1	Regular paid private employee	4	9.0
31-40	7	15.9	Own account worker	12	27.3
Total	44	100.0	Others	3	6.8
VIT Respondents' Tribal Affiliation			Unemployed/None	16	36.4
Age group	Frequency	Per cent	Total	44	100.0
Baganda	25	56.8	VIT Respondents' Parental Status		
Batoro	4	9.1	Parents both alive	19	43.6
Iteso	3	6.8	One parent dead	18	41.0
Others	12	27.3	Both parents dead	07	15.4
Total	44	100.0	Total	44	100.0

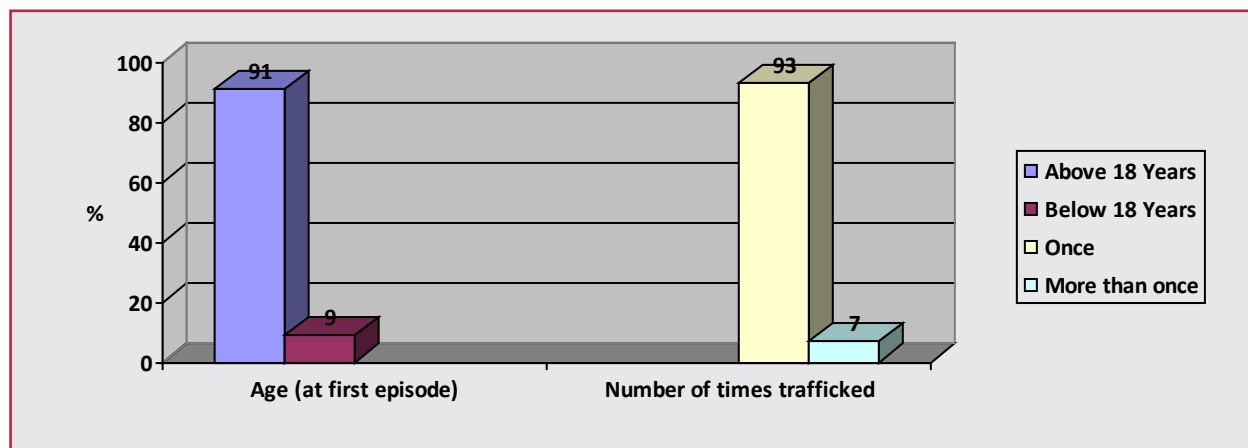
## 3.3. Respondents' Experiences with Trafficking

### 3.3.1 Respondents' age at the time of being trafficked and number of times trafficked

Most of the VIT respondents indicated that they were above 18 years at the time of being trafficked (91%). A small number were below adult age at the time of being trafficked (9%). Most of the VIT respondents were one-time victims. Only 7%, and all female, were double or multiple victims. This is indicated in Figure 3.1 below. Nearly half of the VIT

respondents indicated that the episode had happened in 2015 (44.2%), while 39.5% indicated that the episode had happened earlier than 2015 and only 14.4% indicated that the episode had happened in 2016.

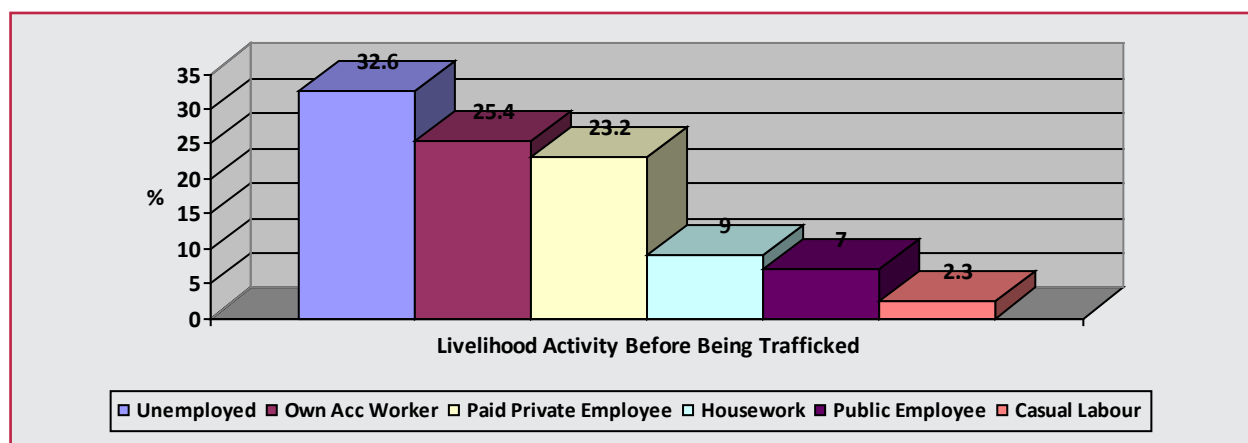
Figure 3.1: Age at the time of being trafficked and number of times trafficked



### 3.3.2 Livelihood before being trafficked

Nearly a third of the VIT respondents were unemployed (32.6%) before being trafficked with near proportions between males and females, while 25.4% were own account workers (including petty trade), 7% (all female) were working in the public sector, 23.3% were regularly paid private employees (all female), 9.3% were doing housework and 2.3% were in casual labour. This is reflected in Figure 3.2 below. Unemployment, the desire for better employment and better pay are primary drivers of the search for work outside the country.

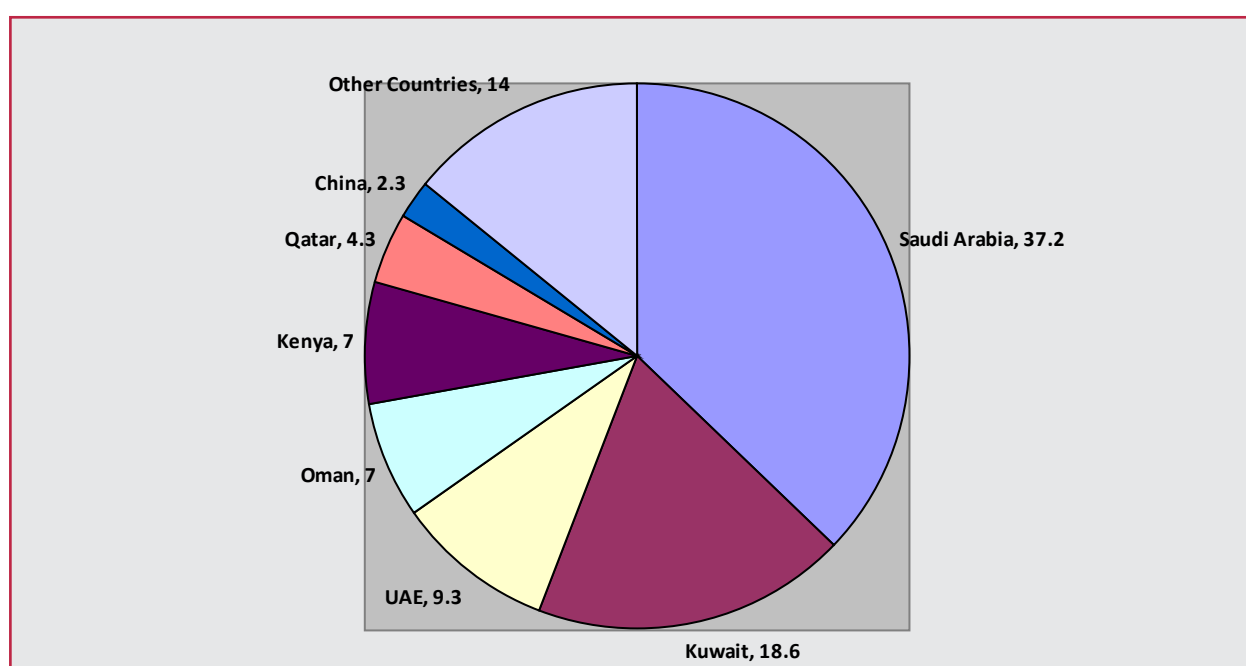
Figure 3.2: Livelihood before being trafficked



### 3.3.3 Country of destination (trafficked to)

The biggest percentage of the VIT respondents were taken to Saudi Arabia (37.2%), followed by Kuwait (18.6%), the United Arab Emirates (UAE-9.3%), Oman (7%), Kenya (7%), Qatar (4.7%), China (2.3%) and other countries (14%). This is indicated in Figure 3.3 below. The Middle East countries stand out as key destinations for those trafficked. The countries are also key destinations for those formally recruited by licensed agencies. According to qualitative information obtained from some of the key informants, one factor is historical and related to countries that previously exported domestic and casual labour to the Middle East but eventually formally pulled out. Examples are Kenya and Ethiopia, whose withdrawal created a huge and unmet gap in the demand for domestic workers.

Figure 3.3: Country of destination (trafficked to)



### 3.3.4 Respondents' initial encounter with perpetrators and source of information about employment offers in country of destination

The source of information about prospective employment in the country of destination and initial encounter with perpetrators was initially provided and arranged through mainly relatives and friends, followed by recruitment agents (some of whom were former employees of registered recruitment agencies in the country). This is reflected in Table 3 below. More females (39%) VIT respondents reported getting into contact with the perpetrator through parents and relatives as compared to the males (14.3%), while more male VIT respondents (57%) reported getting into contact with perpetrators through friends as compared to the females (33%). Qualitative data indicates that the perpetrators usually use the most credible channels to get to their victims. Parents, relatives and friends are usually the best considered medium

*"They are smart, they get to you through someone close to you...someone you cannot doubt" (KII, labour exporting company, Kampala).*

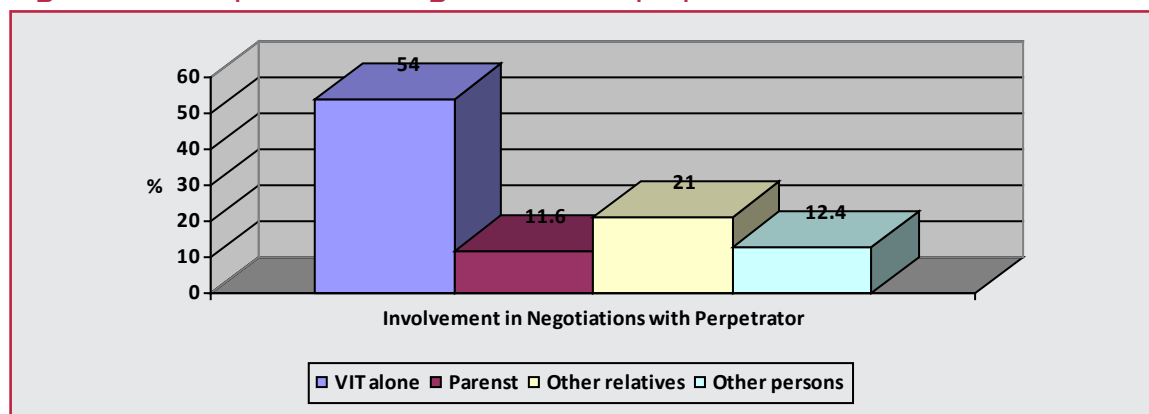
**Table 3: Initial encounter and source of information about employment offers**

Source of information about prospective employment in the country of destination	Per cent
Through religious institutions	2.3
Local recruitment agents	16.3
Through parents/relative(s)	34.9
Through friend(s)	41.8
Others; please specify (neighbour, domestic helpers etc.)	4.7
<b>Total</b>	<b>100.0</b>

### 3.3.5 Respondents' negotiation with perpetrator(s)

Subsequent negotiations with perpetrator(s) was arranged and attended by mainly VIT respondents alone (54%). The role of the parents (11.6%) and other relatives (21%) in the subsequent negotiations with the perpetrator was minimal. This is also indicated in Figure 3.4 below. The role of parents and other relatives in the negotiations and decision-making is critical in such circumstances and needs to be seen from a precautionary and support viewpoint. For some of the VIT respondents (12%), the negotiations took place only once, while for the other respondents, the negotiations took place more than once.

**Figure 3.4: Respondents' negotiation with perpetrator(s)**



The main venue of negotiations with the perpetrators were the “office” of the perpetrator (58%), while other negotiations took place on the street (19%), home of the perpetrator (7%), on Facebook/Whatsapp/the phone (5%) and at other places (11%). All those whose who reported negotiations as taking place at the home of the perpetrator, on Facebook/Whatsapp/phone were female VIT respondents.

### 3.3.6 Type of information given during negotiations and consultations

Most of the VIT respondents indicated that they were given the basic information about the prospective job offers, albeit not so truthful. More than two-thirds of the VIT respondents reported to have been given information on the type of job being offered (86%), the address of the prospective employer (77%), payment terms (77%) and travel formalities/conditions (60%) with near proportions between male and female VIT respondents.

Unfortunately, most of the VIT respondents (74%) did not consult any agency or person outside those involved in the negotiations to verify the information given during the negotiations.

Qualitative data indicates that some of the victims did not know what the right or legally licensed agencies were and where and how to validate or cross-check such information; while most of the illegal recruitment agents provided false but enticing information to their victims. This was echoed by several of the key respondents interviewed

*‘Ugandans do not have information on the right people who export labour and because of that many end up being recruited by individuals who do not have the right to do so... People cannot differentiate between registered and licensed companies thereby ending up being recruited by illegal companies who traffic the’m. (KII, labour exporting company, Kampala)*

*‘Ugandans usually accept to be recruited without having full information on details such as finding out whether the company recruiting them is licensed, whether the jobs that they are being promised are genuine, whether they will be provided with accommodation, how much they will be earning....so they end up being trafficked because they fail to investigate the above information before they are recruited. (KII, labour exporting company, Kampala)*

*‘Government has failed to carry out countrywide sensitisation to Ugandans about the different schemes of human trafficking and which criteria Ugandans should know and follow before they agree to be exported as workers in the UAE’. (KII, labour exporting company, Kampala)*

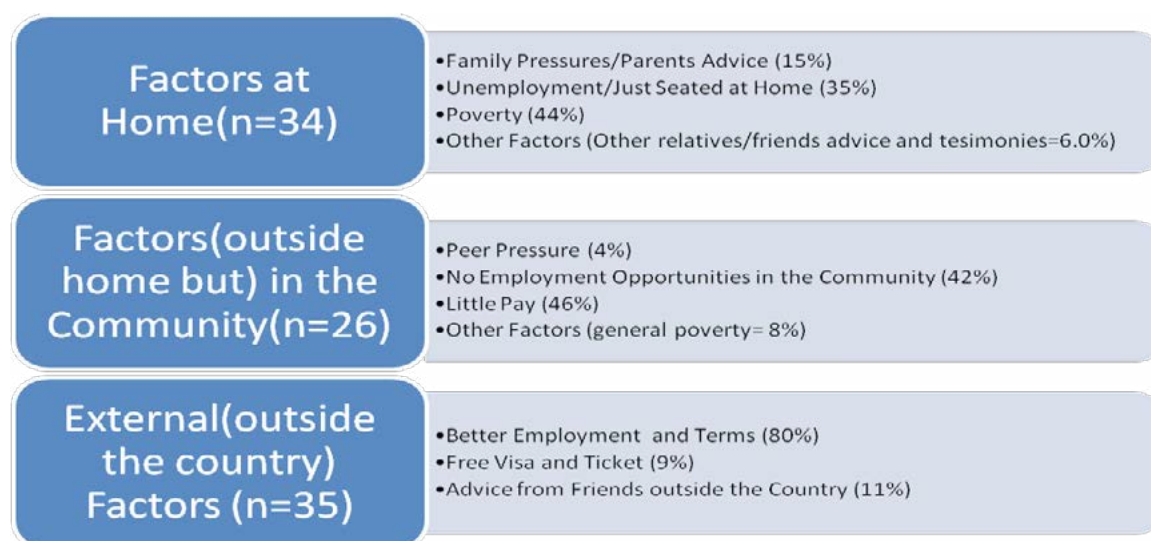
*There is not enough data available on the problem of human trafficking, therefore people are not aware about the magnitude of the problem. (KII, central government ministry)*

*‘MOLGD published a list of licensed companies that export labour. However, this information is available at their website and also in a few offices, making it hard for other local people to know and easily access such information’. (KII, international CSO)*

### 3.3.7 Factors that influenced the VIT respondents to take up job offer

Several factors prompted the VIT respondents to take up the prospective job offers. Some of these factors are internal, while others are external, as indicated in Figure 3.5 below. All those VIT respondents who reported family pressure as a primary driver were female, while all those who reported peer pressure were male.

Figure 3.5: Factors that influenced VIT to take up job offers



These findings are similar to the responses from key informant interviews that indicate that unemployment, poverty, free tickets and free visa arrangements, underemployment and poor pay, desperation and family and peer pressure were contributing factors.

*‘Some faith-based organisations are independent and because they are not monitored they end up trafficking children under the disguise of sponsoring them through school and that is brought about by the fact that parents are poor and some don’t want to own up to their responsibilities. They give their children willingly to such people and they end up trafficked’. (KII, national CSO)*

*‘People are poor and desperate and they are usually taken up by the good-looking but empty promises made by traffickers... People believe that the world outside Uganda is better’. (KII, national CSO)*

*‘Because of inadequate income... mostly young people decide to leave the country because of little income and yet they are promised a lot of money which really interests them’. (KII, local government)*

*‘Poverty is one of the major factors contributing to the increased human trafficking in Uganda. People compare the salary earned in Uganda and the one that they’ll be getting if they leave the country and notice a very big difference. They easily accept...’ (KII, national CSO)*

*‘We support labour migration since there is a lot of unemployment in the country. However, the government should ensure that the people who are exported have good working conditions and they are not exploited’. (KII, international CSO)*

*‘Unemployment has contributed greatly to the increasing rate of human trafficking because people are desperate. They are taken advantage of through promising them high-paying jobs and greener pastures. Because they are desperate they do not think twice about the credibility of the person taking them and whether the jobs they have been promised actually exist’. (KII, central agency)*

*'A girl came here wanting clearance to go outside and she was so desperate... She said that if in Kampala they are paid 20,000 Uganda shillings per night for commercial sex work, why can't they go for USD 100 a night outside Uganda?' (KII, central government agency)*

*'Most of them are single mothers who have no source of employment. They have no jobs and this has pushed these single mothers to go for the promised greener pastures abroad'. (KII, local community leader, Tororo)*

*'There is love for quick money among very many youth in the country and when they get to know that the salary is big, they rush to book and go abroad without investigating and end up as victims of trafficking'. (KII, local community leader, Busia)*

Other factors that contribute to trafficking are transit enablers like the porous borders and also gaps in the recruitment laws. This was mentioned by key informants at the national and local levels. It was observed that there are no serious punishments for those that recruit people without licences to do so. This has been elaborated in detail in sub-section 2.5 in section two of the Literature Review.

*'Recruitment into labour is very easy in the country; there is no serious crime for those who recruit people without licences. Sometimes the recruitment is done by the people already employed outside the country'. (KII, government agency, Kampala)*

*'We have porous borders which are not demarcated and some are divided by water bodies that are difficult to police. We have several porous borders in Busia that are manned by local leaders and since they are not aware about the issues of human trafficking they are given bribes and let the traffickers pass. So if they are educated on issues of trafficking in persons then the habit might reduce', (KIIs, local leaders, Busia and Tororo)*

Lack of capacity by the government to monitor and stop illegal recruitment agencies was also mentioned as an enabling factor for human trafficking. This has also been elaborated earlier in detail under 2.5 in section two of the Literature Review.

*'Government has not come up with strong measures to stop individual and illegal recruiters from exporting labour and this has contributed greatly to the increasing trend in human trafficking... despite the fact that some of the informal recruiters are known and licensed companies that have made efforts to report them to the authorities'. (KII, recruitment agency)*

*'Tour and travel companies have also contributed greatly to human trafficking since they recruit people promising them jobs. When they reach their destinations, however, they give them visit visas. So when the person reaches Dubai they start suffering because they won't have where to sleep or have food and since they are given visit visas when they expire they stay in the countries illegally... Many Ugandans who have been taken by the tour and travel companies are always on the run, go hungry and sleep on the streets at night'. (KII, recruitment agency)*

Some of the VIT respondents indicated that their decision to travel and take up the job offers was partly due to family advice and pressure, as the following narrative illustrates:

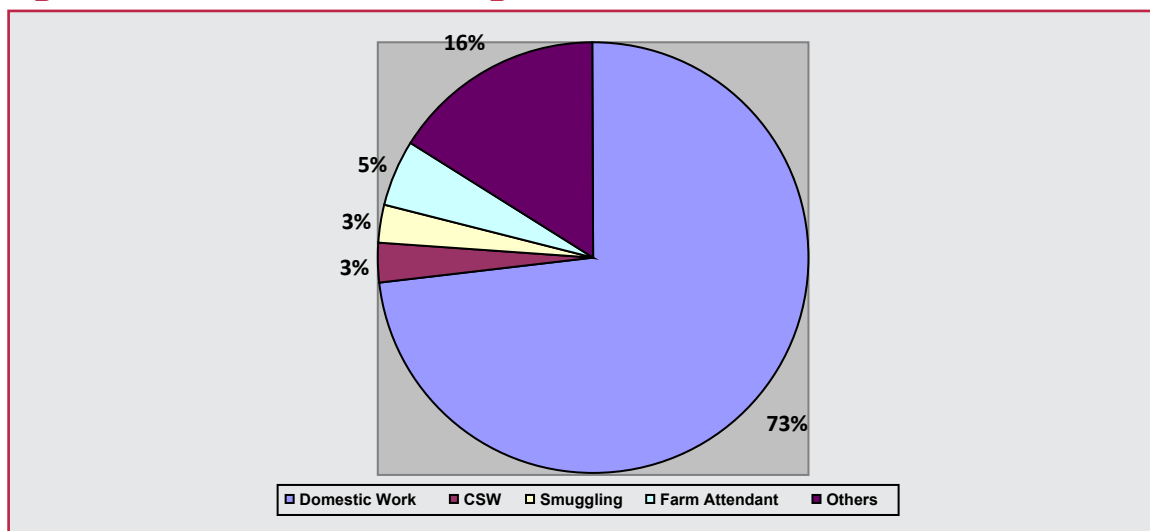
*My mother has a male friend who connected her to one agent who used to take people 'My mother has a male friend who connected her to one agent who used to take people abroad to work. On hearing this, Mother quickly asked me to go check out the agent at his office in Old Kampala. I went to the office and the agent took me to some other place behind the office but the agent knew who I was before I could even introduce myself. He admitted to taking people abroad and asked me to*

*give him 5,000,000/= to which I bargained up to 3,000,000/=. Then he ordered me to take passport photos while dressed in a 'shariya-like dress' and then gave me an employment letter that I filled in as a supermarket attendant. I thought processing everything would take me a lot of time but, to my surprise, he called me in a two weeks' time and told me to report to his office but this time he told me to use some other route that we used on our first meeting and broke the good news of leaving the country to go and work abroad. He refused me to bring relatives to escort me to the airport on my departure'.*

### 3.3.8 Jobs offered in country of destination

Most of the VIT respondents were offered domestic work (73%). Fewer (all female) were forced into sex work (3%), smuggling (3%) and to work as farm attendants (5%). Others (16%) were offered jobs as casual labourers, shop attendants and family porters. This is indicated in Figure 3.6 below. More of the female VIT respondents (80%) reported being offered domestic work as compared to the male VIT respondents (20%).

Figure 3.6: Jobs offered in country of destination



### 3.3.9 Job and working conditions variations in country of destination

Most of the VIT respondents (78%) reported that the jobs offered in the country of destination were different from those promised in the country of origin during negotiations. All the male VIT respondents reported job variation as compared to the female VIT respondents (73%). The variation typologies are indicated in **Figure 3.7** below.



Figure 3.7: Job variation in country of destination

PROMISED	• OFFERED
Promised: Domestic Work But Offered:	<ul style="list-style-type: none"> <li>• Raring Animals</li> <li>• Commercial Sex Work</li> <li>• Smuggling</li> </ul>
Promised: Sales Persons But Offered:	<ul style="list-style-type: none"> <li>• Raring Animals</li> <li>• Domestic Work</li> <li>• Smuggling</li> <li>• Commercial sex Work</li> </ul>
Promised: Company Secretary, Supervisor and Administrator But Offered:	<ul style="list-style-type: none"> <li>• Domestic Work</li> </ul>
Promised: Nurse, Teacher, Chef But Offered:	<ul style="list-style-type: none"> <li>• Domestic Work</li> </ul>
Promised: Gardener, Security Guard But Offered:	<ul style="list-style-type: none"> <li>• Smuggling</li> <li>• Farm Attendant</li> <li>• Porter</li> </ul>

Equally, most of the VIT respondents (81%) reported variations in salary and working conditions while in the country of destination. All male VIT respondents reported salary variations as compared to the female VIT respondents (77%). Salary variations ranged between 30-100%, implying that some of the respondents were not paid at all, while others (some females) were not paid by the employers but obtained money from the men they had sex with. The other working conditions were described as terrible for most of the respondents; these ranged from communication challenges and longer working hours, to a heavier workload and working for more than one household in a day, to being denied medical treatment, food and decent accommodation, to lack of respect and psycho-physical torture from employers. Some of these quantitative responses are indicated in **Table 4 below**.

Table 4: Work-related challenges experienced by VIT respondents

Work-related Challenges Experienced	Per cent
Communication challenges	54%
Passport withdrawal	58%
Confinement/Not allowed to move outside	58%
Phone withdrawal	70%
Rude employers	61%
Physical abuse	30%
Psychological abuse	28%
Sexual abuse	16%
Denied medical treatment	30%

Denied food	2.3%
Heavy workload	5%

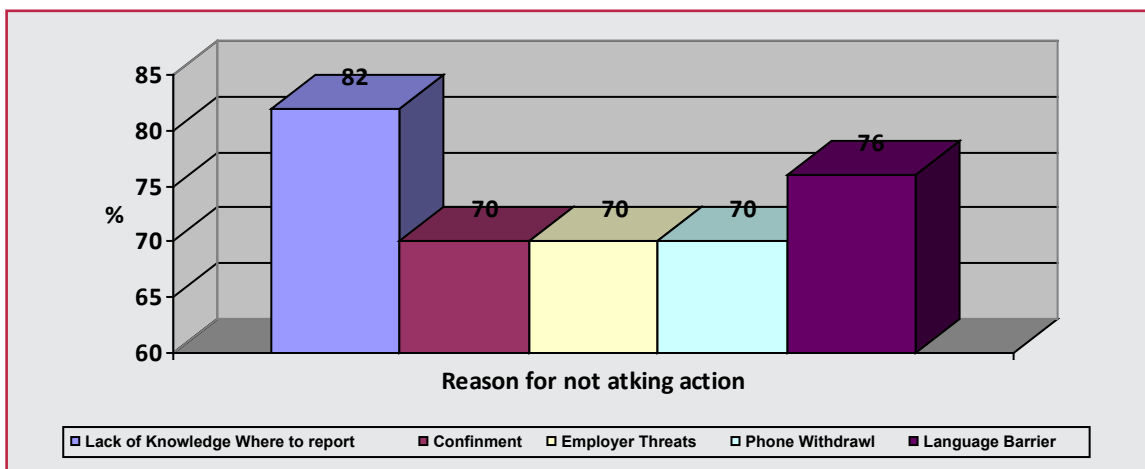
(Multiple responses allowed)

*'Before I travelled to Kuwait, I was working in my own restaurant. I was approached by an agent who said he would connect me to travel to Kuwait and get a better job in a supermarket. He would call a lady in Kuwait who would assure me that the life in Kuwait is very good and encouraged me to go and work. The agent was from Entebbe here and working with another one from Kampala. They had no company. They were individuals, even when I asked them for their office, I met them at Mukwano Arcade. Even when I wanted to pay them I paid them from a restaurant. They said they would pay me 800,000 Uganda shillings as a domestic worker but when I reached there I was being paid 500,000 Uganda shillings. The agent said I would be working up to midday but when I reached there it was different; I would work so much and was paid less and the working conditions were bad. I regretted why I sold off my business in Uganda to travel and work in Kuwait. In Uganda I had a restaurant but thought if I went to Kuwait I would get much more money'. (VIT, Kuwait)*

### 3.3.10 Reaction or action taken about job and working condition variations

Most of the VIT respondents (75%) did not take any action about the initially observed variations in job and working conditions in the country of destination, with near proportions between males and female VIT respondents. Reasons for not taking any action about the variations in job and working conditions included lack of knowledge regarding where to report to, confinement, language barrier, threats by the employer and withdrawal of communication gadgets. This is indicated in Figure 3.8 below (multiple responses allowed).

Figure 3.8 : Reasons for not taking action about job and working conditions variations



Out of those who took action about the job and working conditions variations (n=6 or 25%), most of them (4 and all female) reported by phone or on Facebook/Whatsapp and the main actions taken (multiple responses allowed) were reporting to relatives back home (4) and escaping and reporting to the police in the country of destination (4). Others (1) reported to the perpetrator back home and agent in the country of destination (1).

As a result of the reporting, two VIT respondents indicated that they were eventually rescued and repatriated (as the narrative below indicates), two indicated that the perpetrator back home was also arrested, while two others indicated that they were not assisted by those reported to.

*'When I escaped from my employer, I ran to the South African Embassy. Uganda doesn't have an embassy there. There was a lady from Uganda working at the embassy who put me in the car and I was taken to a place where there were very many people from different countries, including Philippines, Thailand, Sri Lanka etc. From there, we were brought back to Uganda.'*

*'What helped me get this opportunity was that one time I wrote to my husband in Luganda and explained how I was suffering at my workplace as a domestic worker. He then started following me up. So by the time I reached the South African Embassy, they already had information about me'. (VIT, Kuwait)*

### 3.3.1.1 Contracting of appointment/job offer

Most of the VIT respondents (88%) were not given any letters of appointment before departure. Out of these, only 12% (and all male) were given letters of appointment in the country of destination.

### 3.3.1.2 Effects suffered on the Job

Half of the VIT respondents indicated that they suffered physical deprivation of sleep, Half of the VIT respondents indicated that they suffered physical deprivation of sleep, food and light (51%), while 46% reported constant poor health, 16.3% reported sexual abuse, 30% reported physical abuse/violence, 63% reported threats and intimidation, 60% reported physical and social isolation, and 63% reported forced and heavy work (as the following narrative partly indicates) with near proportions between males and female VIT respondents.

*'When I was recruited to work in Kuwait, I was told I would work as a supermarket supervisor but ended up being made to work as a domestic worker. The household I worked in I found an Indonesian who worked for five years. She used to abuse me as a monkey. The children of my employer used to call me 'shaitwan', meaning a devil because I am black. I was then taken to another house where I was taking care of an old woman who hated me so much and also called called me a devil. I was overworked.'*

*I was made to mop a six-storey house with over 20 bedrooms three times a day, carry heavy things like sacks of sugar, rice, cooking oil, among others, wash over seven cars for the children of the old woman and wash all their clothes and cook. I could not take it anymore. I refused to carry heavy things anymore because I got a bad chest pain..., and I was taken to police by my employers for this. The police looked at my passport and also my work profile as a businesswoman. The police told my employers to take me back to the office that was distributing us to employers to be taken back to Uganda because Uganda's president was complaining and stopping Ugandans from working as domestic workers.*

*The office again took me to another employer who was mistreating me so much. They would want me to wash vehicles which I didn't want to do. The lady wanted me to carry sewage which was in the compound without gloves. I refused. I would be carried in a boot of the car if we were to move anywhere'. (VIT, Kuwait)*

*'We were two domestic workers and the household where we were working in had three storeys. The first one was for the parents who were old and the next was for the children. I was washing for like 70 people I had to take care of lambs, dry dates, take care of children. The family also had an orchard of dates so we had to harvest them and dry them. I was made to carry heavy things, including food, which I would carry for like two kilometres on a wheelbarrow to the house. I had to milk sheep. I didn't know how to milk. Work was too, too much. We would be taken to work 200 kilometres from home to work on a construction site for the family. I would mix sand, carry bricks without resting at all. They would be telling us to work in Arabic yet we didn't know the language. Eating, we had to eat leftover food kept for like a week in the fridge. The room I was sleeping in had no mattress; you could not sleep for over five minutes, because there was a lot of work. One time I was too tired. It was winter, I had no sweater and my body weakened so, so much, I was being beaten for failing to work... Whenever I travelled with our employer, I would be made to travel in the boot of the car... The only water I could drink was water from the toilet. I was also given the task of carrying faeces of a camel and loading it in a tipper. It was too much. I almost died because the faeces were too cold during winter. I fell sick, I fell down, and became paralysed. They laughed at me. I told them I was sick but I could not stop work. I was now crawling, I could no longer work... When I came back to Uganda and reached Entebbe Airport, the immigration officers first refused to accept me because I couldn't reflect the photo on my passport'. (VIT, Saudi Arabia)*

*'The lady who I met at the centre who was an Arab told me to 'shut up' after I had refused to go and work for her as a domestic worker since this was not the job I had gone to do. She said she had paid my agent 6,000,000 Uganda shillings and had bought me. She said I was now her slave. I was transported to her house in a tinted car. I worked for her for four months. This woman would worship devils and sacrifice cats. She would put their blood in the room, she had donkeys and horses. She forced me to have sex with her cats. Another time, she came with her two sons and wanted me to have sex with the donkey. They beat me and forced my thighs open and forced the donkey to have sex with me... From that time, I hated myself. They would lock me in the house; I would not be allowed to go out. I was rarely given food...She would beat me and I came back with a lot of wounds... They would tie me, step on me and force the cats on me. I was also raped by the sons of my employer who would have sex in my mouth, ears and anus'. (VIT, Kuwait)*

*'I would work the whole day. Whenever I would want to rest or sleep a little due to tiredness, I would be beaten by the lady of the house for sleeping before she had slept...Even with the money I worked for, I could not have it. They gave me the first salary and I was forced to buy a dress yet I had wanted to send all the money to Uganda. From then, I was never given money in cash. Whenever the husband of my employer would pay me, his wife would take it away from me immediately...I was beaten once by my employer because my sandal turned upside down – she said it was a sign of bad luck'. (VIT, Oman)*

*'I paid for my own ticket and visa to the agent before going to work in Oman. When I reached there, I found my employer waiting for me and told me that she had sent my air ticket and visa so I had to work for her. My plea that I had paid for myself fell on deaf ears... She took my passport and I was taken to her home to work as a maid. The place for sleeping was so bad, with a very small mattress. I would work from 5:00 a.m. and go to bed at 1:00 a.m.'. (VIT, Oman)*

### 3.3.13 Routes and schemes used

Most of the VIT respondents (93%) were transported by air to the country of destination with near proportions between females and males. Over half of the VIT respondents went through other countries, such as Kenya and Tanzania, by road before proceeding to their final destinations (60%), sometimes using an organised network of agents throughout the transit, while 40% went directly through Entebbe International Airport. More female VIT respondents reported going through Entebbe International Airport (43%) as compared to the males (28%). Over half went through the Malaba (12%) and Busia (44%) borders with near proportions between female and males, while 4% went through the Mutukula border. For part of the journey, 44% of the VIT respondents reported to have travelled with the perpetrator, with 21% reporting that they changed hands between different agents/perpetrators during part of the journey. One VIT respondent complained when he/she changed hands between the agents/perpetrators. Some of the narratives below illustrate these experiences. A fifth of the VIT respondents (19%) indicated that they used informal crossing points at Busia and Malaba; and of these, 32% were aware that they were being passed through illegal border exits. This was also echoed by some of the key informants interviewed..

*'The immigration procedures at the border are very weak because for us who are near the border we witness people entering Uganda and leaving without documents from the immigration office. Therefore, perpetrators have taken advantage of this gap to traffic people'. (KII, local leaders, Busia)*

*'I arrived in Kampala by 6.00 p.m. The agent said we would travel through Busia because if we passed through Entebbe we would be refused because we possessed new passports. I had paid him 2.5 million Uganda shillings before we travelled; this was to help pay for facilitation for passport, visa, transport and the air ticket. We travelled in a taxi to Malaba. He requested for 200,000 Uganda shillings to pay officers; he also said I pay 200,000 Uganda shillings more for a stamp at the border. After paying, he told me to cross over. He was also working closely with another man from Kenya. The passports came with stamps. The whole day was spent at the border waiting for a bus to Nairobi. I also paid him to pay for my bus ticket to Nairobi. In Nairobi I got a cheap hotel where I showered and got a taxi to Jomo Kenyatta International Airport. At the airport I never got any problem while boarding the plane'. (VIT, Saudi Arabia)*

*'On leaving Uganda, we were six girls. We met at Mega Standard Supermarket at around 6.30 a.m., got into a taxi at the Main Taxi Park. The company gave us the receptionist at the company whom we travelled with up to Malaba. We reached Malaba at 9.00 a.m. She took us to a room and started dealing with some people on the phone. The men later came and would take us one by one from the room to the immigration office. They told us when we talk to the immigration officers we should tell them that we are going to bury. At the border post the man took my passport to the immigration officer. When he called me I told him I am going within Malaba-Kenya, and my documents were stamped. We booked into a bus to Nairobi while the other receptionist went back to Kampala. When we reached the bus park at Nairobi, another woman came and picked us and took us to the airport. She told us not to show that we are in a team. At the airport she was talking to some people on the phone. I was given two tickets because I had to board two different aircrafts. As we lined up to have our passports stamped, the officials got us and asked us why we decided to pass at their airport; they asked us to go back and use Entebbe Airport. One of us contacted the team in Kampala; they made a phone call and we were allowed to go. But before we went the officer at the airport told us that in Saudi Arabia we shall suffer, that we should not go but we insisted'. (VIT, Saudi Arabia)*

### 3.3.14 Experience at the immigration offices

Of the VIT respondents who went through formal immigration points (n=35 or 81%), their experiences at the immigration offices indicate that most of them (79%) lied to the immigration officers about the country of destination and purpose of travel (as the narrative below illustrates). More female VIT respondents (65%) lied to the migration officers as compared to the male VIT respondents (50%). Few VIT respondents were counseled or cautioned at the immigration offices. Thirty-five per cent (35%) of the VIT respondents were counseled about the country of destination; 16.3% were cautioned

about safe travel procedures; and only 14% were specifically advised about the contact office or consular office in the country of destination.

*‘The agent told me that there was a problem at Entebbe Airport and therefore I had to travel by road to Jomo Kenyatta Airport where I would board the plane from. He organised with some people and I was put on a bus that was going to Nairobi. They told me that when I reach Busia, I should not show them my visa and passport. So at Busia border, I used the temporary pass. I presented passport photos and was given a temporary pass and that is how I passed via Busia. I deceived the immigration officers at Busia that I was going for a church convention at Nairobi Pentecostal Assembly. When I reached Jomo Kenyatta Airport, I got some problems. I was asked why I did not use Entebbe Airport. I missed the flight. I then called my agent in Kampala, who sent me another air ticket. I slept at the airport and travelled to Saudi Arabia in the morning’. (VIT, Saudi Arabia)*

### 3.3.15 Awareness about human trafficking

Only 4% of the VIT respondents were aware about the human trafficking law; and this was after they had experienced human trafficking. The sources of information about human trafficking were radio, police officers and the Ugandan consulate in Malaysia. The provisions known about human trafficking were punishments for the offence of human trafficking and good working conditions for those employed.

Some of the key informants interviewed at the district level, especially the technical officers exhibited fair levels of understanding about the concept of human trafficking. Knowledge levels on the concept of trafficking in persons among law enforcement officers who formed some of the key informants was low. These defined the concept of trafficking in persons to be:

*‘Human trafficking means the movement of people from one place to another illegally’. (Law enforcement officer Busia district)*

*‘Human trafficking means the illegal transportation of people from one country to another’. (Key informant interview from Tororo District)*

*Human trafficking is the movement of children from one place to another without permission’. Key informant interview Busia district*

Interviews with local, women leaders and some Community Based Organisation leaders at the sub county and community levels indicate relatively low levels about the concept of human trafficking and the provisions of the law against human trafficking.

At the community level, the concept of human trafficking was largely understood only in its extreme and worst forms. For example community leaders did not understand that the facilitative elements to human trafficking such as aiding, transportation and harboring, are criminalized under the law against human trafficking. The community local leaders did not also know the supportive mechanisms that should be given to victims of human trafficking such as rehabilitation, psycho social and material support. Local leaders also

lacked knowledge and access about registered and licensed externalization of labour recruitment agencies as a decision making mechanism to enable them advice potential applicants seeking to work abroad.

This was also echoed by some of the key informants interviewed. Some of the local leaders at the community level were not knowledgeable about human trafficking and the laws against human trafficking.

*'The law about human trafficking has not been popularised since it has not been distributed to different institutions and because of that very few people know about it. Therefore victims of human trafficking cannot receive redress when some of the law enforcement officers are not well conversant with the law on human trafficking'. (KII, central government agency)*

*"Uganda has very good policies, some of which he mentioned. He gave examples of policies on trafficking, regulations on externalisation of labour, Employment Act, employment policy. He, however, noted that the gap is with implementation. He gave an example of the Trafficking in Persons Act that it does not have clear regulations and guidelines on how to implement it'. (KII, national CSO)*

### **3.3.16 Experience after repatriation**

Only 25.6% of the VIT respondents followed up and reported the crime to the police after repatriation with near proportions between the males and females. However, only 9% reported that the suspected offenders were arrested but later released on bond. The process of prosecution of the suspects was described as very challenging and costly to the VITs. That is one of the reasons why the level of prosecution of suspects is very low.

*'I came back to Uganda in 2014 and reported the matter to police. The lady was imprisoned but later released on bond. Since then the case has been in court and the process is too long. I've been following it up on my own and draining me for I have to come from Mbarara every time there is a hearing. I've so far travelled six times for the court hearings but the case has been in court since 2014'. (VIT, Qatar)*

*'When I came back, I reported my case to police in Kireka. But as I followed up like eight times, I found the officer that was following my case had been transferred. The perpetrator/agent had even appeared at the police station. I took police to the perpetrator's place but he was not there but the police never followed up again. I later went with police again and we met him. The police officer talked to him in privacy and after let him go. The police officer even never told me why he was not taken to court. I was never given any feedback'.*

*'I now reported at a small claims procedure court at Entebbe but the case is still pending. I was told I would be given an opportunity to hear the case after elections. But the perpetrator has threatened that he will kill my mother if I don't stop this case. I'm scared so I have stopped following up the case'. (VIT, Kuwait)*



*'When I got to Uganda, I was taken to Mulago and the doctor said that the backbone was broken. The agent called my auntie and threatened her after knowing that I came back. My mother reported my case to Trafficking in Persons Office, but no assistance yet. The officer told her that she had called the agent to talk to him but had not yet gotten a reply'. (VIT, Oman)*

*'I made a statement at the police. Then when I came following up on my case, the lady handling my case called the lady who trafficked me and they started laughing on the phone and chatting as friends. I realised these people were not going to help me since they were friends with the traffickers. Police later captured the trafficker and released her that same day. My husband was spending money to follow up the case but nothing was succeeding. We lost interest in the case'. (VIT, Kuwait)*

*'When I arrived, I needed to be given medical treatment yet I had no money. I was very sick and weak...At the same time, I was broke because my employer had not paid me for the work I had done'. (VIT, Saudi Arabia)*

### 3.3.17 Existing collaboration and coordination

The mandate for preventing and controlling trafficking in persons is clearly spelt out in the Prevention of Trafficking in Persons Act, 2009 under the direct responsibility of the Ministry of Internal Affairs. The Ministry of Internal Affairs established a unit called the Coordination Office for Preventing Trafficking in Persons (COCPTIP) that works closely with all police stations in the country and especially those at border points with focal point officers appointed under the units for Crime Intelligence and Family and Child Protection. These units work closely with the Immigration Departments and mostly play a deterrent role at the exit points for potential VITs. Other related regulatory mandates to control illegal external recruitment fall within the ambit of the MGLSD under the Labour Directorate (Externalisation of Employment Unit). The involvement of the Ministry of Foreign Affairs is minimal; even when Ugandans living outside the country fall directly under their mandate. The collaborative arrangement between government sector agencies is constrained by lack of a clear coordination mechanism and poor resources. The COCPTIP is understaffed and under-resourced with limited donor and CSO support and collaboration. The affiliate COCPTIP sector agencies are also poorly resourced so that they cannot fully implement their mandates under the Prevention of Trafficking in Persons Act, 2009. There are challenges related to the coordination of efforts for clearance, regulation, monitoring and follow-up and assistance of and to the externalisation of labour between different government departments such as the MGLSD, the Ministry of Foreign Affairs and the Ministry of Internal Affairs. The mandates provided under the Prevention of Trafficking of Persons Act, 2009 such as medical, transit-shelter, rehabilitation and psycho-social support for VITs are not fully provided for in respect to resources and services to the VITs. The limitations related to the implementation of the Prevention of Trafficking in Persons Act, 2009 have been highlighted in section two of the Literature Review.

Most of the existing CSO interventions against human trafficking are focused on children and mostly internal trafficking. There are two CSOs that were currently supporting VITs, especially during repatriation at the time of the study. This is indicated in Table 5 below.

Table 5: Stakeholder institutional involvement related to combating human trafficking

Name of Stakeholder	Level and Types of Stakeholder	District/Area of Coverage	Programme Areas Covered
IOM	International CSO	International	Repatriation and rehabilitation, capacity-building for local partners, research and documentation of VITs
Share an Opportunity (SAO) Uganda	National CSO	Eastern Region	Research into commercial sex work and human trafficking
PLAN	National CSO	Eastern Region	Human rights, child support and protection,
MIFUMI	Regional CSO	Eastern Region	human rights
Hope for Kids	District CSO	Tororo and Busia	Child support and protection
ANPPCAN	National CSO	Tororo and Busia	Research and documentation with funding from ILO/IPEC. Supported the establishment of cross-border district and town council committees to address issues of human trafficking around 2010. The committees were supposed to assist in identifying and bringing to the attention of relevant authorities cases of human trafficking. Due to lack of coordination and sustainable support, the committees never lasted long
Uganda Law Refugee Project (ULRP)	National CSO	Countrywide	Refugee support and protection, including refugees who are VITs
Friends of Christ Outreach Ministries FOCREV	District NGO	Busia district	Provides child support and protection
Local governments	Public sector agency	Busia and Tororo	Provide child support and protection, limited awareness-raising, limited recruitment regulation, limited support to VITs as mandated and collaboration with other government agencies like DPP, police etc.
World Vision	International CSO	Busia and Tororo	Child support and protection
Uganda Youth Development Link (UYDEL)	National NGO	Kampala	Provide child support and protection, shelter for child victims of trafficking, awareness raising on child trafficking
Federation of Uganda Women Lawyers (FIDA)	National NGO	Kampala	Advocacy against child trafficking, implements programmes to combat child trafficking
Afri Child Centre- Makerere University	Unit in the college of Humanities, Makerere University		Research, documentation and training on children rights, child abuse including child trafficking in Uganda
Platform for Labour Action	National NGO		Advocacy for social justice for marginalised workers, child education support and training. Conducts capacity building for community structures, local leaders and duty bearers at the national level on combating trafficking in persons. Conducts research on trafficking in persons and other forms of exploitation .

## CHAPTER FOUR

### STUDY RECOMMENDATIONS AND CONCLUSIONS

#### 4.1 Introduction

This chapter presents the recommendations from the respondents, validation workshop participants and the synthesised recommendations from the study. The chapter also entails conclusions and lessons learnt from conducting this study.

#### 4.2 Recommendations from the VIT Respondents

- Where there are no Uganda government embassies or representative, the government should work with other African partner country embassies to assist and repatriate Ugandan VITs. For example, the government should work with the South African Embassy in Kuwait to assist, facilitate and bring back Ugandans who have been trafficked to Kuwait.
- VITs usually invest in their movements outside the country. Many escape and are repatriated without any substantial payments or savings. The government should support VITs with skills-building and livelihood opportunity interventions when they are repatriated home.
- The government and development partners should provide VITs with medical care, legal support and psycho-social support because most of them come back when they are in poor health and usually have no immediate resources to procure such services.
- The government should give priority to cases of human trafficking and also provide security for VITs who report such cases. The long time such cases take makes victims lose interest because of the associated time and monetary costs involved.
- The government and other development partners, such as PLA, should place adverts on all television stations to raise awareness about the schemes and dangers of trafficking in persons.
- Former VITs should be encouraged and mobilised to become active against human trafficking and share their stories to enable the public to understand human trafficking and its impact.

#### 4.3 Recommendations from Licensed Recruitment Agencies

- The government should carry out countrywide sensitisation through radio, television and newspapers about the nature, schemes, tricks and impacts of human trafficking and places where people can go to verify information about external placement offers.
- The government should work with licensed companies and provide a revolving fund that youth can access on credit to enable them to buy an air ticket and visa to go and work abroad. These funds can easily be catered for in the contract of services and recovered from the borrower once he/she starts working.

District labour units should be facilitated to carry out mass sensitisation about the registered and licensed recruitment agencies, the nature of human trafficking and schemes that perpetrators use to lure and traffic people and also the licensed companies that export labour

#### **4.4 Recommendations from Civil Society Organisations**

- The government should improve surveillance and control of the various porous borders since some of the traffickers easily use such routes to traffic people in and out of the country. Ugandans should also be educated about the dangers of using illegal exit and entry points.
- The government should sign bi-lateral agreements with countries where labour is exported. This helps to reduce transport and visa costs and also protects and improves the working conditions for exported labour in these countries.
- The Ministry of Internal Affairs should set up a facilitating desk for the recruitment agencies that export labour to ease the process of applying for and procuring travel documents. This will minimise the tendency for people to resort to going through informal recruiters because they offer them quick services but they end up being trafficked.
- The government should develop a communication strategy for preventing trafficking in persons that brings on board private mobile communication companies to assist government in sending unsolicited Short-text Messages (SMS) on the dangers of trafficking in persons and how to avoid being a victim of human trafficking.
- The MGLSD should work hand in hand with the Foreign Affairs labour consul and the Department of Labour in the country of destination to improve on follow-up and monitoring of all exported labour in the respective countries.
- The Prevention of Trafficking in Persons Act, 2009 should be implemented and made popular among people to improve awareness and informed decision-making. Ugandans going out to work should be informed about the labour laws that govern the country in which they are going to work, including labour rights and entitlements for the different jobs they have been offered.
- As part of the mass sensitisation against human trafficking, media campaigns should be aired on local radios, for example Dongo FM in Busia, Roko Mamba FM in Tororo and Step FM in Tororo.

#### **4.5 Recommendations from the Validation Workshop in Tororo**

- Awareness should be created about human trafficking among all Ugandans through mass media and local leaders and existing laws and regulations that govern cross-border movements enforced by increasing surveillance capacity along the border areas and at the border posts.
- Issues about human trafficking should be designed and integrated into primary and secondary school curricula to enable children to know and understand issues of human trafficking when they are still young, since they are also potential victims.

- The Prevention of Trafficking in Persons Act, 2009 should be simplified and translated into all the major languages in the country to improve awareness about human trafficking and civic responsibility about the respective law, including reporting perpetrators of the crime.
- The local leaders should be trained by the government in partnership with development partners about how to identify, prevent and report human trafficking in their areas of jurisdiction.
- People recruited to go and work abroad should have knowledge about where to verify such information, assistance to interpret the nature of the service contracts offered to them before they leave and where to report when the job get challenges in the country of destination. This should be done by ensuring that people recruited to go and work abroad have access to toll-free lines that they can use to seek advice.
- The government should educate and encourage Ugandans through the mass media to always be truthful and share accurate information with immigration officers while travelling.

#### 4.6 Recommendations from the Validation Workshop in Busia

- Government and development partners working in the area of preventing human traffic should carry out community sensitisation through the local media, local village meetings, churches and mosques.
- The MGLSD and district labour units should increase the regulation and publicisation of registered and licensed external labour recruitment agencies to enhance public awareness.
- The government and local leaders should intensify border patrols along points where illegal crossing takes place.
- The government should design and create more income-generating activities for unemployed youth to reduce the number of potential VITs.
- The government should harmonise the law against trafficking and the Penal Code to ease implementation of the Prevention of Trafficking in Persons Act, 2009. The government should also organise and train prosecuting and judicial officers about the concept of human trafficking and the provisions of the Prevention of Trafficking in Persons Act, 2009.

#### 4.7 Recommendations from the Study

##### 4.7.1 Recommendations for Government

1. The government in partnership with development partners or CSOs should undertake proactive mass sensitisation about what constitutes human trafficking, problems and dangers of human trafficking, identification and reporting of human trafficking, the penalties associated with practices related to human trafficking, the civic responsibilities of the general public towards preventing human trafficking and

the psycho-social support and rehabilitation that VITs require and should be provided with.

2. 12. Government should also work with development partners and CSO to generate more data on international trafficking which is a recent phenomenon that should be strengthened and streamlined.
3. The government should work the CSOs involved in combating human trafficking to simplify and translate into the major local languages in the country and disseminate the Prevention of Trafficking in Persons Act, 2009 to ease understanding and leverage the community efficacy and vigilance about human trafficking.
4. The government should work the CSO involved in combating human trafficking to establish or strengthen existing mechanisms, efforts and capacity of regional and border reception centres to provide VITs with adequate support services right from identification to repatriation and seeking redress. This support should include the provision of shelter and basic sundries while in transit, the provision of psycho-social support and rehabilitation therapy, medical care and logistical support to trace and be in touch with their relatives and friends, and, where possible, building VITs' capacity to become activists against human trafficking. The government should harmonise the provisions in the Prevention of Trafficking in Persons Act, 2009 with the provisions in the Penal Code to ease the implementation of penalties for human trafficking. For example section 3 of the Prevention of Trafficking in Persons Act, 2009 definition of the offence of trafficking and the penalty therein with section 244 of the Penal Code Act, offence of abduction and its punishment. Section 6 of the Prevention of Trafficking in Persons Act with section 252 of the Penal Code and the punishment prescribed.
5. Collaboration and coordination should be improved between all sector agencies related to and responsible for the externalisation of labour in the country, such as the Ministry of Internal Affairs (Immigration, Uganda Police and COCTIP), MGLSD and the Ministry of Foreign Affairs.
6. The government should strengthen the COCTIP office to be able to meet its mandate. This can be done through training and logistical support to improve identification and support for VITs, documentation of VITs, the prosecution of perpetrators and carrying out mass sensitisation about human trafficking.
7. District labour offices should be strengthened to provide regular and updated employment or labour information to the public about gazetted recruitment agencies, proper procedures to follow for the externalisation of labour and other necessary forms of verification that may be required by the public and potential applicants for jobs abroad.
8. Government should build the capacity of local leaders and law enforcement officers along the border areas to control or regulate movement along the porous borders through training in understanding and preventing human trafficking as part of their civic responsibilities.
9. Government should engage the countries importing labour from Uganda to make such observe and abide by the international labour practices and standards.

10. The government should also establish a credit travel facilitation fund for those seeking to go and work abroad. This travel facilitation fund can be managed by MGLSD through an MoU with licensed recruitment agencies and can be recovered from the beneficiaries when they start working at the country of destination.
11. The government, together with other stakeholders, need to develop a package of information that translates into travel safeguards for the externalisation of labour. These travel safeguards should include the following principles that can be referred to by those recruited for external labour placement before and after they take up such employment opportunities:
  - A toll-free verification service such as telephone lines, short message services (SMS), and email contacts.
  - All-round contacts for follow-up sector agencies such as the MGLSD and the Ministry of Foreign Affairs and the nearest consular services.
  - The address and contact details for the labour regulation agency in the country of destination.
  - Information on ingredients of a genuine contract of employment in the country of destination that should also contain the address for the consulate and the contact person who can also cross-check whether the employer has a reliable address.

#### 4.7.2 Recommendations for CSOs

1. The CSOs should support government efforts to undertake proactive mass sensitisation about what constitutes human trafficking, problems and dangers of human trafficking, identification and reporting of human trafficking, the penalties associated with practices related to human trafficking, the civic responsibilities of the general public towards preventing human trafficking and the development of travel safe guards.
2. The CSO involved in combating human trafficking support government efforts for mass education by supporting the simplification, translation and dissemination of the Prevention of Trafficking in Persons Act, 2009 to ease understanding.
3. The CSO involved in combating human trafficking should support to establish or strengthen existing mechanisms, efforts to provide VITs with adequate support services right from identification to repatriation and seeking redress.
4. The CSO should provide basic education about rights of a worker including aspects such as the right to a contract. This is because most of the VITs were not given letters of appointment before departure. In order to improve decision-making by prospective job-seekers outside the country and make their travel safer, lack of proper knowledge about the contents and value of job contracting is a critical gap that needs to be closed to enhance self-efficacy among the prospective foreign job-seekers. This should be part of the mass sensitisation about making the externalisation of labour safer.
5. The CSO should also support and build the skills capacities of VIT after repatriation to enable them reintegrate easily into society.

6. The CSOs should support government to build the capacity of local leaders and law enforcement officers along the border areas to control or regulate movement along the porous borders through training in understanding and preventing human trafficking as part of their civic responsibilities.
7. The CSO should support the District Labour Offices should to provide regular and updated employment or labour information to the public about gazetted recruitment agencies, proper procedures to follow for the externalisation of labour and other necessary forms of verification that may be required by the public and potential applicants for jobs abroad.

#### **4.7.2 Recommendations for private sector**

1. The network of private sector, the Uganda Association of External Recruitment Agencies should work with central government to support the efforts to identify illegal recruitment agencies and show case success stories of passing through licensed companies while seeking for jobs out of the country.
2. Work with government through the MGLSD to manage the travel credit facilitation fund on behalf of government.

#### **4.8 Lessons Learnt from Conducting the Study**

1. Conducting a rapid assessment among VITs requires a lot of time and resources than was initially anticipated. This is because studies among VITs need to be conducted within the international ethical framework that guides research among VITs and this has implications for the design and implantation of the study that make it inevitable to adopt longitudinal and tracer designs.
2. This study builds on the findings that the externalisation of labour is a way forward for the country if it is to address the current situation of increasing unemployment among the youth. However, there is need for the government to make safe and protect the process of externalisation of labour through a number of recommendations that are highlighted as part of this study to enable Ugandans to make informed and safer decisions about working outside the country.

#### **4.9 Study Conclusions**

Uganda is a source, transit and destination country for VITs. Unemployment, lack of knowledge about verification sources or points for external labour recruitment, the desire for better employment and pay, poverty, family pressure and lucrative but false promises by illegal employment agents are key drivers.

Whereas the externalisation of labour is one guaranteed way of addressing the challenges of unemployment in Uganda, the process needs to be made safer for all Ugandans by preventing and stopping illegal recruitment in all its forms and levels in the country.

Mass awareness about the forms, schemes and dangers of human trafficking is the main intervention to improve self-efficacy and informed decision-making capabilities for prospective job-seekers outside the country. The coordination of efforts for clearance, regulation, monitoring and assistance of and to the externalization of labour between



different government departments such as the MGLSD, the Ministry of Foreign Affairs and the Ministry of Internal Affairs needs strengthening to enhance the implementation of the Prevention of Trafficking in Persons Act, 2009; to re-align the mismatch between the mandate provided for in the law and the level of commitment of resources and effort by the government in protecting, repatriating and rehabilitating VITs; and to re-align the mismatch between the provisions in the Prevention of Trafficking in Persons Act, 2009 and the Penal Code, which complicates the implementation of the former. Memoranda of understanding and bilateral agreements with recipient and transit countries are critical to the operationalisation of the Prevention of Trafficking in Persons Act, 2009 in areas outside Uganda. Consistent documentation of cases of trafficking is a recent phenomenon that is just developing and needs to be strengthened and streamlined thus the need for further research in this area.

## ANNEX I

### List of Stakeholders Consulted

Name	Designation	Organisation
Asan Kasingye	Director INTERPOL and International Relations	International Police Organisation
Milton Turyasima	Assistant Commissioner – Externalisation of Labour	MGLSD
Moses Mukhooli	Head Diaspora Service Department	Ministry of Foreign Affairs
Binoga Moses	Coordinator	Office for Combating Trafficking in Persons, Ministry of Internal Affairs
Charles Kamuli	Head of Department, International Crimes	Director of Public Prosecution
Charles Kamuli	Head of Department, International Crimes	Director of Public Prosecution
Prosper Arinaitwe	Immigration Officer	Ministry of Internal Affairs
Godfrey Byamukama	Managing Director	Karibuni International
Mugenyi Godwin	Managing Director	Middle East Consultants
Tamale Ismail	Director Marketing	International Employment Linkages
Birungi Kulusum Namatovu Catherine Kwagala Rita	Monitoring and Evaluation Officer Social Worker Social Worker	Uganda Youth Development Link
Catherine Ocen Ssabwe	Managing Director	MAGHRIB Agencies Ltd
Edwin Kayuki	Gender-Based Violence Specialist	Inter-religious Council Uganda
Charity Ahumuza Susan Alupo	Programme Manager – Access to Justice Programme Assistant – Access to Justice	Uganda Refugee Law Project
Jesca Angida	Senior Programme Assistant	International Organisation for Migration (IOM)

Andrew Tumwiine Kameraho	Chairperson	Uganda Association of External Labour Recruitment Agencies (UAERA)
Tenywa Flavia	Local leader	Katwe
Mivule Abby	Local leader	Kawempe
Tamale Katumba	Local leader	Nakawa
Kamoga Mohamood	local leader	Bwaise 1
Tebandeke Jennipher	Local leader	Kamwokya
Kabi Paul	Local leader	Katwe
Namuyomba Hawa	Local leader	Kamwokya 11
Nakirijja Margret	Local leader	Nakawa
Ojambo Dicklas	Local leader	Masafu sub-county
Taaka Janerine	Local leader	Masafu sub-county
Mukaga Maurice	Local leader	Dabani sub-county
Wanyama Lukas Juma	Local leader	Dabani sub-county
Mayende David	Local leader	Dabani sub-county
Karim Babi	Local leader	Majanji sub-county
Barasa Patrick Olakho	Local leader	Majanji sub-county
Ochoge George	Local leader	Majanji sub-county
Emodi Simon	Local leader	Majanji sub-county
Afamba Demermical	Local leader	Osukunru sub-county
Ochwo Christopher Iyara	Local leader	Osukunru sub-county
Oyesa Robert	Local leader	Mera sub-county
Oskolo Moses	Local leader	Mera sub-county
Delo Godfrey	Local leader	Malaba
Agola Kayoro	Local leader	Malaba
Jackson Osudo	(Asst CAO Tororo)	Busia
_Alamai Susan	Probation Officer	Tororo district
Ogguti Vincent	District Community Development Officer	Tororo district
Ogele John Baptist	Town agent	Malaba town council
Alowo Beatrice	Community Development Officer	Malaba town council
Sanyu Phiona	CAO	Busia district
Mr Wafula Ernest	Community Development Officer	Busia district
Julius Ogwal	Senior Probation and Welfare Officer	Busia district
Twakaka Kevina	Community Development Officer	Busia municipality
Nakaboko Jackie	Criminal Investigation Department	Uganda Police – Busia town

## Annex II

### Data Collection Tools Used

#### RAPID ASSESMENT ON SCHEMES, ROUTES AND FACTORS THAT PROMOTE PREVALENCE OF TRAFFICKING IN THE TWO BORDER POINT DISTRICTS OF BUSIA AND MALABA IN UGANDA

##### Introduction and background information for obtaining consent from the respondent(s)

PLA is implementing a project on combating human trafficking across the southern and eastern district of Busia and Tororo (Malaba) and Kampala at the national level. This study will, therefore, target victims of trafficking within the two districts of Busia and Tororo, as well as those trafficked through the border points of Busia and Malaba. The specific objectives are:

1. To provide clarity on the prevalence, schemes, routes and factors that influence and/or enable trafficking of women and young girls to prevail across these border points.
2. To assess the knowledge needs of law enforcement officers, opinion, religious and local, CBO and women leaders on human trafficking and the human rights-based approach to handling trafficking incidents.
3. To ascertain existing interventions and explore opportunities for collaborations in combating trafficking in Malaba and Busia.
4. To proffer recommendations for combating human trafficking at the border posts of Malaba and Busia as well as information for awareness-raising and the prevention of human trafficking in the three districts.

You have been selected as one of the respondents of this study. Your responses will be treated confidentially and your name will not be made known in any way in the presentations and use of the findings of this study.

Do you agree to participate in this study?

Yes.....

No. (If no, do not interview but proceed to the next respondent)

**Confirm that the respondent is:**

- An adult
- A victim of transnational trafficking
- Not a refugee (If a refugee, do not interview but proceed to the next respondent)

Part B: Background Information	
<b>STATA Codes</b>	Questionnaire Code/No. District Code Town Council/Division/Sub-county Code
<b>1.</b>	<b>Background characteristics of respondent(s)</b>
1a	Respondent's gender:      1. Male              2. Female
1b	Respondent's age.....Years
1c	Respondent's nationality:      1=Ugandan,    2=Other (Specify/.....).

1d	Respondent's tribal affiliation	
	1 = Muganda                      10 = Mukonjo 2 = Musoga                      11 = Mwamba 3 = Munyankole    12= Ikaramajong 4 = Mutoro                      13 = Samia 5 = Munyoro                      14=Mugisu 6 = Mukiga                      15=Others (specify)..... 7 = Mufumbira 8 = Alur/Luo 9 = Itesot	
1e	What is the respondent's marital status? Single =1;              Married/cohabiting =2;              Divorced = 3;              Widowed=4.	
1f	What is the respondent's literacy level (can you read and write <b>IN ANY LANGUAGE</b> )? Easily =1;              With difficulty =2;              Can't read and write in any language =3.	
1g	What is the respondent's highest level of education attended? Never attended formal school = 1;              Kindergarten = 2;              Lower primary (P1-4) = 3; Upper primary (P5-7) = 4;              "O" Level = 5;              "A" Level = 6; Tertiary/University = 7;              Other (specify) ..... = 8;              Does not know = 9.	
1h	Respondent's current <u>primary (main) economic</u> activity engaged in? 1. Going to school                      2. Subsistence farming                      3. Housework  4. Regular paid public employee                      5. Regular paid private employee                      6. Own account worker, e.g. petty trade, business, bakery, cookery (not subsistence farming)                      7. Casual labourer 8. Others (specify).....                      9. Unemployed/None	
1i	Other skills possessed by respondent (other than skills used in primary economic activity in 1h above): Carpentry = 1;                      Construction =2;                      Brick-making =3.  Lumberjack & boat-making = 4;              Driving/driver's licence = 5;                      Mechanic = 6; Welding & ironworks = 7;              Fishing/fishnet making = 8;                      Arts & crafts = 9; Salon/hair-weaving = 10;              Tailoring = 11;  Other, specify _____ =12              None= 14.	
<b>2. Background characteristics of parents/guardians of respondents</b>		
2a	Are your parents still alive?	1. Yes, both 2.Yes, only father 3.Yes, only mother 4. No, both dead (Skip to 3a) 5. Don't know
2b	If all/one of your parents are/is still alive, what work does your father do for a living? (Please tick or circle)	1. Subsistence farmer 2. Petty trader 3. Public regular paid worker 4. Private regular paid worker 5. Own account worker 6. Housework 7. Casual labour 8. Others (specify)..... 9. None/Not employed/too old for employment

2b	If all/one of your parents are/is still alive, what work does your mother do for a living? <i>(Please tick or circle)</i>	<ol style="list-style-type: none"> <li>1. Subsistence farmer</li> <li>2. Petty trader</li> <li>3. Public regular paid worker</li> <li>4. Private regular paid worker</li> <li>5. Own account worker</li> <li>6. Housework</li> <li>7. Casual labour</li> <li>8. Others (specify).....</li> <li>9. None/Not employed/Too old for employment</li> </ol>
3a	If all or one of your parents are/is dead (or you don't know whether they are still alive), do you currently have a guardian?	<ol style="list-style-type: none"> <li>1. Yes</li> <li>2. No (if No skip to 3d)</li> </ol>
3b	If yes, what work does your guardian do for a living? <i>(Please tick or circle your answer)</i>	<ol style="list-style-type: none"> <li>1. Subsistence farmer</li> <li>2. Petty trader</li> <li>3. Public regular paid worker</li> <li>4. Private regular paid worker</li> <li>5. Own account worker</li> <li>6. Housework</li> <li>7. Casual labour</li> <li>8. Others (specify).....</li> <li>9. None/Not employed/Too old for employment</li> </ol>
3c	Where do your surviving parent(s) or guardian live? <i>(Tick or circle your answer)</i>	<ol style="list-style-type: none"> <li>1. Busia</li> <li>2. Tororo</li> <li>3. Kampala/Wakiso/Mukono/Mpigi</li> <li>4. Others (specify).....</li> </ol>
3d	Father's highest education attained (ask if father is still alive):	Never attended school = 1; Kindergarten = 2; Lower primary (P1-4) = 3; Upper primary (P5-7)=4; 'O' Level = 5; 'A' Level = 6; Tertiary/University = 7; Other (specify) ..... = 8;  Don't know = 9.
3e	Mother's highest education attained (ask if mother is still alive):	Never attended school = 1; Kindergarten = 2; Lower primary (P1-4) = 3; Upper primary (P5-7) =4; 'O' Level = 5; 'A' Level = 6; Tertiary/University 7, Other (specify)..... = 8; Don't Know = 9
3f	Guardian's highest education attained (if responded has a guardian):	Never attended school = 1; Kindergarten = 2; Lower primary (P1-4) = 3; Upper primary (P5-7)=4; 'O' Level = 5; 'A' Level = 6; Tertiary/University 7; Other (specify)..... = 8; Don't Know = 9.
<b>Status of the respondent(s) at time of trafficking</b>		
4a	Age of the respondent at the time of being trafficked?	<ol style="list-style-type: none"> <li>1. Under 18</li> <li>2. Above 18</li> <li>99. Don't know</li> </ol>
4b	How many times has respondent been victim of trafficking in the last five years?	<ol style="list-style-type: none"> <li>1. It is the first time it has happened to me</li> <li>2. It is the second time it has happened to me</li> <li>3. It has happened to me more than twice</li> </ol>
4c	When did it (last episode) happen? <i>(Please tick or circle your answer)</i>	<ol style="list-style-type: none"> <li>1. Last one year (2015)</li> <li>2. More than one year ago</li> <li>3. Within this year (2016)</li> </ol>
4d	If respondent was victim of international trafficking, which country was the person taken to?	..... .....

4e	What were you doing for livelihood before being contacted?	<ol style="list-style-type: none"> <li>1. Subsistence farmer</li> <li>2. Petty trader</li> <li>3. Public regular paid worker</li> <li>4. Private regular paid worker</li> <li>5. Own account worker</li> <li>6. Housework</li> <li>7. Casual labour</li> <li>8. Others (specify).....</li> <li>9. None/Not employed</li> </ol>
----	--	--

**Part C: Schemes and Networks Involved in and Used**

5a	How did you get to know about the job offers at the place of destination?	<ol style="list-style-type: none"> <li>1. Radio/television</li> <li>2. Local newspapers</li> <li>3. Local community meetings</li> <li>4. Through religious institutions</li> <li>5. From NGOs/CSOs</li> <li>6. Local recruitment agencies in Kampala</li> <li>7. Local recruitment personnel in the community</li> <li>8. Through parents/relative</li> <li>9. Through friend(s)</li> <li>10. Others (please specify).....</li> </ol>
5b	How did you get into contact with your initial perpetrator/contact person? ( <i>More than one answer is possible</i> )	<ol style="list-style-type: none"> <li>1. Parents/guardian</li> <li>2. Company agent</li> <li>3. Friends/neighbour</li> <li>4. Other relatives</li> <li>5. Only myself/Contacted directly (<i>skip 5c</i>)</li> <li>6. Others (specify).....</li> </ol>
5c	Who was involved in the initial negotiations about the prospective job offer with you and or from your family/friends? ( <i>More than one answer is possible</i> )	<ol style="list-style-type: none"> <li>1. Parents/guardian</li> <li>2. Company agent</li> <li>3. Friends/neighbour</li> <li>4. Other relatives</li> <li>5. Only myself/Contacted directly</li> <li>6. Others (specify).....</li> </ol>
5d	Was any one from your family/friends/neighbours against the prospective job offer during negotiations? ( <i>More than one answer is possible</i> )	<ol style="list-style-type: none"> <li>1. None</li> <li>2. Yes, my parents/guardian</li> <li>3. Yes, other relatives</li> <li>4. Yes, other persons</li> </ol>
5e	If yes to 5d above, why were they against the prospective job offer during negotiations?	<p>.....</p> <p>.....</p> <p>.....</p>
5f	How many times were you contacted during the process of negotiation ( <i>measure of active involvement of victim</i> )	<ol style="list-style-type: none"> <li>1. Once</li> <li>2. Twice</li> <li>3. More than twice</li> </ol>

5g	Where did the negotiations take place?	<ol style="list-style-type: none"> <li>1. At home of victim</li> <li>2. At home of perpetrator/agent</li> <li>3. At office of perpetrator/agent</li> <li>4. On the street</li> <li>5. At the church/mosque</li> <li>6. On phone/Facebook/Watsapp/Twitter etc.</li> <li>7. Other (specify).....</li> </ol>
5h	What information were you given on initial contact and during negotiation? ( <i>TICK. More than one answer is possible</i> )	<p>5h(i).Application fee/travel fee 1. Yes 2.No</p> <p>5h(ii).Job offer/type of job 1. Yes 2. No</p> <p>5h(iii).Destination point address/contact of the employer 1. Yes 2.No</p> <p>5h(iv).Payment terms 1. Yes 2. No</p> <p>5h(v).Other working terms 1. Yes 2.No</p> <p>5h(vi).Others(specify) 1. Yes 2.No</p> <p>5h(vii).If you were not given destination point/conatct address of employer during negotatiions, did you raise this as a complaint to agent/perpetrator? 1. Yes 2.No</p>
5i	How long did this process of negotiations last?	<ol style="list-style-type: none"> <li>1. Less than a month</li> <li>2. More than a month</li> <li>3.Others (specify)</li> </ol>
5j	Did you consult any other person outside your family or the perpetrator/one that initially contacted you in order to verify the prospective employment information details given?	<ol style="list-style-type: none"> <li>1.Yes, parents</li> <li>2.Yes, guardian</li> <li>3.Yes, friend/neighbour</li> <li>4.Yes, police/district administrator/Interpol</li> <li>5.Yes, LCs</li> <li>6. Yes, Ministry of Gender, Labour and Social Development Registration Services Bureau</li> <li>6.Yes, NGO/CBO (give the name).....</li> <li>7. Ministry of Internal Affairs/Immigration/COCTIP</li> <li>8. Others (specify).....</li> <li>9.No one contacted</li> </ol>



5k	Were you at any time during negotiations forced to accept the job offer?	<ol style="list-style-type: none"> <li>1. Yes, by parents/relative</li> <li>2. Yes, by friends</li> <li>3. Yes, by perpetrator</li> <li>4. No</li> </ol>
----	--	--

**Drivers of human trafficking (push and pull factors)**

6a	What prompted you to decide to undertake the offer about job placement or other livelihood opportunity outside the country?	<p><b>a)Within your home</b></p> <ol style="list-style-type: none"> <li>1.Parental/family advice/pressure</li> <li>2.Parental/family pressure</li> <li>3. Unemployment</li> <li>3.Poverty</li> <li>4.Child labour</li> <li>5. Educational opportunity outside</li> <li>6. Others( specify).....</li> </ol> <p><b>b)Outside your home but within your community</b></p> <ol style="list-style-type: none"> <li>1.Peer pressure</li> <li>2.Unemployment</li> <li>3.Little pay</li> <li>4. Others (specify</li> </ol> <p><b>c)Outside your community</b></p> <ol style="list-style-type: none"> <li>1.Better employment/payment opportunities</li> <li>2. Free ticket and visa</li> <li>3. Others (specify).....</li> </ol>
----	---	--

6b	Is there any other information that you were not given that you think would have enabled you to make a better decision before departure?	<ol style="list-style-type: none"> <li>1. Yes</li> <li>2. No</li> </ol>
----	--	---

6c	If yes, which information is that?	..... .....
----	------------------------------------	----------------

**Destination point**

7a	What job or livelihood opportunity were you given at the point of destination?	<ol style="list-style-type: none"> <li>1.Househelp/domestic work</li> <li>2.Commercial sex work</li> <li>3.Receptionist</li> <li>4. Smuggling goods</li> <li>5. Eduaction</li> <li>6. Shop attendant/salesperson</li> <li>7. Others (specify).....</li> </ol>
----	--	---

7b	Was the job or livelihood opportunity different from the one promised at the point of negotiation?	<ol style="list-style-type: none"> <li>1.Yes</li> <li>2.No</li> </ol>
----	--	---

7c	If yes,how different was it from the one at the point of negotiation?	..... .....
----	---	----------------

7d	Was the payment ( <b>salary</b> ) for the job different from the one promised at negotiation?	<ol style="list-style-type: none"> <li>1.Yes</li> <li>2.No</li> </ol>
----	---	---

7e	If yes, how different was the pay ( <b>salary</b> ) from the one at the point of negotiation?	..... .....
----	---	----------------

7f(i)	Were the other working conditions different from the ones promised at point of negotiation?	<ol style="list-style-type: none"> <li>1.Yes</li> <li>2.No</li> </ol>
-------	---	---

7f(ii)	If yes, how different were the working conditions from the ones promised at negotiation? ..... .....	
7f(iii)	If the job or payment and any other working conditions were different from those promised, did you attempt to report such cases?	1.Yes (if yes, skip to 7f(v)) 2.No (if no, go to 7f(iv))
7f(iv)	If no, why did you NOT attempt to report such cases?	1.Lacked knowledge where to report such cases 2. Was under confinement 3. Language barrier 4. Threatened by employer 5. Lack of communication gadgets/phone withheld 6. Others (specify).....
7f(v)	If yes, how did you report them?	1.Through a phone/Whatsapp/Facebook 2.Through a friend
7f(vi)	If yes, where did you report such cases?	1.Police 2.Parent/friend/relative(s) back home 3.Local leaders (specify)..... 4.Foreign mission/embassy/consulate 5.Local labour office at the point of destination 6.Perpetrator back home
7f(vii)	What did the place you reported to do about your case?	1. Arrested the perpetrator 2. Prosecuted the perpetrator 3. Rescued me from that work 4. Repatriated me to Uganda 5. Others (specify)..... 6. None
7f(viii)	What challenges did you face when trying to report such abuses/exploitation	1.Delayed response 2. Language barrier 3. Intimidation/lack of support at place reported to 4.Others (specify)..... 5. None
7g	What other work-related conditions were you subjected to at place of destination for work or other livelihood offers?	1.Communication challenges 2.Passport withdrawal 3.Confined in house/Not allowed to move 4. Rude employers 5. Physical abuse 6. Psychological abuse 7. Denied access to medical care 8. Others (specify).....
7h	Were you given letters of appointment/contract before or on departure?	1.Yes 2.No
7i	Were you given letters of appointment on arrival at point of destination for work or other livelihood offers?	1.Yes 2.No
7j	Were you given clear address/contact details of employer workplace at point of destination ?	1.Yes 2.No

7k	If yes, was the address/contact details of employer same as the ones given before departure?	
7l	If no, did you raise this as a complaint to the perpetrator/ employment agent or other relevant offices or relatives?	1.Yes 2.No
7m	What was their reaction?	.....

**Part D: Impact of Human Trafficking**  
*Please tick or circle*

8a	What social-health impacts did you experience at such place of work?	1.Physical deprivation(sleep, food, light) 2.Poor health 3.Sexual assault and rape/defilement 4.Physical violence(beating and torture) 5.Threats and intimidation 6.Confinment/Denied freedom of movement 7.Pysical and social isolation 8. Non-payment of my wages/salary 9. Forced to do work I did not want to/ forced labour or work not pomised 10. Others (specify).....
8b	Are you aware of any other person from your home district who has experienced human trafficking?	1.Yes 2.No
8c.	If yes, what was the country of destination for that other person from your home district?	.....

**Routes**

9a	How were you transported from your place of origin to the place/country of destination? <i>(More than one response is possible)</i>	1.Public means/taxi/bus 2.Private means/car 3. Air/plane 3.Others (specify).....
9b	Which border points did you go through to your point of destination? (for victims of transnational trafficking) <i>(more than one response is possible)</i>	1.Busia 2.Malaba/Tororo 3. Entebbe 4.Don't know 5.Others (specify).....
9c	Did you travel with the perpetrator to your point of destination or for part of the journey?	1.Yes 2.No
9d	If yes, during the process of transit, did you change hands between the agents/transporters?	1.Yes 2.No

9e	If yes, how many times?	1.Once 2.Twice 3.More than twice 4. Don't remember
9f	Did you develop any sense of fear when you were changing hands between agents/transporters?	1.Yes 2.No
9g (i)	If yes, did you attempt to complain or report during the transit?	1.Yes 2.No
9g (ii)	If yes, where did you report?	1.Police 2.Parent/friend/relative(s) back home 3.Local leaders (specify)..... 4.Foreign mission/embassy/consulate 5.Local labour office at the point of destination 6.Perpetrator back home
9g (iii)	Were you conscious throughout the course of the journey to your point of destination for work or other livelihood opportunities?	1.Yes 2.No
9h(i)	Did you go through formally established exit points or informal routes at the border points into the country of destination or transit? <i>(for victims of transnational trafficking)</i>	1.Formal points 2.Informal points 3.Don't know
9h(ii)	If you went through informal routes, were you aware that you were being transported/moved illegally?	1.Yes 2.No
9h	If you went through formal exit or immigration points, did the immigration officer(s) ask you/counsel you? a) about the point of destination? 1.Yes 2.No b) advice about safe travel procedures/precautions 1.Yes 2.No c) advice about the contact person/office in case of any problem in the country of destination? 1.yes 2.No	
9i	While at immigration offices, did you truthfully tell the immigration officers the correct answers to the questions asked about your point of destination and purpose of travel? 1. Yes 2. No	
<b>Knowledge about human trafficking regulations and laws</b>		
20a(i)	Are you aware of the laws or any provisions about human trafficking?	1.Yes 2.No
20 a(ii)	If yes, what laws or provisions are you aware about human trafficking?	..... ..... .....

20 a(iii)	If yes, what were your sources of information about human trafficking?	<ol style="list-style-type: none"> <li>1. Radio</li> <li>2. Newspapers</li> <li>3. Local leaders</li> <li>4. Religious leaders</li> <li>5. Consulate at point of destination</li> <li>6. Immigration officers</li> <li>7. Police officers</li> <li>8. Others (specify)</li> </ol>
20b	When did you know about the law or any provision about human trafficking? Was it before or after becoming a victim?	<ol style="list-style-type: none"> <li>1. Before</li> <li>2. After</li> <li>3. Others (specify).....</li> </ol>
21	What challenges are faced by survivors of trafficking at the home country?	
22	What kind of support do you think can be given to victims of human trafficking after identification in the country of destination?	
23	What kind of support do you think can be given to victims of human trafficking after being repatriated to their home country?	
24	What is it that you would like to know more about human trafficking? ..... .....	
25	When you came back to Uganda, did you report your case to police? If yes, what assistance were you given? Were you satisfied with the services? ..... .....	

## RAPID ASSESSMENT ON SCHEMES, ROUTES AND FACTORS THAT PROMOTE THE PREVALENCE OF TRAFFICKING IN TWO BORDER POINTS OF BUSIA AND MALABA IN UGANDA:

### KEY INFORMANT INTERVIEW GUIDE

#### Introduction and background information

PLA is implementing a project on combating human trafficking across the southern and eastern districts of Busia and Tororo (Malaba) and Kampala at the national level. This study will, therefore, target victims of trafficking within the two districts of Busia and Tororo as well as those trafficked through the border points of Busia and Malaba. The main objective is to generate valid data on the schemes, routes and factors that promote the prevalence of trafficking in Uganda.

#### The specific objectives are:

1. To provide clarity on the prevalence, schemes, routes and factors that influence and or enable the trafficking of men, women and young girls to prevail from around greater Kampala and across these border points.
2. To assess the knowledge needs of law enforcement officers, opinion, religious and local CBOs and women leaders regarding human trafficking and the human rights-based approach to handling trafficking incidents.
3. To ascertain the existing interventions and explore opportunities for collaborations in combating trafficking around greater Kampala, Malaba and Busia.
4. To proffer recommendations for combating human trafficking around greater Kampala and at the border posts of Malaba and Busia as well as information for awareness-raising and the prevention of human trafficking in the three districts.

You have been selected as one of the key respondents of this study. Your responses will be treated confidentially and your name will not be made known in any way in the presentations and use of the findings of this study.

1. What do you understand by the term “human trafficking”?
2. There is an increase in the trafficking of persons from Uganda. What do think are the main contributing factors or drivers of this trend?

Probe: Why are most victims are women and young girls?

Where are the gaps within the country’s laws and policies that contribute to this trend?

Where are the gaps within the country’s immigration and legal systems that contribute to this trend?

3. As a local government, what are the current interventions that you are implementing to combat trafficking of persons in your area?

Probe: What partnerships do you have with CSOs/NGOs/the UN to realise this mandate?

What partnerships do you have with CSOs/NGOs/the UN:

for challenges in preventive efforts against human trafficking across borders?

for challenges in the identification of victims?

for challenges in supporting victims of trafficking in persons?

1. What needs to be done to strengthen your efforts against the trafficking of persons across countries?

Probe: At the community level one?

At the border points and immigration control points?

At the regulation and licensing of employment/recruitment agencies?

What is the key relevant information about the major countries of destinations for victims of trafficking in persons from Uganda that needs to be made known or clear to potential labour migrants to those countries?

2. Any other recommendations about key intervention areas that are relevant but are currently not being implemented or are being under-implemented?

## Annex iii

## List of participants for the Validation meeting in Tororo

No.	Name of participant	Organization	Designation	Contact
1	Olira Peter	Tororo District Local Gov't	Chairperson Local council 3 Mella	0783877692
2	Delo Godfrey	Tororo District Local Gov't	Chairperson local council	0773977661
3	Odoi Adriane	Giso	Osukuru Sub county	0774939115
4	Olowo Columbus	Tororo District Local Gov't	Local Council 1 osukuru	0782506565
5	Alowo Vicky Emily	Tororo District Local Gov't	Community Development officer osukuru sub county	0773049788
6	Emmdon Fred	Tororo District Local Gov't	Parish Chief Osukuru	0779977046
7	Nyadoi Hellen	Tororo District Local Gov't	Community Development officer mella sub-county	0774183349
8	Odongo Peter	Tororo District Local Gov't	District officer	
9	Cherotich Diana	Police officer	Osukuru	0778119927
10	Onyango Jerom	Tororo District Local Gov't	District officer	0772619782
11	Japal Anthony Paul	Tororo District Local Gov't	District officer	0779374059
12	Ofambo Jeremiah	Tororo District Local Gov't	Osukuru	078878680
13	Onaido Catherine	Uganda Police	Police officer	0772305828
14	Fuuna Florence	Uganda Police	Police officer	0782180681
15	Ziwa Musa	Uganda Police	Police officer	0714667967
16	Opaye	Tororo District Local Gov't	Local Council	0783845161
17	Okeke John	Tororo District Local Gov't	Chairman Local Council osukuru parish	0778429919
18	Kezekia Biryabarema	Internal Security Organisation	Diso's office	0780518873
19	Etyang Elb Ino	Tororo District Local Gov't	Local Council 1-Mella	0784582082
20	Oyese Robert	Tororo District Local Gov't	Local Council Mella	0779070435
21	Ochwo Christopher	Tororo District Local Gov't	Local Council Osukuru parish	0782607832
22	Othieno Keffa	Tororo District Local Gov't	Chairman Local Council Osukuru	0772496472



23	Kasedde Gerald	Uganda police	Community Liason Officer	0772558813
24	Father John Richard Owor	Catholic church	Parish Priest Malaba	0779958392
25	Rev. Padson Halenda Wegule	Church Ministry	Parish Priest	0786605070
26	Amuge Janet	Uganda Police	Child and Family Protection Unit	0787177982
27	Awori Helen	Uganda police	Child and Family Protection Unit	0775495472
28	Nuwamanya Charles	Immigration	Malaba border	0772470165
29	Oboth Richard	Tororo District Local Gov't	Malaba	0772314644
31	Omeja Ochieng	Tororo District Local Gov't	Malaba	0788293294
32	Musazi Edward	Tororo District Local Gov't	Malaba	0782036684
33	Okumu Richard	Plan International	Plan International	0777697844
34	Anyangait Ziparah	Uganda Police	Tororo	
35	Alamai Susan	Tororo District Local Gov't	Local council	0772883723
36	Ilukat George	Tororo District Local Gov't	Enforcement	0773900071
37	Geofrey	Tororo District Local Gov't	Local council Mella	
38	Amoot Abumere	Tororo District Local Gov't	Local Council Mella	0758669084
39	Osikol Moses	Tororo District Local Gov't	Local Council Mella	0753936950
40	Paul Okanya	Tororo District Local Gov't	Local Council	0752621191
	Osses John Baptist	Tororo District Local Gov't	Local Council	0779375868
41	Owor Patrick	Uganda Police office	O.C station Tororo	0772320181
42	Nakizza Jane	Uganda Police officer	Child and family protection Unit	
43	Nambala Sofi	Uganda Police officer	Child and Family Protection Unit	0703432142
44	Oketch Stephen	Tororo District Local Gov't	Local Council	0787162554
45	Alowo Beatrice	Office of the president	Resident District Commissioner	0773978109
46	Orochi Martin	Office of the president	Resident District Commissioner	0772335099
47	Ikuuku Susan	Office of the president	Resident District commissioner's office	0718831405
48	Emojong Joseph	Tororo District Local Gov't	Local council	0774084509
49	Awori Samali	Tororo District Local Gov't	Local Council	0776697390
50	Idd Mutai	Tororo District Local Gov't	Local Council	0782309862
51	Oguti Vicent	Tororo District Local Gov't	District Community Development officer	0772555391

List of participants for the validation meeting in Busia

No.	Name	Organisation	Designation	Contact
1	Kadogo Margrete	Busia District Local Gov't	Chairperson	0777259136
2	Mayande David	Busia District Local Gov't	Chairperson- Nagwea	0778184251
3	Bogere Umaru	Busia District Local Gov't	Chairperson- Mukango	0782625169
4	Odongho Stephen	Busia District Local Gov't	Chairperson-Bukhalika	0774541210
5	Egessa Chester	Busia District Local Gov't	Chairperson	077320190
6	Masidu Christopher	Busia District Local Gov't	Chairperson- malomba	0774258467
7	Obimbwa Patrick	Uganda Police	Community Liason Officer	0779656778
8	Opio Gol	Uganda police	Community Liason Officer	0711042062
9	Patrick	Busia District Local Gov't	Chairperson	0780842983
10	Bwire Dickson	Busia District Local Gov't	Chairperson- buyore	0784890882
11	Oundo Paul Mahilo	Busia District Local Gov't	Chairperson	0754819710
12	Karimu Babi	Busia District Local Gov't	Local council chairperson Namundira	0752417023
13	Ofitin Sylevester	Busia District Local Gov't	Community Development officer-masafu	0782903570
14	Okuku Zeblon	Busia District Local Gov't	Chairperson buwambo	0775417495
15	Arineitwe Twayara Prosper	Busia District Local Gov't	District official	0774668080
16	Luanda Eric		Giso	0785257076
17	Waiswa Saul	Florev Ministries	Deputy prime minister	0772601299
18	Idraku Lawrence	Uganda Police	Majanji	0772350618
19	Ouma Fred	Busia District Local Gov't	chief/sas masafu	0781444344
20	Rev Abner Bwire	Anglican church	Municipal	0774142700
21	Lubamba James	Uganda Police	d/cid/o bsa	0752377179
22	Mugisha Gerald	Uganda Police	child protection	0752748793
23	John Mike	Busia District Local Gov't	Community Development officer-Lumino	0772325703
24	Olindo Hillary	Internal Security Organisation	GISO	0775426304
25	Angom Agnes	Uganda Police	Police officer	0786760543
26	Ojambo Dicklas	Internal security organization	Giso	0774215009
27	Sanya Johnson	Busia District Local Gov't	District official	0783845032
28	Maloba Amoya	Busia District Local Gov't	District official	07829280
29	Auma Annet	Busia District Local Gov't	District official	0777054993
30	Okoth Jimmy	Busia District Local Gov't	District official	0784635385
31	Bwire Hassan	Busia District Local Gov't	District official	0772695561

32	Wotti Patrick	Busia District Local Gov't	District official	0779466174
33	Adhola Kennedy otiti	Office of the president	Resident district commissioner	
34	Barasa Ben Charles	Busia District Local Gov't	Chairperson	0773556193
35	Wanyama Okumu	Busia District Local Gov't	Local Council	0774103652
36	Bwire Benson pamba	Busia District Local Gov't	Local council chairperson- majanji	0782468870
37	Ojiambo Christopher	Busia District Local Gov't	chair person	075299068
38	Obanda Alex Jihundu	Busia District Local Gov't	chair person	0771484860
39	Mutesi Damalie	child fund	Administrator	0782508198
40	Wandera Johnson	Busia District Local Gov't	Local Council 3	0779762279
41	Mangoni David	Busia District Local Gov't	Sub county chief	077687724
42	Wandera Magunic	Busia District Local Gov't	District official	0774282737
43	Ngira Robert	Busia District Local Gov't	Local council chair person	0774597312
44	Julius Ollalo	Busia District Local Gov't	Local council chairperson	07724597312
45	Barasa Patrick	Busia District Local Gov't	Sas	0773815696
46	Iwalingal Atauti	Busia District Local Gov't	Sub county chief	0772340534
47	Yesamu Francis	Uganda police	oc. station	0772604555
48	Rev. Egeessa Livingstone	Church of Uganda	Pentecostal	0787767769
49	Obiero Francis	Busia District Local Gov't	Local council chairperson	0785800899
50	Kayira Mohammed		sas dabani	0774439010
51	Abuba Koriddi	Busia District Local Gov't	Local council 3 chairperson Dabani	0753657479
52	Oundo Lenard	Busia District Local Gov't	Community Development officer Dabani	0773079102
53	Wafula Earnest	Busia District Local Gov't	District community Development officer	0772800776
54	Adaya Vincent	Busia District Local Gov't	Assistant Chief Administrative Officer	0772512169
55	Kagenya Steven	Internal Security Organisation	DISO	0752899981
56	Bwire Sam	Busia District Local Gov't	chairperson 1	0773275131
57	Odero Elijah	Busia District Local Gov't	District official	0752813112
58	Kidopa Geogrey	Internal Security Organisation	GISO	0783277822



Platform for Labour Action  
Plot 68 , Kanjokya Street,  
Kamwokya, Kampala  
P.O Box 9714, Kampala  
Tel: +256-414-253-383  
+256-312-260-196

Fax: +256-414-230-142  
Email: [pla@utlonline.co.ug](mailto:pla@utlonline.co.ug)  
Website: [www.pla-uganda.org](http://www.pla-uganda.org)  
Platform for Labour Action



**TOLL FREE NUMBERS:**  
Kampala - 0800 200 867  
Iganga - 0800 203 042  
Lira - 0800 203 043