



GOVERNANCE SPHERE

Acts 17:26,27

50 DAY PRAYER &
FASTING SEASON

19TH AUGUST – 8TH OCTOBER 2025

A background image showing a hand holding a white card over a winding road. The road is paved and curves through a green, hilly landscape. In the distance, there are buildings and more trees. The overall tone is bright and hopeful.

LABOUR & EMPLOYMENT

DAY 27: 14th SEPTEMBER 2025

Focus verses

- **GENESIS 2:15**

“The Lord God took the man and put him in the Garden of Eden to work it and take care of it.”

- **ISAIAH 65:22–23**

“My chosen ones will long enjoy the work of their hands. They will not labor in vain, nor will they bear children doomed to misfortune.”

- **ECCLESIASTES 3:13**

“That each of them may eat and drink, and find satisfaction in all their toil — this is the gift of God.”

- **PROVERBS 12:11**

“Those who work their land will have abundant food, but those who chase fantasies have no sense.”

- **COLOSSIANS 3:23**

“Whatever you do, work at it with all your heart, as working for the Lord, not for human masters.” 2

- **JAMES 5:4**

“The wages you failed to pay the workers who mowed your fields are crying out against you.”

Introduction

- Labour and employment are the backbone of any nation's development.
- A people's productivity determines their standard of living, while governance ensures that opportunities are fairly distributed, workers are protected, and jobs are created.
- Uganda, with over 70% of its population under 30, has one of the youngest populations in the world. This demographic presents both a great opportunity and a serious challenge.
- If well governed, Uganda's youth can be a powerhouse of innovation and productivity. If neglected, unemployment and underemployment can lead to poverty, frustration, and instability.

The State of Labour and Employment in Uganda

- **Youth Bulge:** Every year, about 700,000 young people enter the job market, but only about 80,000 formal jobs are created.
- **Informal Sector:** Over 80% of workers are in informal employment (small businesses, subsistence farming, casual labor) with little job security.
- **Labour Migration:** Many Ugandans seek work abroad, especially in the Middle East, due to limited opportunities at home.

Governance Role: Create enabling environments for job creation, enforce labor standards, and expand vocational training.

Governance and Labour Rights

- **Labour Laws:** Protect workers from exploitation, unsafe conditions, and unfair dismissal.
- **Wages & Benefits:** Setting minimum wages and ensuring workers receive fair compensation.
- **Social Protection:** NSSF, pensions, and health benefits safeguard workers' dignity.
- **Gender Equality:** Ensuring women and men have equal employment opportunities.

James 5:4 — “The wages you failed to pay the workers who mowed your fields are crying out against you.”

Challenges in Uganda's Labour Market

- **Unemployment and Underemployment:** Many graduates cannot find jobs in their fields.
- **Skills Gap:** Employers report a mismatch between what schools teach and what industries need.
- **Exploitation of Workers:** Migrant workers often face abuse abroad; local workers face poor conditions.
- **Brain Drain:** Skilled workers migrate, leaving gaps in health, education, and technology sectors.

Isaiah 65:22–23 — “My chosen ones will long enjoy the work of their hands. They will not labor in vain, nor will they bear children doomed to misfortune.”

Opportunities for Labour and Employment

- **Industrial Parks:** Can generate thousands of manufacturing jobs.
- **Agro-Industrialization:** Processing Uganda's agricultural products can absorb youth labor.
- **Entrepreneurship:** Supporting SMEs and startups creates local jobs.
- **Digital Economy:** ICT and online platforms can create new employment avenues.
- **Regional Integration:** Free movement within the EAC provides more opportunities.

Colossians 3:23 — "Whatever you do, work at it with all your heart, as working for the Lord, not for human masters."

Governance for Inclusive Employment

- Policies must ensure decent work for all.
- Investment in vocational training and skills development is essential.
- Anti-corruption in public service recruitment.
- Promoting fair labor migration policies to protect Ugandans abroad.
- Encouraging private sector growth, since government alone cannot absorb all job seekers.

UGANDA'S LABOUR MIGRATION TO THE MIDDLE EAST

- Over the past two decades, Uganda has experienced a surge in labour migration to the Middle East, particularly to countries such as Saudi Arabia, UAE, Oman, and Qatar. Tens of thousands of Ugandans — mostly young women working as domestic workers and young men in construction, security, or driving — seek better-paying jobs abroad due to limited opportunities at home.
- Remittances from migrant workers contribute over \$1.4 billion annually to Uganda's economy, making them an important source of foreign exchange. Yet, this economic benefit comes at a high human cost.

Governance and Labour Migration

Opportunities

- Remittances support families, education, and community projects.
- Migrants gain skills and exposure to global work environments.
- Labour migration reduces unemployment pressures at home.

Challenges

- **Exploitation and Abuse:** Many domestic workers face long hours, withheld wages, physical abuse, or lack of legal protections.
- **Human Trafficking:** Some migrants are recruited through illegal or fraudulent agencies.
- **Weak Regulation:** Limited government capacity to monitor contracts, agencies, and conditions abroad.
- **Reintegration Problems:** Returnees often lack reintegration support or investment opportunities for their savings.

Exodus 22:21 — “Do not mistreat or oppress a foreigner, for you were foreigners in Egypt.”

Governance Failures and Debates

- Reports of Ugandan domestic workers stranded or abused in the Middle East have led to temporary bans, but enforcement is inconsistent.
- Corruption in licensing recruitment agencies undermines protections.
- Labour attachés at Ugandan embassies are often underfunded, limiting their ability to assist distressed workers.
- Policies focus on remittances but rarely address the human dignity of migrants.

James 5:4 — “The wages you failed to pay the workers who mowed your fields are crying out against you.”

Opportunities for Governance Reform

- **Bilateral Agreements:** Stronger protections in contracts between Uganda and destination countries.
- **Agency Regulation:** Stricter vetting and monitoring of recruitment agencies.
- **Pre-departure Training:** Equipping workers with legal, cultural, and financial literacy before departure.
- **Reintegration Programs:** Helping returnees invest in businesses or education.
- **Job Creation at Home:** Long-term solution lies in building industries and enterprises that reduce forced migration.

Micah 6:8 — “Act justly, love mercy, and walk humbly with your God.”

Conclusion: Labour as Stewardship

- Work is not just economic — it is spiritual. God designed humans to be productive, to cultivate the earth, and to serve one another. Governance is tested in how it nurtures the dignity of work and ensures employment opportunities are accessible to all. Uganda's future rests on whether its youthful population is empowered with skills, jobs, and hope — or left idle and vulnerable.

Genesis 2:15 — “The Lord God took the man and put him in the Garden of Eden to work it and take care of it.”

PRAYER GUIDE FOR LABOUR & EMPLOYMENT

Thanksgiving for Uganda's Workforce

Psalm 128:2 — “You will eat the fruit of your labor; blessings and prosperity will be yours.”

Lord, we thank You for Uganda's vibrant and youthful population, full of energy and potential. Lord, thank You for how remittances have helped families access food, education, and health care.

Repentance for Unemployment, Exploitation and Neglect

James 5:4 — “The cries of the harvesters have reached the ears of the Lord Almighty.”

Jeremiah 22:13 — “Woe to him who builds his palace by unrighteousness, his upper rooms by injustice, making his own people work for nothing.”

Forgive us, Lord, for systems that exploit workers, for corruption in recruitment, and for failing to create enough dignified jobs. Forgive us for governance failures that have exposed our people to abuse abroad.

Prayer for Job Creation at Home

*Isaiah 65:21–23 “They shall build houses and inhabit them; they shall plant vineyards and eat their fruit. They shall not build and another inhabit; they shall not plant and another eat; for like the days of a tree shall the days of my people be, and **my chosen shall long enjoy the work of their hands. They shall not labor in vain** or bear children for calamity, for they shall be the offspring of the blessed of the LORD, and their descendants with them.*

Father, bless Uganda with industries, businesses, and enterprises that create sustainable employment for millions.

Father, bless Uganda with industries, enterprises, and innovation that create decent jobs so our people do not have to suffer abroad.

Prayer for Skills and Education

Exodus 35:35 — “He has filled them with skill to do all kinds of work.”

Lord, align Uganda's education system with labor market needs. Equip our youth with practical skills and innovation.

Prayer for Labor Rights and Protection

Leviticus 19:13 — “Do not defraud or rob your neighbor. Do not hold back the wages of a hired worker overnight.”

May workers be treated with fairness, dignity, and respect. Protect migrant workers abroad and casual laborers at home.

Prayer for Migrant Workers' Protection

Psalm 121:7–8 — “The Lord will keep you from all harm... the Lord will watch over your coming and going both now and forevermore.”

Father, protect Ugandan workers in foreign lands. Rescue them from abuse, grant them justice, and keep them safe.

Prayer for Governance and Integrity

Micah 6:8 — “To act justly, to love mercy, and to walk humbly with your God.”

Lord, give leaders wisdom to create just policies, fight corruption in recruitment, and prioritize employment creation.

Prayer for Better Governance and Policies

Proverbs 21:3 — “To do what is right and just is more acceptable to the Lord than sacrifice.”

Lord, give our leaders wisdom and courage to enforce fair recruitment, sign strong agreements, and eliminate corruption in labour migration.

Prayer for National Transformation through Work

Proverbs 16:3 — “Commit to the Lord whatever you do, and he will establish your plans.”

May Uganda’s labor force glorify You in their work. Let industries, businesses, and services transform the nation through diligence and righteousness.

DECLARATION

We declare, Uganda belongs to You, O Lord!

We lift every worker, every job seeker, every dreamer before Your throne.

We declare a new dawn over our nation: Leaders shall rise who will champion job creation! Leaders shall rise who will protect labor rights! Leaders shall rise who will align education with skills that bring life and opportunity!

We declare that work in Uganda shall be honorable!

We declare that enterprises shall be prosperous!

We declare that serving one another shall be a joy!

No citizen shall labor in vain. No worker shall be exploited. Every hand shall find dignity, every effort shall bear fruit.

- We declare God's protection over Ugandans seeking work abroad! We call forth leaders who will defend their rights and open doors at home!
- We declare Uganda shall be a land of opportunity!
- We declare Uganda shall be a nation of dignity!
- We declare Uganda shall be a place where work is safe, fulfilling, and celebrated!
- We proclaim it! We decree it! By Your grace, O Lord, let every citizen rise, prosper, and serve, to the glory of Your holy name!

Amen!