

## 12. ウガンダの生活・勤務環境

### 12-1 治安、社会状況一般

治安、社会状況一般の調査において、時間的制約から短期間で効率的に情報収集を図るために、在ウガンダ米国大使館のRegional Security Officer(地域安全担当官)Mr. Stephen V. Wrightと面談を行った。以下に、その面談で得た情報を記す。

#### (1) ウガンダの政治、社会状況

ムセベニ政権は、発足以来、着実に民主化、構造調整、自由化を進めている。1994年3月末の憲法制定議会選挙が無事終了すれば、来年にも大統領選が実施されると思われる。

インフレはアフリカ各国の中で、最も低い国の1つであり、国全体として、良い状況になっている。

#### (2) 治安一般

治安は年々良くなっている。以前は町や空港等でよく見かけた軍人の数も最近では減ってきており、また、写真撮影は以前は厳しく制限されていたがその雰囲気も最近では緩和されている。

警察は、余り信用できないし、効果的とは言えず、弱体ではあるが、以前はほとんど無かったパトロールカー等も、見かけるようになり、これから2～3年後には警察もより効果的になっていると思う。

#### (3) 犯罪

米国の基準によれば、1)LOW、2)MEDIAM、3)HIGH、4)CRITICALの内、4)CRITICALとなっているが、ケニアも4)CRITICALであり、そう取り立てて心配することはない。ナイロビでは路上での強盗が多発しているが、この種のViolent Street Crimeは、カンパラでは比較的少ない。それよりも、Non Violent Street Crimeのいわゆるコンゲームで、若者が肝だめしをやるように犯罪に手を染めるケースがあり、駐車場での車両強盗、ラウンドアバウトや信号待ち時のひったくりに遭うことがあるが、これらは十分注意していれば防ぐことができる。

特徴的なものは、AK47という軍のライフルを使った住居や車両の強盗を目的とした犯罪であり、このライフルは車のドアも破壊できる性能をもち自分が直接の被害に遭わなくても、流れ弾の危険がある。時折、夜中や明け方に発砲音が聞こえる。

また、当地の犯罪者は、一般的には抵抗しなければ発砲しないため、万が一強盗にあったら、抵抗しないことが大切である。

犯罪多発時間帯は、住居への強盗は午前1時から5時頃で、車両強盗は、午前6時から8時頃である

#### (4) 米国の安全対策

ウガンダ在住米国人は、約300人いる。(大使館、USAID、ピースコー等)

1) 無線の設置

大使館、USAID、ピースコーの住居に設置するよう大使館から無線機を貸与している。

2) ガードマンの配置

USAID等関係者の住居に、大使館が雇用のうえ訓練したガードマンを配置している。

米国大使館は、簡単に発砲するようになるのを防ぐため、住居のガードマンには銃器類を携帯させていない。なお、一般に外国人の多くはガードマンに銃器類を携帯させている。また、警察官を雇うケースがこれら外国人に見られるが、最近ウガンダ政府は警察官の雇用を認めなくなったこと、彼らは給料が低く、規律が良くなく、かつ武器を携帯しているので、雇うことは、勧められない。

3) アラームシステム

泥棒が侵入しそうな場所に設置する。

4) セーフティ ハイブンの設置

泥棒が押し入った時、ある程度の時間、立てこもって救援を待てるように、鉄板等で防護し安全にした部屋（寝室等）を作る。

5) パトロール

大使館のパトロールカーを常時、市内巡回させている。

6) ガードオフィス

大使館にガードオフィスを設置している。

7) 安全担当官の連絡会議

毎週、外交団や各援助機関の安全担当官が集まり、情報交換を行っている。

8) 緊急時の救援システム

住居に押し入れられた場合、アラームの作動もしくは、無線でのSOSが24時間、パトロールカーとガードオフィスにつながる。まずパトロールカーが急行する。武器を持って応戦する可能性がある場合は、海兵隊に出動を要請する。いずれにしても10分以内に救援が駆けつける。

(5) 安全対策の参考情報

1) 比較的安全な地域

カンパラ市内ではナカセロ、コロロヒル、ブゴロビが比較的安全。また、マキンディやタンクヒルにも外国人が住んでいるが、この地区の問題はアクセスする道路が1本しかないことである。なお、新しい米国大使館建設予定地は市内南側のンサンビヤ病院の近くである。

これらの地域での犯罪は一定しておらず、ある時はコロロヒルで頻発し、その次の週には何らかの理由で別の地区に移るといったようで、この地域なら犯罪はまず起こらないということとは言えない。

## 2) 警備会社

警察官を除けば、現在、下記の2社しかないが、参入を検討している会社が他に2社ほどある。

### ① SECURICOR

ケニアに本社がある会社。警備しているのか、手引きしているのかわからないという噂もあり、評判が良くなく、余り勧められない。

### ② ALARM PROTECTION SERVICES LTD

1年前に開業した会社。英国の海軍出身者が訓練しているらしく、こちらの方が対応が良く、契約後、数日のうちに手配してくれる。

## (6) 地方の治安状況

カンバラから東西の方向は安全。北部は危険で、米国大使館では、北部への出張・旅行はやめるよう勧めている。特に北部の三角地帯は非常に危険。一般的に、マーチソンフォール国立公園の南半分からは、大丈夫であるが、北半分から北部は行くべきではない。

## (7) 緊急時の対応策

### 1) 医療面

病院は、ギボンズ博士のクリニックかンサンビヤ病院が良い。

米国大使館内には看護婦はいるが、医務官はケニアに駐在している。複雑な病気の患者は、ナイロビかヨーロッパに移送する。

チャーター機会社は、スピードバード（シェラトンホテル内に支店がある）とベルエアがあり、商業機に乘せられない場合に利用する。

### 2) 脱出の事態

事態が悪化してきたら、商業機が飛んでいる間に脱出するのが、ベスト。米国大使館では悪化の度合いに応じ、まず、Essential Staffを残して、他の館員は脱出。その次にはMinimum Staff(10人位)が残り他は脱出する。最後は全員脱出するということを考えている。脱出手段は下記のとおり。

#### ① 商業機

#### ② チャーター機

BA、TWA等の飛行機(747クラス)をチャーターし本国等から飛ばしてもらう。

#### ③ 陸路(飛行場が利用できない場合)

ケニアかタンザニアへ脱出する。

#### ④ 軍用機

しかし、現在のところ、このような緊急脱出するような要因は考えられない。

## 12-2 勤務環境

各省関係者は、親日的で協力的であり、各省庁とも、カンパラ市に集中している。

交通・通信網が不備のため、連絡は十分良いとは言えない状況である。

ナカワV T Iはカンパラ市内より東へ10km（車で10分）のナカワ工業地域（ベンツ、ペプシコーラ等がある）を望む、小高い丘に設立されている。

職業訓練局は、カンパラ市内から5kmのところ、市内からナカワV T Iに向かうJinja Roadの途中にあり、非常に近い位置関係となっている。ドイツ（G T Z）が協力中のルゴゴV T Cと隣接している。

## 12-3 生活環境

### 12-3-1 ウガンダ小史

1500年頃	ビト王朝（キクラ王国）強大となる
17世紀中頃	ブガンダ王国の拡張
1862年	J. スピーク、ナイル河がビクトリア湖から流出する地点に到達
1888年	帝国イギリス東アフリカ会社設立
1894年	イギリス、ブガンダを保護領とする
1900年	ブガンダ協定締結
1901年	ウガンダ鉄道、ビクトリア湖のキスムに到着
1904年	最初のウガンダ綿輸出
1947年	マケレレカレッジ大学となる
1952年	ムサジラ「ウガンダ国民会議UNC」設立
1961年	ウガンダ全土で議会総選挙、ブガンダ政府はこれをボイコット、UPC勝利
1962年10月9日	ウガンダ独立（ブガンダ、ブニュロ、トロ、アンコーレの4王国を含む）
1963年	ブガンダ王ムテサ2世、ウガンダ大統領となる
1966年	オボテ首相、ブガンダ王の宮殿を襲撃、自ら大統領となる
1971年	軍部のクーデター、アミン大統領となる
1972年	アミン、アジア人の国外追放を宣言
1977年	東アフリカ共同体解体
1979年	ウガンダ亡命者グループ、タンザニア軍とともにウガンダ侵攻、アミン失脚、ルレ内閣、ビナイサ内閣、次々と倒れる
1980年	総選挙、第2次オボテ内閣、ゲリラ活動活発となる
1985年	軍部のクーデター、オボテ失脚、オケロ内閣
1986年	NRMが首都を制圧し、ムセベニ内閣発足
1989年	憲法起草委員会設置「草の根民主主義」総選挙
1993年	伝統的統治省、文化的役割を回復
出所	派遣前研修 任国事情より

12-3-2 ウガンダ共和国

大統領	ヨエリ・ムセベニ (Yoweri Museveni)
副大統領	サムソン・キセッカ
首相	ジョージ・アジェボ
第1副首相	エリヤ・カテガヤ
第2副首相 (兼外相)	パウロ・セモゲレレ
第3副首相 (兼法相)	アブバカル・マヤンジャ
主要政党	National Resistance Movement (NRM) (国家抵抗運動)
議会	National Resistance Council (NRC) 270議席よりなる。内210議席は郡・県の代表、68議席は大統領による指名 任期5年間 次回総選挙は1994年3月に予定
国土面積	19万7,000平方km (他に内水面4.4万平方km)
人口	1,780万人 (1993年推定) 都市人口 (1991年) カンパラ 77.3万      ジンジャ 6.1万 ムバレ 5.4万      マサカ 4.9万 グル 4.2      エンテベ 4.2万 ソロティ 4.1      ムバララ 4.0万
気候	国土の大半は平均海拔 1,200mで、摂氏29度以上16度以下になることはめったになく、平均年間気温は摂氏24度である。降雨量は地域により異なるが、おおよそ3月から6月と、10月から12月までは雨期、1月から3月と、6月から9月までは乾期である。ヴィクトリア湖付近では、年間をとおして雨が降っている。赤道直下にもかかわらず温暖な気候に恵まれており、土地は肥沃である。

出所 在京ウガンダ領事館資料。

(気温と湿度については、次ページの<表-18>東アフリカを主とする各地の月平均気温、月平均湿度を参照)

表-18 東アフリカを主とする各地の月平均気温、月平均湿度

東アフリカを主とする各地の月平均気温 (°C) <資料はいずれも「理科年表」>

	ENTEBBE	NAIROBI	MOMBASA	DARESSALAAM	CAIRO
1月	21.9	18.0	27.6	27.4	13.8
2月	22.2	18.5	28.0	27.6	15.2
3月	22.3	19.3	28.3	27.4	17.8
4月	21.9	19.0	27.6	26.5	21.4
5月	21.6	17.8	25.9	25.5	24.7
6月	21.2	16.2	24.7	24.1	27.4
7月	20.6	15.4	24.0	23.6	27.9
8月	20.8	15.7	24.1	23.7	27.9
9月	21.4	17.1	24.9	24.3	26.3
10月	21.8	18.6	25.9	25.2	23.9
11月	21.7	18.0	26.8	26.3	19.3
12月	21.7	18.0	27.6	27.3	15.2
年	21.6	17.6	26.3	25.8	21.8

東アフリカを主とする各地の月平均湿度 (%)

	ENTEBBE	NAIROBI	MOMBASA	DARESSALAAM	CAIRO
1月	77	70	75	75	60
2月	75	66	72	75	55
3月	78	67	73	78	50
4月	80	74	79	83	45
5月	80	77	80	80	40
6月	79	77	81	78	44
7月	79	78	82	75	51
8月	79	74	81	74	55
9月	77	70	79	74	58
10月	77	68	81	75	58
11月	80	76	82	78	61
12月	80	74	77	77	62
年	79	72	78	77	53

### 12-3-3 ウガンダ経済

国内総生産 (GDP)	3,399,000ウガンダ・シリング (1992年)	
1人当たりGDP	196,678ウガンダ・シリング (1992年)	
産業別GDP (1992年)	農業	49.8%
	林業、水産業	4.3
	鉱業、採石業	0.3
	製造業	4.4
	電気・水道	0.7
	建設業 (含む個人住宅)	9.1
	商業	13.1
	運輸・通信	4.3
	政府公務	7.7
	地代	3.8
	諸サービス	2.4

#### 労働力人口 (1988年雇用労働調査報告)

フォーマルセクター	378,000人
公的セクター	244,000人
私企業	134,000人
農民数	約220万人

#### 食糧作物

プランテンバナナ (マトケ)
キャッサバ
さつまいも
ミレット (ひえ)
とうもろこし
豆類 等

#### 輸出向け作物

コーヒー (生産量 年間約12万トン)
綿花
茶
タバコ

### 12-3-4 住宅事情

住居としては、一戸建て、フラット (アパートメント) 及び集合住宅のいずれも可能ではあるが一戸建て住宅以外については、物件も少なく、時間をかけて探さなければならない。家賃については、1,500US\$位より3,000US\$と幅広く種々の物件がある。支払い条件は6ヶ月分の前払いが普通となっており交渉によって毎月払いも可能である。専門の不動産業者もいるが、礼金等事前に

確認のうえすすめた方がよい。地域的には、ナカセロ、コロロ地区、ブゴロビ地区、タンクヒル地区、ムブヤ地区等、カンバラ市郊外に分散されている。中でも、ナカセロ、コロロ地区には、大使公邸等もあり、高級住宅地となっており、治安上比較的良好とされる。いずれの地域においても、電気・給排水のチェック、防犯面でのチェックを行い、契約しなければならない。

#### 12-3-5 使用人

一般的には、メイド1~2名、門番、運転手を雇用するが、夜警を特に雇っている場合（一戸建て住宅で必要）もある。使用人の多くは英語を理解することが出来るのでコミュニケーションに困ることはないようである。運転手については、使用人のなかでも、技能職扱いで、ある程度の教育を受けているようである。メイド・門番については、特別な訓練を受けた者は少なく雇用主が教育することになる。給料面は、メイドで6万シリング（約6,000円）、運転手9万シリング（約9,000円）、門番8万シリング（約8,000円）程度が基準とされ、通勤手当、超勤手当、ボーナス等がそれに加算される。

#### 12-3-6 自動車

（面談者 Walusimbi's Garage Ltd. Mr. Tefiro K. Kisosonkole支配人）

トヨタ、日産、三菱、各社が営業を行っており、トヨタ販売店によれば、ある程度の在庫もあり、2~3週間で入手可能と思われる。しかし、在庫が無く新しくオーダーする場合は約半年かかることである。

値段的には、TAX別で	1,600cc	150万円
	1,800cc	190万円
	2,000cc	220万円 であった。

免税手続きについては、大蔵省、外務省で行う。

保険には、任意・強制の2種類があり、強制保険30,000シリング（約3,000円）と安い。任意保険については車の市場価格（車の値段+TAX）の8%と高くなっている。

その他、ロードライセンスとして、毎年80,000シリング（約8,000円）を支払うことになっている。

訪問先のトヨタ販売店は、日本との関係もあり、事務的にもまた、サービス面でも信頼できるとの印象を受けた。

#### 12-3-7 日常生活品

品数はあまり多くなく、また流通が確立されていないので品切れも予想されるが、一応の品物はそろっている。

野菜、果物類は、特に豊富であり、カンバラ市内のナカセロマーケットで購入できる。魚は、ビクトリア湖の淡水魚（ナイルパーチ、テラピア）がほとんどであるが、料理法によっては美味である。

肉類の買い物は、外国人がよく出入りしているローザブッチャでほとんどの物が入手できる。



衣類・文房具・食器・調理器具等は、店舗数も少なく、品数も少ないが購入は可能のようである。  
(パイオ=アタール)

電気製品についても品数・品質・値段とも十分ではないが、入手は可能のようである。

少しづつではあるが店舗数が増えつつあり品数も多くなっている。

値段的には、(1994年3月10日現在)

コココーラ	500シリング (約50円)
ビール	1,200シリング (約120円)
米	1,000シリング/kg (約100円) となっている。

免税店は、カンパラ市内に3店あり品数も豊富であり魚の缶詰、ラーメン等も見うけられた。購入に当たっては、ピンクカードと言われている免税カードが必要となる。ケニア(ナイロビ)に新しくオープンされた大和屋において日本食品の購入は可能である。

#### 12-3-8 医療

国内の医療体制は十分とは言えない状況である。赴任前に、予防接種、健康診断等により、完全な体調を心掛けなければならない。

予防接種はできるだけ多く受けておいた方がベターと思われる。破傷風・狂犬病・A型肝炎・B型肝炎・黄熱病等であり、全部予防接種を受けるとすれば、3ヶ月前後が必要となるので、早目に計画を作成し、準備しなければならない。

医薬品は現地での入手も可能であるが常備薬類はできるだけ持参する方がよいと思われる。特に日本独特の薬品については、入手不可能である。

医療機関として、以下のような2ヶ所の病院と1ヶ所の個人医があるが、日常的に多くの外国人は、ギボンズ医師の診断を受けているようである。

総合病院	ヌサムビア病院	内科、外科、産婦人科、
	ムラゴ病院(国立)	総合病院
個人医	Dr. キボンズ(英国人)	他1名

#### 12-3-9 子女の教育

外国人用としてフランス系、イギリス系とリンカーンスクールがあるが、リンカーンスクールが一番利用されている。

リンカーンスクールの概要(面談者、Mavis Bennva)

TEL. 254-988

住所	P.O. Box 4200, Kira Rd, Kampala, Uganda
校長	Mr. Kalph Hollis
形態	全日制、共学
学  齢	5才~16才(保育園-中3相当)
カリキュラム	インターナショナル方式

言語 英語  
 教科 美術、社会、数学、科学、コンピューター、体育等  
 図書 800冊  
 児童数 227名 (1994. 2月末現在)

内訳 アメリカ 50  
 英国 57  
 カナダ 18  
 ドイツ 16  
 その他 86 (含 ウガンダ)

計 227名

1 クラス	22名 (2 クラス)	6 クラス	31名 (2 クラス)
2	26名 (2 クラス)	7 クラス	19名
3	35名 (2 クラス)	8 クラス	22名
4	31名 (2 クラス)	9 クラス	13名
5	13名	10クラス	15名

計 227名

教員数 約30名

授業料 保育児 2,163 (年当たりUS\$)

幼稚園 5,115

Grade 1-5 5,843

6-10 6,789

その他

入学申込金 200

入学金 2,500

学期 9月～7月 9月～12月

1月～3月

4月～7月

8月にサマースクール

- ・ いつでも誰でも入学出来る。
- ・ 少人数制教育を実施しており、原則として1クラス10名

#### 12-3-10 通信・運輸

郵便、小包とも利用可能とのことであるが、日本へのAir Mailは、はがきで2週間、小包で3週間程度を要する。

電話状況は、台数にして1万台前後と言われており、電話機の設置が進められているが不十分である。通話状態は悪くなく日本へは、9,000シリング(900円/分)、ケニヤへは1,000シリング(100



手入れが悪くあまり利用されていないようである。

#### プール

ビクトリア湖での水泳は、ビルハルツ住血吸虫症の危険があるため、プールを利用することになるが、カンパラ市内では、シェラトンホテル、カンパラクラブ、フェアウェイホテルの3ヶ所、エンテベ地域のレイクビクトリアホテル等が、外国人に利用されている。

### 12-4 生活・勤務の安全のためにとるべき方策

#### (1) 無線連絡網の設置

ウガンダに、大使館、JICA事務所とも開設されていない状況下では、派遣専門家が、ウガンダを兼轄するJICAケニア事務所との間で、常時連絡が取り得るよう、専門家の配属先及び自宅の双方に無線設備を置き、通信可能の措置をとること。無線機、周波数等技術上の調整は、ケニア事務所において行うこと。

また、ウガンダ国内において、専門家間の常時連絡、及び在留邦人、他の援助機関等との連絡上必要な無線連絡網を整備すること。周波数等技術上の事項は、ウガンダ政府の認可を得て円滑に行われるよう、専門家の配属先の協力を求めることが望ましい。

#### (2) JICAケニア事務所の支援

ケニア在勤の専門家、協力隊員が受けている事務所からの支援（前項の無線連絡以外）、例えば、防犯器具・警報装置の貸与、夜警の雇用に対する補助、安全対策マニュアル等の情報提供等を、ウガンダ派遣専門家にも同様に行うこと。

#### (3) 在ケニア大使館の支援

在ウガンダの外交団、援助機関の間で設置され、定期的に会合を行っている安全対策会議に、ウガンダ在勤の派遣専門家を含むオブザーバーの参加・出席を要請し、情報の収集・交換を計ること。

#### (4) 住宅の選定

派遣専門家が赴任して住宅を選ぶに当たっては、安全、防犯の視点を最優先し、配属地において比較的安全といわれる地区内で、防犯上不安のない住居を選定できるよう、関連情報、JICA事務所の示唆を重視すること。

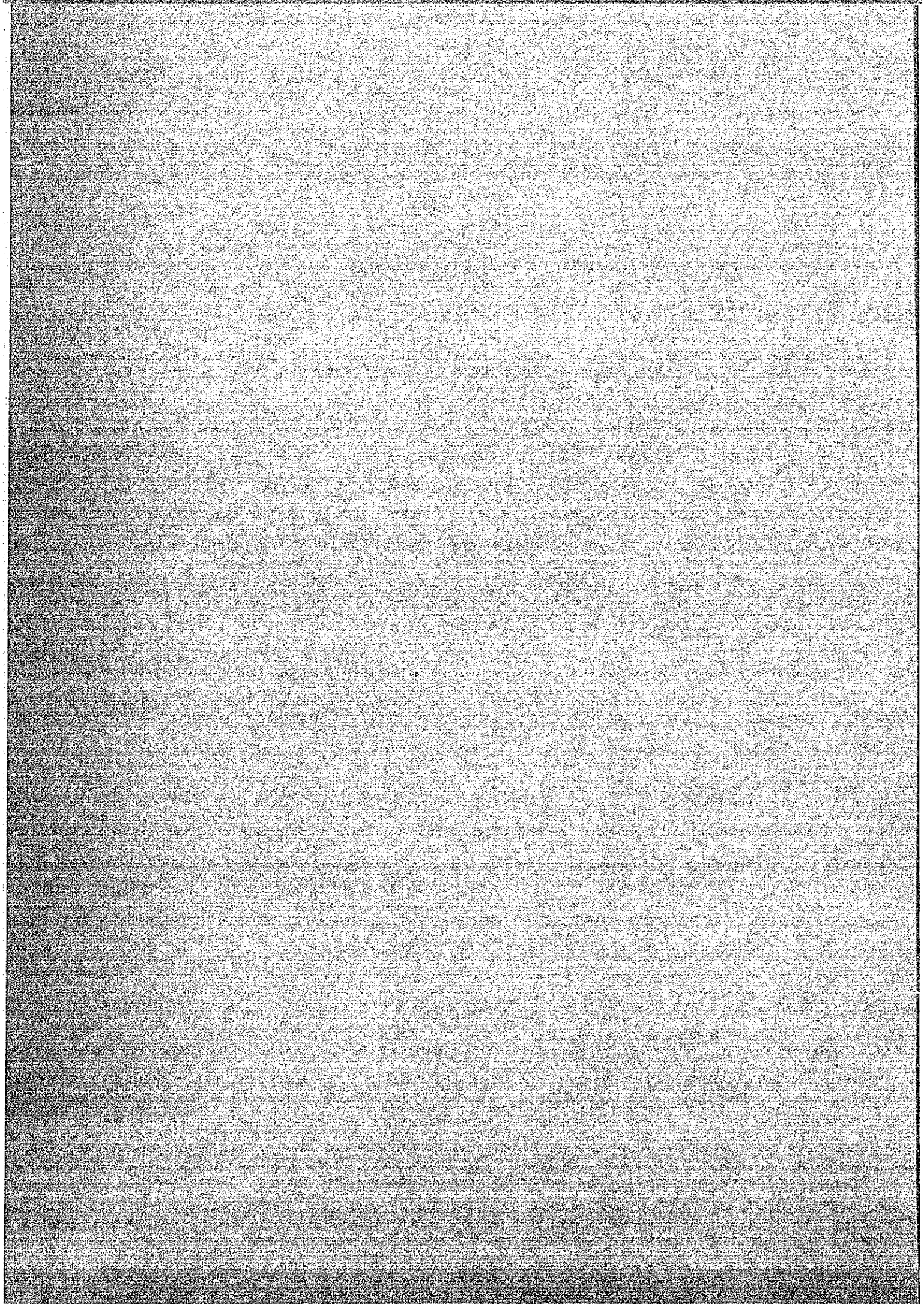
#### (5) 健康管理、傷病時の対策

マラリア、ビルハルツ（住血吸虫症）、エイズ等の病原を避けるべく、通常以上の健康管理、安全対策を徹底すること。疾病に際しては、特定の医師に相談を限ることとし、万一、重大な傷病に至った場合は、遅滞なくウガンダを離れ、ケニアを含む医療上安全な国に移動できるよう取り計らうこと。

収集資料リスト (JICA図書館内)

1. 地図 200万分の1 POLITICAL
2. 地図 200万分の1 COMMUNICATION
3. 地図 200万分の1
4. 地図 200万分の1 ROAD MAP OF EAST AFRICA
5. 地図 150万分の1 UGANDA TOURIST MAP
6. 地図 120万分の1 UGANDA GUEST GUIDES
7. 地図 27,500万分の1 KAMPALA GUEST GUIDES
8. 地図帳 UGANDA SECONDARY SCHOOL ATLAS 1991年発行
9. UGANDA YEARLY REVIEW 1993
10. POCKET FACTS ABOUT UGANDA (1992年発行)
11. UGANDA DISTRICTS INFORMATION HANDBOOK (1992年初版、1994年改訂)
12. KAMPALA GENERAL HANDBOOK 1993
13. BRITISH RESIDENTS ASSOCIATION OF UGANDA "LIVING CONDITIONS IN UGANDA" (1990年初版、1993年5月改訂)
14. RELIGION, ETHNICITY AND POLITICS IN UGANDA (1993年発行)
15. PEOPLES AND CULTURES OF UGANDA (1993年発行)
16. WHAT IS AFRICA'S PROBLEM? (1992年発行 ムセベニ大統領著)
17. UGANDA SINCE INDEPENDENCE (1992年発行)
18. CONFLICT RESOLUTION IN UGANDA (1989年発行)
19. THE DRAFT CONSTITUTION OF THE REPUBLIC OF UGANDA
20. REHABILITATION AND DEVELOPMENT PLAN 1993/1994-1995/1996 VOLUME 1
21. REHABILITATION AND DEVELOPMENT PLAN 1993/1994-1995/1996 VOLUME 2
22. THE MANUFACTURER NO. 10 OCTOBER 1993
23. MANUFACTURERS DIRECTORY 1993/1994
24. THE 1991 POPULATION AND HOUSING CENSUS - PRELIMINARY ESTIMATES OF FERTILITY AND MORTALITY (1993年発行)
25. EXTERNAL TRADE STATISTICS OF UGANDA EXPORTS 1990
26. GROSS DOMESTIC PRODUCT AND EXPENDITURE ON GDP, UGANDA (1982-1992/1993) (1993年発行)
27. KEY ECONOMIC INDICATORS (1994年発行)
28. CONSUMER PRICE INDEXES, UGANDA (1993年発行)
29. INDEX OF INDUSTRIAL PRODUCTION (1994年発行)
30. IMPORTS AND EXPORTS, UGANDA (1993年発行)
31. GOVERNMENT WHITE PAPER ON THE EDUCATION POLICY REVIEW COMMISSION REPORT
32. EDUCATION FOR NATIONAL INTEGRATION AND DEVELOPMENT (1989年発行)
33. THE PLANNING AND MANAGEMENT OF DIRECTORATE OF INDUSTRIAL TRAINING, ILO (1989年発行)

## 別 添 資 料



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Decree 2

Industrial Training Decree

1972

THE INDUSTRIAL TRAINING DECREE, 1972.

ARRANGEMENT OF SECTIONS.

Section

1. Establishment of Directorate of Industrial Training.
2. Appointment of Industrial Training Council.
3. Functions of Council.
4. Establishment of advisory training committee.
5. Establishment of training levy.
6. Establishment of designated trades.
7. Establishment of the Training levy Fund.
8. Apprenticeship training.
9. Medical examination of an apprentice.
10. Appointment of Superintendent of Apprenticeship.
11. Contract of Apprenticeship.
12. Transfer of contract.
13. Termination of contract.
14. Probation.
15. Offences.
16. Suspension of an Apprentice.
17. Trade tests.
18. Establishment of schemes.
19. Continuation of contracts.
20. Appointment of Inspectors.
21. Regulations.
22. Interpretation.
23. Repeal.
24. Commencement.

Schedule.

## THE INDUSTRIAL TRAINING DECREE, 1972.

A Decree To Make Provision For The Training Needs Of Personnel In Industry, To Provide For A Scheme Of Trade Testing, To Provide For The Imposition Of A Training Levy And For Matters Connected Therewith.

Establishment of Directorate of Industrial Training.

1. (1) There shall be established, under The Minister's supervision, a Director of Industrial Training and other Officers as the Minister shall determine.
- (2) The Director and all other Officers of the Directorate shall be public Officers.
- (3) Any Officer of the Directorate of Industrial Training may, subject to the directions of the Director, perform any act or discharge any duty which may lawfully be performed or discharged by the Director under this Decree.

Appointment of Industrial Training Council.

2. (1) There shall be an Industrial Training Council the purposes of this Decree consisting of a Chairman and fourteen other Members appointed by the Ministers as follows;
  - (a) the Permanent Secretary to the Ministry responsible for labour matters or his representative;
  - (b) the Permanent Secretary to the Ministry responsible for education or his representative;
  - (c) the Permanent Secretary to the Ministry responsible for planning and economic development or his representative;
  - (d) the Permanent Secretary to the Ministry responsible for works, communications and housing or his representative;
  - (e) four persons chosen to represent Employers;
  - (f) four persons chosen to represent Employees; and
  - (g) two other persons chosen to represent other interests directly related to Industrial Training.
- (2) The Director or his representative shall act as Secretary to the Council.
- (3) The Chairman shall preside at every meeting of the Council, and in his absence the Members present shall choose an acting chairman from among themselves.

- (4) A quorum of the Council shall be seven Members, including two Members one representing Employers and the other representing Employees.
- (5) The Chairman and Members of the Council may hold office by writing under his hand to the Minister, which shall take effect from the date of receipt of the letter of resignation or may be removed from the functions of his office or for any other sufficient reason.

Functions of Council.

- 3. The Council shall,
  - (a) at the request of the Minister, and may of its own motion, investigate and make recommendations to the Minister on any matter connected with this Decree;
  - (b) investigate any dispute or other matter arising out of a contract of apprenticeship referred to it by the Director and shall endeavour to settle such dispute or matter amicably;
  - (c) secure the greatest possible improvements, quality and efficiency of Industrial training; and
  - (d) Perform such other functions in regard to Industrial training as may be prescribed.

Establishment of Advisory Training Committee.

- 4. (1) The Council may establish advisory training committee to exercise functions of Council in relation to training in specified Industries.
- (2) An advisory training committee shall consist of not less than five and not more than nine persons truly representative of the trade or occupation for which they are established.
- (3) The Director or his representative shall act as Secretary to any advisory committee.
- (4) An advisory committee shall exercise on behalf of the Council such functions of the Council as the Council delegates to it, and shall exercise these functions in consultation with the Director.

Establishment of training levy.

- 5. (1) The Minister may, by statutory order, establish a training levy which shall be used solely for the purposes of Industrial training as provided for under this Decree.
- (2) A training levy order may contain provisions as to which trades or industries are subject to the payment of the levy, the procedures for collection of the levy, and any other matters for the efficient working of the scheme.

- (3) If any person fails to pay any amount payable by him, by way of the training levy, within the time prescribed under the training levy order, a sum equal to five per cent of such amount shall be added to the amount for each month thereafter that the amount due remains unpaid.
- (4) Any person who fails to comply with any provision of a training levy order is guilty of an offence and shall be liable to a fine not exceeding ten thousand shillings or twelve months' imprisonment or to both.

Establishment of designated trades.

- 6. (1) The trades specified in the Schedule of this Decree are hereby established as designated trades to which the apprenticeship and trade testing provisions of this Decree shall apply.
- (2) The Minister may, by statutory order, amend the Schedule to this Decree.

Establishment of the Training Levy Fund  
Cap. 149.

- 7. (1) There shall be established a Training Levy Fund which shall be deemed to have been established under section 17 of the Public Finance Act.
- (2) All moneys received in respect of a training levy order shall be paid into a Training levy Fund.
- (3) The Director, with the approval of the Council, may make payments out of a Training Levy Fund for any of the following purposes,
  - (a) the payment of tuition costs, maintenance and travelling allowance to persons attending approved training courses;
  - (b) the making of grants or loans, approved by the Minister, to persons providing courses or training facilities to meet the needs of an Industry or Trade;
  - (c) the payment of fees to persons providing further education in respect of persons who receive it in association with their training under the provisions of this Decree; and
  - (d) the payment of allowances and other incidental expenses to the Chairman and Members of the Industrial Training Council and of its advisory committees as the Minister shall prescribe.

- (4) In any case where the Council withholds its approval for any payment, or the Director refuses to make a payment approved by the Council, being payment proposed under the provisions of subsection (2) of this section, the matter shall be referred to the Minister whose decision shall be final.
8. Any person who,
- (a) has attained the apparent age of sixteen years,
  - (b) has attained a basic standard of education prescribed in the Regulations made under this Decree.
  - (c) has, in case of a trade in respect of which a scheme has been made and the qualification prescribed under that scheme, obtained the qualifications and
  - (d) has been certified medically fit, may bind himself as an apprentice in any designated trade.
9. Every person, before entering into a contract of apprenticeship, shall be medically examined by a Medical Practitioner; and a medical certificate to the effect that such a person is fit to be employed in the designated trade concerned, shall be obtained by the Employer.
10. There shall be appointed a Superintendent of Apprenticeship who shall perform the functions assigned to him under the provision of this Decree.
11. (1) Every contract of an apprenticeship made under the provisions of this Decree shall be in such a form as the Minister may, by statutory order, prescribe.
- (2) An Employer who enters into a contract of Apprenticeship with any person shall, within thirty days from the time of the contract lodge in such a manner as may be prescribed, with the Superintendent of Apprenticeship for registration,
- (a) All copies of the contract; and the
  - (b) medical certificate obtained under section 9 of this Decree.
- (3) No contract of apprenticeship made before or after the commencement of this Decree shall be binding until it has been registered by the Superintendent of Apprenticeship.
- (4) The Superintendent of Apprenticeship may refuse to register any contract of apprenticeship if, in his opinion it is not in the interests of the person who is the apprentice under that contract or if it is not in accordance with

(4) cont...

a scheme; and he may, in coming to a decision, under this subsection, have regard, in addition to other circumstances, to such a person's prospects of obtaining employment at the expiry of such a contract in the designated trade in which he seeks to bind himself as an apprentice.

(5) Any party dissatisfied with the refusal of the Superintendent of apprenticeship to register a contract may appeal to the Minister within thirty days of the date upon which the decision of the Superintendent of Apprenticeship is communicated to him and the Minister's decision shall be final.

Transfer of contract.

12. (1) The rights and obligations of an employer under any contract of apprenticeship may, with the consent of the apprentice under the contract and with the approval of the Superintendent of Apprenticeship, be transferred to another employer.
- (2) The Superintendent of Apprenticeship may withhold his approval under this section if, in his opinion, the transfer is not in the interest of the apprentice.

Termination of contract.

13. (1) Without prejudice to the provisions of section 16 of this Decree, any contract of Apprenticeship may be terminated,
- (a) by mutual agreement of the parties to the contract with the approval of the Superintendent of Apprenticeship.
- (b) by the Superintendent of Apprenticeship at the instance of any party to the contract if he is satisfied that it is expedient to do so.
- (2) The Superintendent of Apprenticeship shall not exercise the power conferred upon him by paragraph (b) of subsection (1) of this section unless he has given both parties to the contract an opportunity to be heard or to make representations to him.
- (3) Any party dissatisfied with the termination of a contract of apprenticeship under subsection (1) of this section may appeal to the Minister within two months from the date on which the decision of the Superintendent of Apprenticeship is communicated to him and the Minister's decision shall be final.

- (4) contract terminated under this section shall be terminated for all purposes but without prejudice to any right of action which may have accrued before the date of such termination.

Probation.

14. (1) Without prejudice to the provisions of section 13 of this Decree, the first three months of every contract of apprenticeship shall be a period of probation during which the contract may be terminated by either party.
- (2) Either party shall give notice to the Superintendent of Apprenticeship of the termination of any contract under subsection(1) of this section, and any party who fails to give such notice within a period of fourteen days after the date of such termination is guilty of an offence and shall be liable to a fine not exceeding the thousand shillings or to imprisonment for a period not exceeding six months or to both.

Offences

15. (1) Any person who induces or attempts to induce an apprentice to quit the service of his employer, or who employs a person who he knows is bound by a contract of apprenticeship to any other person, is guilty of an offence and shall be liable to a fine not exceeding five thousand shillings.
- (2) Any Apprentice who contravenes the provisions of his contract is guilty of an offence and shall be liable to a fine not exceeding one hundred shillings.

Suspension of an Apprentice.

16. (1) If an employer is satisfied that an Apprentice bound to him by contract under this Decree has committed a serious breach of the terms of that contract or of any condition of apprenticeship, he may forthwith suspend the apprentice.
- (2) An employer who has suspended an apprentice under subsection (1) of this section shall report the matter in writing to the Superintendent of Apprenticeship within seven days of the suspension and the Superintendent of apprenticeship shall then investigate the matter and may confirm or set aside the suspension of the apprentice or vary the term of the suspension.
- (3) Where the Superintendent of Apprenticeship sets aside the suspension of an apprentice, the employer shall pay such wages as may have been withheld from him during the period of suspension.
- (4) Any employer who fails to report the suspension of an apprentice in accordance with the provisions of this section is guilty of an offence and shall be liable to a fine not exceeding two thousand shillings or to imprisonment for a period not exceeding six months or to both.



- Trade tests
17. A trade test standard and the procedure for qualifying to such standard shall be prescribed by the Minister in the regulations made under this Decree on the recommendations of the Industrial Training Council an advisory committee and the Superintendent of trade testing for each designated trade.
- Establishment of schemes.
18. The Director may, in consultation with the Council, make training schemes in respect of industrial training, trade testing, apprenticeship, vocational training and supervisory training.
- Provided that no scheme shall revoke or vary any terms of any contract of apprenticeship registered before the date of the making of the scheme.
- Continuation of contracts.
19. (1) Every contract of apprenticeship existing at the commencement of this Decree shall continue in force and be reduced to writing and executed and registered with the Superintendent of Apprenticeship within three months of the date of the commencement of this Decree.
- (2) It shall be the duty of every employer under a contract of apprenticeship, existing at the commencement of this Decree, to ensure that the requirements of subsection (1) of this are duly fulfilled in relation to such contract, and every employer who fails in such duty is guilty of an offence and shall be liable to a fine not exceeding two thousand shillings or to imprisonment for a period not exceeding six months or to both but without prejudice to the continuance in force of the contract.
- Appointment of Inspectors.
20. The Minister may, by statutory order, appoint any public officer to be an Inspector for the purposes of this Decree.
- Regulations
21. The Minister may make regulations generally for the carrying into effect the provisions of this Decree and in particular, may make regulations.
- (a) Prescribing the qualifications necessary to become a trainee or an apprentice in any specified trade and the manner of establishing such qualifications.
- (b) Prescribing the form of any contract of apprenticeship and the matters for which provision shall be made in such contract.
- (c) Prescribing the nature of returns which employers may from time to time be required to furnish to the Director and the period within which these returns shall be so furnished.

- (d) Prescribing the procedure for the registration and transfer of contracts of apprenticeship and for the notification of the expiration or termination of those contracts;
- (e) Prescribing the form and manner in which contracts apprenticeship are to be issued;
- (f) prescribing the nature and form of records to be kept by employers in respect of apprentices;
- (g) prescribing the procedures for the making of training schemes;
- (h) Providing for vocational training schemes at Vocational Training Centres approved by the Industrial Training Council;
- (i) Providing for training courses for foremen, supervisors and trade Instructors and prescribing the duration, nature and scope of such training;
- (j) providing for the appointment of Advisory Committees, Committees, Trade Examining Boards and prescribing the duties of such committees and boards;
- (k) providing for the examination and testing of trainees, apprentices and prospective apprentices;
- (l) prescribing working conditions, hours of work and rates of pay of apprentices;
- (m) providing for the inspection of apprentices and prescribing the powers and duties of Inspectors;
- (n) providing for a system of recording the progress of the apprentices and trainees covered by this Decree;
- ~~(o) providing for a system of recording the progress of the apprentices and trainees covered by this~~
- (o) providing for the payment of the training levy and the procedures for such payment; and 1
- (p) providing for the expenditures of the levy and prescribing the manner for making such expenditures;

Interpretation. 22. In this Decree, except where the context otherwise requires,  
 "apprentice" means a person employed in a designated trade for whom a contract of apprenticeship had been registered with the Superintendent of Apprenticeship;  
 "Council" means the Industrial Training Council constituted under the provisions of section 2 of this Decree;  
 "designated trade" means any trade specified as a designated trade under section 6 of this Decree;  
 "Director" means the Director of Industrial Training appointed under section 1 of this Decree;

"Minister" means the Minister for the time being responsible for labour matters;

"trade" means a skilled occupation;

"trainee" means a person enrolled on any training programme conducted under the provisions of this Decree;

"training levy order" means an order made under section 5 of this Decree.

Repeal Cap. 192.

23. Sections 24 to 31 of the Uganda Employment Act, are hereby repealed.

Commencement.

24. This Decree shall come into force on such day as the Minister may, by statutory order, appoint.

MADE under my hand and the Public Seal this 29th day of February, 1972.

GENERAL IDI AMIN DADA.

President.

SCHEDULE.

Carpenter/Joiner.  
Cabinet Maker.  
Woodworking Machinist/Saw Doctor.  
Block/Brick layer.  
Plasterer.  
Painter/Decorator.  
Pipe Fitter/Plumber/Drain Layer.  
Motor Vehicle Mechanic/Electrical.  
Fuel Injection Mechanic.  
Fitter/Machinist.  
Pattern Maker/Moulder.  
Sheet Metal Worker/Tinsmith.  
Electrical Fitter.  
Electrical (Installation).  
Linesman/Cable jointer.  
Welder Gas/Electric.  
Printing Trades.  
Hand compositor.  
Linotype and Intertype Operator.  
Monotype Keyboard Operator.  
Monotype Caster Attendant.  
Letterpress Machine Minders.  
Lithography.

Photography.  
Bookbinders.  
TV/Radio Mechanic.  
Boat-builder.  
Glazier.

Date of publication: 3rd March, 1972.

MINISTRY OF LABOUR AND SOCIAL AFFAIRS  
DIRECTORATE OF INDUSTRIAL TRAINING  
P.O. Box 20050, Kampala - Uganda

The DIT is an integral part of the Ministry of Labour and Social Affairs and has been active in the development of human resources for Industrists for more than forty years.

Situation:

The DIT is situated on Jinja Road Plot 59/61, just opposite Jinja Road Police Barracks.

The Proper role of the DIT:

There are several role options for the DIT. These may be classified as social, economic and technical as follows:-

(a) Social:

1. To prepare a growing youth population for wider opportunities of employment.
2. To facilitate the generation of employment opportunities through providing technical and entrepreneurial skills to energetic young people.
3. To introduce modern technical skills to the rural populars.
4. To facilitate the transfer from school to industrial employment.
5. To promote equal employment opportunities to the disadvantaged, as for the advantaged; for women as for men.

(b) Economic:

1. To aid in the rebuilding of the economic infrastructure of the nation through training workers for employment in the construction and transportation sectors.
2. To provide a support service to industry in general, whether that service is initial or upgrading skills training, or the manufacture of spares etc.
3. To improve the performance of the equipment maintenance work force so as to reduce equipment failure and hence improve industrial production.
4. To address the prevailing low level of labour productivity through measures such as in-plant operator training, supervisor training, work study and production engineering consultancy services etc.

(c) Technical:

1. To make available standardised training and trade testing to any member of the public who requests the service.
2. To facilitate and promote the transfer of modern technology so as to intergrate Uganda with the rest of the world.
3. To ensure that industrial workers are adequately skilled so as to cope safely with the risks to health and body that are inherent in industrial employment.

Probably all of the above roles are desirable. Their resource implications are quite different though. Hence, with inevitably limited resources, choices as to priorities have to be made. The choice of priority is a strategic one. It determines how the DIT should respond to the skill surplus and shortages noted above.

The innovations of the 1980's were responses to social priorities. They failed perhaps because they were not aimed at generating an income surplus, and so they consumed cash until there was no more. The technical roles mentioned above are praise worthy, but may also have a tenuous relationship with profit whether to the state or to the industry.

In Uganda's present economic circumstance, it is the 'economic' roles which have greatest likelihood of being self-sustaining through the obvious and early benefits they offer.

### Training:

The Directorate of Industrial Training can offer a variety of industrial training programmes depending on the requirement of the individual(s) or the employer(s) in the Industries.

### Composition of D.I.T.:

The D.I.T. governed by the Industrial Training Council offers service in other Ancillary sections:

- (a) Apprenticeship and In-Plant Training Section.
- (b) Systems Development Section.
- (c) Trade Testing, Guidance and Certification Section.

### The Industrial Training Council:

The Industrial Training Decree also provides for the establishment of a 15 member Industrial Training Council to establish and maintain a link with the industry and promote the objectives of Industrial Training in this country. Headed by an independent Chairman and consisting of four members, representing the Government, four each, the employers and workers and two representing special interests, the Council has been in existence since the promulgation of the Decree. Its role and contribution is promoting industrial training in this country.

### The Ancillary Service Division:

The division comprises of three sections each headed by a Superintendent.

#### i. Apprenticeship and In-Plant Training Section:

This is the oldest section of the Directorate of Industrial Training dating back to 1947 when the Apprenticeship ordinance was enacted in that year. The section, as its name implies is responsible for organising and promoting in-plant apprenticeship training programmes under the provisions of the Apprenticeship Training Regulations. According to law each apprenticeship agreement must be registered with this section and through a Cadre of Training Officers and Inspectors. The section ensures that proper in-plant training is provided and the trainees interests are adequately safeguarded.

#### ii. The Systems Development Section:

Established in 1976, the section deals with development of curricular, training programmes and maintenance of uniform standards of training and instruction, as well as development of instructional materials. The section maintains a close liaison with the industry, conducts occupational skill analysis and ensures that the training provided is relevant to the rapidly changing needs of the industry.

#### iii. Trade Testing, Guidance and Certification Section:

This section also traces its origins to the Artisan Training Organisation days - the precursor to the modern Directorate of Industrial Training. Trade Testing in Uganda commenced as early as 1953 and as the name implies the section is responsible for:-

- (a) Setting, moderating and marking of test papers;
- (b) Organising and conducting trade tests;
- (c) Issuing trade certificates to the successful candidates and maintaining a register of all such craftsman who have passed the trade tests.

Trade tests can be conducted within our centres/Institutions or right in industries or other Training Institutions not directly under us. This depends on the facilities and the Trade Test/Training materials available. Trade testing can be conducted in the following trade categories:



- |  |                                  |
|--|----------------------------------|
| 1. Pattern Making                        | 2. Moulding                      |
| 3. Glazing                               | 4. Tool and Die Making           |
| 5. Refrigeration and Air conditioning    | 6. Lift Mechanic                 |
| 7. Instrument Fitter                     | 8. Textile Machinery Mechanic    |
| 9. Weaving                               | 10. Spinning and Winding         |
| 11. Tailoring and Dress Making           | 12. Boiler Attendant             |
| 13. Typewriter Mechanic                  | 14. Steam Pipe Fitter            |
| 15. Diesel Pump Fitter                   | 16. Orthopaedic Appliance Making |
| 17. Shoe Making                          | 18. Leather Worker               |
| 19. Agricultural Mechanic                | 20. Cookery                      |
| 21. Upholstery                           | 22. Germent Cutting              |
| 23. Leather Tunery                       | 24. Hand Craft                   |
| 25. Pottery                              | 26. Creative Crafts              |
| 27. Hand Embroidery                      | 28. Barber/Hair Dressing         |
| 29. Monotype Caster Attendant            | 30. Hand Compositor              |
| 31. Linotype and Intertype               | 32. Monotype Keyboard Operator   |
| 33. Monotype Letter Press Machine Mining | 34. Lithographer                 |
| 35. Process Engraving                    | 36. Photographing                |
| 37. Book Binding                         | 38. TV/Radio Mechanic            |
| 39. Boat Building.                       |                                  |

### Location of the D.I.T. Centres/Institutions:

The D.I.T. has direct management of five training centre/institutions namely:

#### 1. Vocational Training Centre, Lugogo:

This is at its Headquarters on Jinja Road Plot 59/61 and it can train and trade test in more than twenty five different trades, just to mention but a few:

Mechanical Engineering	Automotive Engineering	Electrical Engineering	Civil Engineering
Plumbing & Pipe Fitting	Motor Vehicle Mechanics.	Electrical Fitter.	Carpentry/Joinery
Fitter General	Auto Electrical	Electrical Installation	Cabinet making
Fitter Machinist General	Auto Panel Beating	Linesmen (Overhead)	Woodworking Machinist
Sheet Metal Worker/Tin Smith	Fuel Injector Mechanics	Cable Jointing	Saw Doctor
Welding (Gas/Electricity)	Auto Spray Painting	Electrical Wiremen	Block/Brick Laying
Turning		Motor Rewind. (Industrial)	Plastering
Mill Wright			Painting/Decoration
Black Smith			
Structural Fitter			

## 2. Vocational Training Centre, YMCA Jinja:

This is situated on Nalufenyia Road opposite Crested Crane Hotel next to YMCA Headquarters in Jinja Town. This Centre has boarding facilities. It offers training and trade test in the following trades:

1. Motor Vehicle Mechanics
2. Carpentry & Joinery
3. Welding & Fabrication
4. Plumbing & Pipe Fitting
5. Electrical Installation.

## 3. Masuliita Vocational Training Centre, Naddangira:

This is a rural V.T.C. situated in Mpigi District. It offers basic training programmes in the following trades:

1. Welding & Fabrication
2. Weaving
3. Brick/Block Laying
4. Tailoring

#### 4. Vocational Training Institute, Nakawa:

This is situated at a distance of three miles from Kampulu on Jinja Road, next to Management Training and Advisory Centre. It has boarding facilities and offers upgrading and updating courses and trade tests in the fields of:-

1. Motor Vehicle Mechanics
2. Electrical Installation
3. Motor Rewinding
4. Welding and Fabrication
5. Fitter General
6. Fitter Machinist.

Duration of courses depends on the requests of the Employers from the Industries or Training Institutions. At the same time it may depend on that particular Institution's Training Programmes.

#### 5. Vocational Training Institute (IDA), Jinja:

This is situated near Jinja Grain Milling Industry behind the British American Tobacco in Jinja Town and it is a boarding Institution. This Institute offers two types of training programmes, i.e. short and long-term courses to cater for industrial workers and school leavers respectively. Like in any other institution, the duration of those updating and upgrading short courses depends on the requests of the employers. But the programmes of long-term training depend on the national technical requirements.

Courses offered here are:-

1. Carpentry and Joinery
2. Motor Vehicle Mechanics
3. Welding & Fabrication
4. Fitter General/Machinist
5. Electrical Installation

#### Modular Training:

This kind of training usually is conducted in short term training on the requests of Employers or any other training Institution. Arrangements are made between the D.I.T. Training Offices, and a particular module is prepared for training e.g. an Auto Dealer Employer may request his employees to have a training modules on Tyres, Batteries, Lubricants, Coolants etc. And it is the duty of the training office to give an appropriate period for the course and its duration.

### Course Costing:

It is very difficult to put down figures agreeable to the course costings as our currency value keeps on changing, but to make up the total sum of course costing per person per course, the following areas have to be considered:

- (a) Course duration
- (b) Materials to be used.
- (c) Tuition fee
- (d) Boarding and lodging costs/
- (e) Administrations costs non boarding
- (f) Caution money (this amount is refundable at the end of the course).

Total sum of money per course = a + b + c + d + e + f. This money can be paid in cash or by cheque, payable to Principal of that particular Centre or Institute or to the Commissioner, Directorate of Industrial Training.

別添—3 徒弟訓練規則 (The Industrial Training (Apprenticeship) Regulations, 1973)

THE INDUSTRIAL TRAINING (APPRENTICESHIP) REGULATIONS, 1973.

CONTRACT OF APPRENTICESHIP

PART I

THIS CONTRACT OF APPRENTICESHIP

Made the ..... day of .....19.....  
Between .....  
of (address) .....  
carrying on business as .....  
herein after called the employer (which expression shall include his executions  
or assigns or any other person or persons approved by his Minister who from time  
to time carry on the said business either in partership or with or in place him/  
her) and .....  
.....  
of (Address) .....  
aged (or apparent age) ..... hereinafter called the apprentice,

WITNESS AS FOLLOWS:-

1. That the apprentice, in consideration of the agreements hereinafter contained and on the part of the employer to be performed, and having produced satisfactory certificates of attendance and proficiency from an approval technical training institution covering a period of ..... years which is to be taken to be equivalent to ..... years of apprenticeship, does of his/her own will agree,

- (a) To bind himself/herself as an apprentice to the said employer in the trade of ..... for ..... years commencing on the ..... day of ..... 19.....
- (b) to obey all lawful and reasonable demands and requirements of the employer or those whom places the employer places in authority over him/her; not to misconduct himself/herself nor absent himself/herself from work without his/her employer's permission except in the event of sickness certified by a registered medical practitioner;
- (c) to render faithful, honest and diligent service to his/her employer and generally to comply with the provisions of this agreement;
- (d) where practicable, regularly to attend classes for technical instruction and applicable to his/her trade;
- (e) to submit to trade tests and other proficiency tests as provided under the Industrial Training (Apprenticeship) Regulations at such periods and places as may be ordered;
- (f) to show due regard for the equipment and goods of the employer and avoid damage to and waste of such equipment and goods;
- (g) to notify the Superintendent of Apprenticeship immediately of any difficulty that occurs to interfere with the carrying out of the terms of his/her contract;
- (h) not to disclose or divulge any of the employer's secrets.

2. That the employer, in consideration of the agreements hereinafter contained and on the part of the apprentice to be performed, agree;

- (a) during the term of the apprenticeship to the best of his/her skill and ability, to teach or cause the apprentice to be taught and instructed in the trade specified;
- (b) to arrange for the apprentice to attend such classes in trade training and related subjects as may be prescribed by the Superintendent of Apprenticeship;
- (c) to provide all necessary fees and time for the apprentice to attend the aforesaid classes and trade tests;
- (d) to provide said apprentice with personal tools for the carrying out his/her work as may be prescribed by the Superintendent of Apprenticeship and to recover the cost of such personal tools from the apprentice by appropriate monthly installements spread over the period of apprenticeship;
- (e) to pay the said apprentice wages at not less than rates specified in schedule 2;
- (f) to co-operate with the Superintendent of Apprenticeship in the transfer of the said apprentices; to notify and obtain the approval of the Superintendent before making any change in the contract of apprenticeship; and to notify the Superintendent immediately when, for any justification reason, the said apprentice has been suspended in accordance with section 16 of the Industrial Training Decree;
- (g) to notify the Superintendent of Apprenticeship immediately of any difficulty that occurs to interfere with the carrying out the terms of the contract.

3. General conditions applicable to the contract:-

- (a) This contract shall be read together with the provisions of the Industrial Training Decree and the Industrial Training (Apprenticeship) Regulations.
- (b) The general conditions of employment relating to the hours of work, overtime and care of employees under the Uganda Employment Act and the Employment Rules shall apply to this contract.

4. IN WITNESS WHERE OF the contracting parties have hereunder set their hand this ..... day of ..... 19.....

AS WITNESS:

Name ..... ; .....  
Employer.

Occupation .....

Name .....

Occupation .....

APPROVED

Reg. No. ....

Date .....

.....  
SUPERINTENDENT OF  
APPRENTICESHIP.

PART 2

The service of the apprentice and the responsibilities of the employer are hereby transferred to ..... with effect from the date of registration thereof. IN WITNESS WHEREOF the contracting parties hereby affix their signatures on this ..... day of ..... 19.....

AS WITNESS:

Name .....  
Employer

Occupation .....

Name .....  
New employer

Occupation .....  
Apprentice

I HEREBY CERTIFY that all parties to this contract appear fully to understand the meaning of the contract and I approve.



THE INDUSTRIAL TRAINING (TRADE TESTING)  
REGULATIONS, 1987.

ARRANGEMENT OF REGULATIONS.

*Regulation.*

1. Amendment of Schedule.
2. Trade Testing.
3. Functions of Advisory Training Committee.
4. Eligibility for testing.
5. Modular course and certification.
6. Master Craftsman Certificate.
7. Master Craftsman Certificate in case of person not being apprentice.
8. Fees for tests.
9. Testing periods and place of tests.
10. Delegated actions.
11. Registers.
12. Annual Reports.
13. Establishment of trade panels.
14. Trade Tests.
15. Trade Test Certificates.
16. Instructors and other specialists.
17. Application for trade tests.
18. Offences and penalties.
19. Revocation.
20. Interpretation.
21. Citation.

# STATUTORY INSTRUMENTS.

1987 No. 62.

## The Industrial Training (Trade Testing) Regulations, 1987.

IN EXERCISE of the powers conferred upon the Minister by subsection (2) of section 6 and paragraph (k) of section 21 of the Industrial Training Decree, 1972, these Regulations are hereby made this 12th day of May, 1986.

Decree No. 2  
of 1972.

Amendment  
of  
Schedule.

1. The Schedule to the Industrial Training Decree, 1972, is hereby amended by substituting the First Schedule to these Regulations for the Schedule thereof.

Trade  
testing.

2. (1) For each designated trade there shall be a trade test in order to assess the knowledge, skill and standard achieved by the candidate.

(2) Each test shall consist of a written or oral examination and a practical examination.

(3) In a case where a candidate passes one part and fails the other part, he shall upon fulfilment of the conditions laid down by the Superintendent be required to take the part he failed again.

Functions  
of Advisory  
Training  
Committee.

3. (1) Pursuant to section 4 of the Decree, the Council shall establish an Advisory Training Committee (hereinafter referred to as the Advisory Trade Committee) which shall have the following functions,

(a) to assist and advise on the development of trade testing standards and procedures and the administrations thereof;

(b) to assist in the establishment and revision, from time to time of,

(i) trade tests and examinations;

(ii) certification standards;

(iii) pre-requisites for eligibility for trade tests;

(iv) credits to be allowed for previous trade experience and training courses completed;

(c) appointment of Trade Testing Panels;

(d) to make such recommendations to the Superintendent in respect of trade testing schemes and changing methods as may be deemed necessary for the proper operation of trade testing programmes.

(2) An Advisory Trade Committee may, upon the approval of the Industrial Training Council act as a Trade Examination Board.

(3) The Advisory Trade Committee shall consist of,

(a) two members nominated by the Minister from the Public Service;

(b) two members representing employers' organisations; and

(c) two members representing employees organisations.

(4) Members of the Advisory Trade Committee shall hold office for a period of three years and shall be eligible for re-appointment.

(5) The Superintendent shall,

(a) act as Secretary to the Advisory Trade Committee;

(b) conduct the day-to-day administrative and organisational duties with regard to trade testing; and

(c) carry out any other duties in relation to trade testing as the Director may, from time to time, decide.

4. (1) Any person not being an Apprentice who,

Eligibility  
for testing.

(a) can read either English, Swahili or any Ugandan language for which an authorised Trade Testing Officer who understands the language is available;

(b) can clearly express himself in any of the languages referred to in paragraph (a) of this Regulation; and

(c) is considered by the Superintendent to have sufficient knowledge and skill in his Trade, may be tested and if successful shall be issued with a Uganda Craftsman Certificate.

(2) Every apprentice, upon completion of his contract of apprenticeship, shall take the Uganda Craftsman trade test in his trade and if successful, shall be issued with the Uganda Craftsman Certificate.

(3) Any person who having taken the Uganda Craftsman trade test fails it on his first attempt may apply to take it for a second time, and shall be permitted to take the test if he can prove to the Superintendent that he has acquired the necessary experience and skill to enable him pass the test and that he has had at least six months' experience of active working in his trade since his first attempt.

Modular  
course and  
certification.

5. (1) Upon completion of a modular course, any apprentice or trainee may take the trade test appropriate to that module and if successful, the result shall be recorded on the applicant's Skill Test Record and accredited towards his craftsman grade certificate.

(2) Any person who having taken a modular test and fails it on his first attempt may apply to take it the second time, and shall be permitted to take the test if he can prove to the Superintendent that he has acquired the necessary experience and skill to enable him pass the test and that he has had at least three months' experience of active working in his trade since his first attempt.

Master  
Craftsman  
Certificate.

6. Any person who,

(a) has held Uganda Craftsman Certificate or the former Grade I Trade Test Certificate for at least ten years;

(b) has continuously worked in an industry in his trade since obtaining the Uganda Craftsman Certificate or the former Grade I Trade Test Certificate; and

(c) has sufficient proof that he has completed the prescribed training in his trade after gaining the Uganda Craftsman Certificate or the former Grade I Trade Test Certificate;

may apply for taking the Uganda Master Craftsman Test.

Master  
Craftsman  
Certificate  
in case of  
person not  
being  
apprentice.

7. Any person not being an apprentice who,

(a) has held a Uganda Craftsman Certificate for at least three years;

(b) has continuously worked in an industry in his trade since obtaining the Uganda Craftsman Certificate;

(c) has sufficient proof that he has completed the prescribed training in his trade after obtaining the Uganda Craftsman Certificate; and

(d) can speak, write and understand English,  
may apply for taking the Uganda Master Craftsman Test.

8. The fees payable by a person applying or re-applying for a trade test shall be as prescribed in the second schedule to these Regulations. Fees for tests.

9. Trade tests shall be held at such periods at one or more of the Directorate's training institutes or centres or at other establishments where suitable facilities for testing exist as the Advisory Trade Committee deems fit. Testing periods and place of tests.

10. The Superintendent may, subject to the directions of the Director, perform any act or discharge any duty which may lawfully be performed or discharged by the Director as provided for under section 18 of the Decree. Delegated actions.

11. (1) The certificates issued under these Regulations shall be numbered serially and the Superintendent of Trade Testing shall cause a register, or registers, to be kept in which shall be entered the numbers of such certificates, the names and particulars of the persons to whom they have been issued, the trade or occupation, and the grade and date of issue. Registers.

(2) The Superintendent and the Director shall also maintain registers of all candidates who fail or pass trade tests.

12. The Superintendent shall render to the Council an annual report by the end of March each year, showing for each trade or occupation, as at 31st December of the preceding year, the cumulative totals of, Annual reports.

- (a) persons previously tested at the start of the year;
- (b) trade tests carried out during the year by trade and grade;
- (c) trade test certificates awarded during the year by trade or occupation and grade;
- (d) modular tests carried out during the year by trade or occupation;
- (e) persons failing to reach the required standard in trade tests, by trade and grade, during the year;
- (f) persons failing to reach the required standard in modular tests by trade or occupation during the year;

- (g) registers of all certificate holders in Master Craftsman and Craftsman Grades; and
- (h) the outstanding number of application forms for trade testing.

Establishment of trade panels.

13. (1) Pursuant to these Regulations, the Advisory Trade Committees shall appoint Trade Testing Panels for the purpose of,

- (a) preparing test questions and test pieces from trade standards;
- (b) designing marking scheme; and
- (c) carrying out trade tests to determine levels or skill of workers in designated trades or occupations.

(2) Members of a Trade Testing Panel shall hold office for a period of three years and shall be eligible for re-appointment.

(3) Members of a Trade Testing Panel shall be paid such fees and allowances as may be decided from time to time by the Council.

(4) Each Trade Testing Panel shall consist of the following members who shall be qualified and experienced in the trade or occupation concerned,

- (a) two members nominated from the Directorate of Industrial Training;
- (b) two members nominated from the Government Industrial sector; and
- (c) two members nominated from the private industrial sector.

Trade tests.

14. (1) The Advisory Trade Committee may approve such test or tests as it deems necessary or desirable for the purpose of determining the ability, level or skill or competence of persons engaged in any trade or occupation.

(2) All trade tests shall conform to their respective trade standards established under these Regulations and the conditions prescribed by the Council.

(3) There shall be for such trade or occupation, unless otherwise specified, two levels of trade tests to be known as Master Craftsman Grade corresponding to highly skilled and Craftsman or skilled worker grade.

(4) Each Trade Testing Panel shall periodically evaluate its own trade tests results and in light of such evaluation determine whether or not it deems it necessary to recommend to the Advisory Trade Committee for the revision of its tests and or the applicable Trade Standards.

15. (1) The Superintendent, on receipt of notification from a Trade Testing Panel that an applicant has reached the required standard in a trade test, shall grant the applicant a certificate of the appropriate grade.

Trade test certification.

(2) Any such certificate granted shall be in such form and manner prescribed by the Council acting on the advice of the Advisory Trade Committee. It shall be signed by the holder, the Superintendent of Trade Testing and the Director and embossed with the official stamp of the Ministry of Labour.

16. The Superintendent may, with the approval of the Director, nominate and engage a vocational training Instructor or a specialist from any industry to conduct a trade test and submit the test results to the Superintendent.

Instructors and other specialists.

17. (1) Any person who is eligible for a trade test or who qualifies to take a modular test upon completion of a standard training unit of his trade, may submit his application to the Superintendent of Trade Testing on a form specified in the Third Schedule to these Regulations which may be obtained from the Superintendent or from any office or Training Centre of the Ministry of Labour.

Application for trade tests.

(2) Parts A and B of the application form shall be filled by the applicant and Part C shall be filled by an authorised officer.

(3) After completing the application form he shall, together with his two passport size photographs and a registration fee of one hundred shillings, forward it to the Superintendent.

1,000

(4) Upon receipt of the application, the Superintendent shall give the applicant, in writing,

- (a) an acknowledgement of receipt of the application and registration fee;
- (b) an acceptance or rejection of his application;
- (c) in case of rejection of the application, the remedial steps to be taken by the applicant; and
- (d) the date and place set for the test.

(5) Any accepted applicant who is unable to report for the test on the appointed date shall inform the Superintendent before that date, and the Superintendent may fix another date for the test and inform the applicant accordingly.

(6) Any applicant who fails three times consecutively to report for trade testing on the appointed dates shall not be considered for the test again.

(7) In forwarding an application for a trade test, the applicant shall specify any previous test or tests passed by him, declaring the date or dates of passing and shall furnish proof to the Superintendent that he has passed such test or tests.

Offences  
and  
penalties.

18. Any person who,

- (a) makes false declaration on the form when applying for a trade test;
- (b) makes use of any certificate to which he is not entitled under the provisions of these Regulations;
- (c) alters or defaces a certificate issued under these Regulations, or makes any model, likeness or facsimile of such certificate with intent to deceive or defraud;
- (d) being entitled under the provisions of these Regulations to the possession of a certificate parts with such certificate to a person not so entitled;
- (e) fails to produce or surrender without good cause such certificate when the Superintendent requires him to do so,

shall commit an offence and shall be liable on conviction to a fine not exceeding ten thousand shillings or to imprisonment for a term not exceeding six months or to both such fine and imprisonment.

Revocation.  
S.I. 1973  
No. 32.

19. Sections 16 to 21 and form III of Schedule I the Industrial Training (Apprenticeship) Regulations, 1975, are hereby revoked.

Inter-  
pretation.

20. In these Regulations unless the context otherwise requires,

"Advisory Training Committee" means an Advisory Training Committee set up under regulation 5 of these Regulations;



"Authorised Officer" means a Principal of the Ministry of Labour Training Centre or any Officer of the Ministry in charge of a Province or District;

"Modular Course" means a training programme of flexible duration consisting of task skills, related knowledge and workmanship organised as an independent or integral part of a designated trade;

"Modular test" means a proficiency or competency test in a given Modular Course;

"Superintendent" means the Superintendent of Trade Testing;

"Trade Testing Panel" means a panel of trade advisers appointed under regulation 13 of these Regulations.

21. These Regulations may be cited as the Industrial Training (Trade Testing) Regulations, 1987. Citation.

BIDANDI-SALI,  
*Minister of Labour.*

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## SCHEDULES.

### FIRST SCHEDULE.

#### DESIGNATED TRADES.

Agricultural Mechanic.	Monotype Caster Operator.
Auto Electrician.	Monotype Keyboard Operator.
Auto Pannel Beater.	Motor Vehicle Mechanic.
Auto Spray Painter.	Moulder.
Black Smith.	Offset Machine Operator.
Boat Builder (Wood).	Painter and Decorator.
Boilder Attendant.	Pattern Maker.
Brick/Block-layer.	Photographer.
Cabinet Maker.	Plumber and Drain Layer.
Carpenter and Joiner.	Printing Machine Mechanic.
Diesel Pump Fitter.	Process Engraver.
Electrical Cable Joiner.	Radio and Television Mechanic.

Electrical Fitter.	Refrigeration and Air Conditioning Mechanic.
Electrical Linesman.	Saw Doctor.
Electrical Wireman.	Sheet Metal Worker/Tinsmith.
Fitter (General)	Spinner and Winder.
Glazier.	Steam Pipe Fitter.
Hand Compositor.	Structural Fitter.
Instrument Fitter.	Tailor and Dressmaker.
Letter Press Machine Operator	Textile Machinery Mechanic.
Lift Mechanic.	Tool and Die Maker.
Linotype and Intertype Operator.	Turner.
Machinist (General)	Typewriter Mechanic.
Mill Wright.	Wood working Machinist.
Welder, Gas and Electric.	

#### SECOND SCHEDULE.

#### FEES PAYABLE BY A PERSON APPLYING OR RE-APPLYING FOR A TRADE TEST.

	<i>Amount</i>
	<i>Shs.</i>
Registration Fee ... ..	100
Craftsman Grade Test Fee ... ..	2,000
Master Craftsman Grade Test Fee ... ..	5,000
Modular Test Fee ... ..	500

#### THIRD SCHEDULE.

#### MINISTRY OF LABOUR.

#### DIRECTORATE OF INDUSTRIAL TRAINING.

#### APPLICATION FOR UGANDA TRADE TESTING.

This Form, when completed, must be forwarded together with two unglazed passport size photographs to:

The Superintendent of Trade Testing,  
P.O. Box 20050,  
LUGOGO, KAMPALA.

THIRD SCHEDULE—*continued.*

PART A.

*(To be completed by all applicants).*

1. Name .....  
(Surname first) (Other Names)
2. Nationality ..... Age ..... Sex .....
3. District ..... Sub-County ..... Village .....
4. Trade in which Trade Test is required .....
5. Home Address .....
6. Present Postal Address .....
7. I hold a Uganda Government Trade Test Certificate No. ....  
..... Registration No. ....  
Trade/Occupation .....
8. Educational Qualifications (Circle the appropriate School Grade,  
(e.g.) P. VII Circle (7):  
(a) Primary School 1, 2, 3, 4, 5, 6, 7:  
Name of School .....  
Certificate Awarded .....  
Year of Award .....  
(b) Secondary School 1, 2, 3, 4, 5, 6:  
Name of School .....  
Certificate Awarded .....  
Year of Award .....  
(c) Rural Trade School: 1 year, 2 years, 3 years and 4 years:  
Name of School .....  
Certificate Awarded .....

Year of Award .....

Trade .....

(e) Other, (e.g.) Vocational Training Centres:

Name of Vocational Training Centre .....

.....

Certificate Awarded .....

Years of Award .....

Trade/Occupation .....

9. Industrial experience in this Trade/Occupation

Name and Address of Employer	From Month and Year	To Month and Year	Position Held
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.....

.....

TOTAL PERIOD .....

PART B.

(To be completed by a Registered Apprentice in addition to the details given in Part A above).

1. Contract Number ..... Date Apprenticeship started .....

..... Trade .....

2. (a) Duration of Apprenticeship .....

(b) Date of completion .....

3. Employer's Address .....

I certify that to the best of my knowledge and belief, the above-mentioned particulars are correct, and I can read and write.

Signature of Applicant .....

PART C.

*(To be completed by the Employers or Authorized Officers).*

1. I/We .....  
recommend and request that .....  
*(Name of Applicant).*  
an employee of this Company be given Trade Test indicated in  
this application.  
He/She has been employed by me/us as .....  
*(Trade and Title).*  
for the period of ..... and I/We shall be able  
to release him when called for the Trade Test.

2. I/We are unable to recommend .....  
*(Name of Applicant).*  
an employee of this Company in the Trade of .....  
..... for ..... years is .....  
for the following reasons: ---  
.....  
.....  
.....

Date ..... 19.....

.....  
*Employer's/Authorized Officer's  
Signature and Stamp.*

Position held .....

Postal Address .....

PART D.

*(For Official Use only).*

1. Minimum requirements to qualify for the category of Trade Test  
for:
  - (a) Uganda Craftsman Certificate:
    - (i) Can read and write Yes/No. ....

- (ii) Experience (Number of years) .....
- (iii) Number of full-term of apprenticeship services .....
- (iv) Last tested ..... additional experience  
Years/Months .....
- (v) Has completed a Modular Course of .....
- (vi) Not qualified .....
- (vii) Qualified for (Category of Trade Test) .....

(b) Uganda Master Craftsman Certificate:

- (i) Has held a Uganda Craftsman Certificate or former  
Grade One for .....
- (ii) Has continually worked at his trade/occupation since  
obtaining the Uganda Craftsman Certificate .....
- (iii) Has undergone the following training .....

2. Paid Registration Fee and issued with Receipt No. ....

Remarks .....

Application acknowledged on .....

Registration No. .... Candidate to report for test

on ..... day of .....

at ..... Trade Test Fees paid Shs. ....

Receipt No. ....

PART E:

TEST RESULTS:

(To be completed by the Trade Testing Panel).

Written Test .....%

Practical Test ..... %  
Certification by the Trade Testing Panel:  
On ..... day of ..... 19.....  
the Applicant .....

(Name)

was trade tested for the category of .....  
..... and Passed/Failed the test.

Signatures of the Trade Testing Panel: (Name in Block Letters)

1. ....
2. ....
3. ....

PART F.

(To be completed by the successful Applicant on Award of Certificate).

I hereby acknowledge the receipt of the Uganda Craftsman  
Certificate/Master Craftsman Certificate No. ....  
I understand that the Certificate will remain the property of the Govern-  
ment and may be withdrawn at any time for a justifiable reason.

Signature of Applicant ..... Date .....

Date of publication: 21st August, 1987.

別添 - 5 技能検定・学科試験問題の例

TRADE TESTING SECTION  
METAL MACHINING AND MACHINERY FILING WORK

UGANDA MASHERCRAFT CERTIFICATE TRADE TEST

TRADE: FILER MACHINIST

DATE NOVEMBER, 1993

TIME: 3 HOURS

REMARKS: The candidate should be in possession of the following for this examination:-

1. One answer book or answer sheets
2. Simple calculator
3. Slide rule or castle's logs
4. Mathematical tables
5. Drawing Instrument set
6. Writing pens and pencils.

INSTRUCTIONS:-

1. Answer all questions in Section A and attempt any two questions out of four in Section B.
2. Section A is graded out of a maximum of 50% marks.
3. All questions in Section B carry equal marks totalling



## SECTION A

- Q.1 Define the term 'maintenance'.
- Q.2 Write true or False
- (a) The pitch line is the pitch circle of a gear.
  - (b) The pitch diameter is the effective diameter of a gear
  - (c) the circular pitch is the same as the Diametral pitch.
  - (d) the addendum is the same as the Dedendum of the gear.
  - (e) the module equals the addendum of the gear.
  - (f) the face of a gear tooth is the curved surface of the addendum.
  - (g) the crown of the gear tooth is the same as the reciprocal ~~pitch~~ of its Diametral pitch.
  - (h) The Backlash is the play between mating gear teeth measured not on the pitch line.
  - (i) the module pitch is the reciprocal of the diametral pitch.
  - (j) Herringbone gears are not the same as spiral gears.
- Q.3 Mention five major properties of cutting tool materials.
- Q.4 What single factor is most likely to cause tool failure at high cutting speeds?
- Q.5 On what materials may Kerosene be used as a cutting fluid?
- Q.6 Engineering drawing is the language of Engineers, explain briefly why?
- Q.7 Fill-up the blanks in the following statements, with appropriate words selected from those given in the list below:
- (a) In \_\_\_\_\_ projection, the \_\_\_\_\_ are perpendicular to the \_\_\_\_\_ of projection.
  - (b) In \_\_\_\_\_ projection, each of the three axes makes an angle of \_\_\_\_\_ with the other two.
  - (c) In first-angle projection method,
    - (i) the \_\_\_\_\_ comes between the \_\_\_\_\_ and the \_\_\_\_\_
    - (ii) the \_\_\_\_\_ view is always \_\_\_\_\_ the \_\_\_\_\_ view.
    - (iii) the left side view is placed to the \_\_\_\_\_ of the \_\_\_\_\_ view.

- Q.7 (d) In third angle projection method,
- (i) the \_\_\_\_\_ comes between the \_\_\_\_\_ and the \_\_\_\_\_.
  - (ii) the \_\_\_\_\_ view is always \_\_\_\_\_ the \_\_\_\_\_ view.
  - (iii) the right-side view is placed to the \_\_\_\_\_ of the \_\_\_\_\_ view.

List of words for the above:

1. Object
2. Top
3. Isometric
4. Left
5. Plane
6.  $60^\circ$
7. Above
8. Orthographic
9. Side
10. Observer
11. Projectors
12.  $120^\circ$
13. Front
14. Below
15. Oblique
16. Right

SECTION B.

- Q.1 Write brief notes on the following terms as applied to maintenance work in your firm.
- (a) Planned maintenance
  - (b) Corrective maintenance
  - (c) Preventive maintenance
  - (d) Running maintenance
  - (e) Shut down maintenance
  - (f) Break down maintenance.
- Q.2 You have been recently promoted to the ranks of Firm Supervisor/Foreman in your Company. Prior to your appointment, there had been frequent plant breakdowns in your department which has greatly reduced the production hopeful/estimate targets; You are called upon by the Management to submit some strategies that could be implemented to limit the occurrence. One of your immediate preventive medicine is to prepare a Facility register for periodic maintenance schedule which has been lacking. Briefly describe how you would go about it.
- Q.3 You are employed as Head Fitter/Supervisor in a bush production workshop engaged in production of numerous agricultural tools with a labour force of 50 Technicians/Craftsmen. It has come to your notice that your shop has run out of Files due to excessive use. The Management has granted you the green light to place an order with sheffield Engineering works - England; to supply your firm 100 files to be paid for by the Company through the Central Bank for on ward bill Settlement in Foreign exchange.
- How would you specify the files, quantitatively, Qualitatively and economically viable to the plant/firm and to the satisfaction of the management and yourself.
- Q.4 Mr. Bravo is employed as a Foreman in a Grain Milling Firm. The Mill is driven by leister diesel Engine through the six 'v' belt pulley system. Three months earlier, the stores supplied six Brand new 'v' belts for refitting on the pulleys as the former were realised worn out. While Mr. Bravo was carrying out his daily routine maintenance, checkup, he realised one of the six belts had slipped and was loose. Explain the best method Mr. Bravo would apply to repair the machine and restore it to its projected running efficiency.

UGANDA CRAFTSMAN CERTIFICATE TRADE TEST

TRADE     FITTER     MACHINIST

TIME     3 HRS.

DATE:     NOVEMBER, 1993.

INSTRUCTIONS

1. Answer all questions in Section A and attempt any four questions out of six in Section B.
2. Section A is graded out of 50 marks.
3. All questions in Section B carry equal marks totalling to 40%.
4. 10% marks reserved for tidiness and proper working and sequencing of your answers.
5. During the exam no one be it individual or group of candidates are/is allowed to communicate to any other persons or it may culminate into summary disqualification and nullification of the results.
6. All forms of inquiry must be addressed to the exam Supervisor only.
7. Before you start writing your paper make sure you spend 15 minutes initially to read through and understand the questions reflected in the question paper.
8. Wherever possible use sketches to explain difficult points.

I wish you best of luck and succes.

SECTION A

1. What is a tool?
2. Explain the difference between the pitch and the lead of a screw thread.
3. What do you understand by the following terms as they apply to single point cutting tools:
  - (a) Cutting edge
  - (b) face
  - (c) Flank
  - (d) Nose
  - (e) Nose radius
  - (f) Point
  - (g) Base
4. When is taper turning a nuisance?
5. Draw and show the reading of 0.889" on an English micro meter.
6. Draw and show the reading of  $\frac{1}{8}$  23.98mm on a metric micrometer.
7. Complete each statement given in X by selecting an appropriate one from those given in Y

X

- (a) Outlines or principal lines are drawn as .....
- (b) Lines for hidden edges are drawn as .....
- (c) Thin and Long chain line is made up of .....
- (d) Centre lines, Locus lines and pitch circles are drawn as .....
- (e) Dashed line of medium thickness is made up of.....
- (f) Dimension lines, hatching and extension lines are drawn as .....
- (g) The position of cutting plane is shown by.....
- (h) Irregular boundaries and short breaks are shown by.....
- (i) Long breaks are shown by.....

Y

1. Long and thin chain lines
  2. Thick and long chain line, thick at ends only.
  3. Thick continuous lines
  4. Short dashes of approximately equal lengths.
  5. Thin continuous lines.
  6. Continuous thin and wavy lines, drawn free hand.
  7. Thin ruled lines with short zigzags within them.
  8. Alternately long and short dashes.
  9. Dashes lines of medium thickness.
8. Show by means of neat sketches, the following threads conventionally:
- (a) External V thread
  - (b) External V thread in Section
  - (c) Internal V thread in Section
9. Describe the major difference between the unified and metric 'V' form thread.
10. Write short notes on the following operations:
- |                 |              |
|-----------------|--------------|
| (a) Chipping    | (e) Grinding |
| (b) Sawing      | (f) Drilling |
| (c) Draw filing | (g) Tapping  |
| (d) Scraping    | (h) Dieing   |

SECTION B.

1. Find the tapping drill size for the following threads:-
- (a)  $\frac{1}{8}$  BSW x 24
  - (b) M20 x 2.5
  - (c) M10 x 1.25
  - (d) 1" BSF x 10
  - (e) 5/16" UNF x 18
  - (f) 9/16 UNC x 12

2. Two spur gears in mesh have 18T and 73T respectively.

The centre distance is 6.5 inches.

Calculate the following dimensions for the gears:-

- (i) DP
- (ii) DP
- (iii) CP
- (iv) Addendum
- (v) Working depth
- (vi) Thickness and clearance

3. Define the following terms:-

- |                  |                 |
|------------------|-----------------|
| (a) Ductility    | (e) Normalising |
| (b) Malleability | (f) Annealing   |
| (c) Toughness    | (g) Temperature |
| (d) Tempering    | (h) Hardness    |

4. A solid steel rod of diameter 10mm and 175mm long, is subjected to a tensile load of 15KN. Calculate the change in length if  $E = 2 \times 10^5 \text{ N/mm}^2$

5. What do you understand by the following Engineering Drawing terms:-

- (i) Pictorial drawing
- (ii) Isometric drawing
- (iii) Oblique drawing
- (iv) Orthographic projection
- (v) Isometric projection.

6. A cylindrical bar of copper diameter 2" and height 4.5" was melted and cast into a sphere. Find its radius.



The Republic of Uganda

## The Public Service Commission

Applications are invited from suitably qualified candidates for the following posts and must be submitted to the Secretary to the Public Service Commission, P.O. Box 7080, Kampala to reach her not later than 30th April, 1993.

All applications in triplicate on PSC Form III (1961 or 1972) are obtainable from the Secretary, Public Service Commission or from Secretaries to District Service Committees and by Serving Officers from their Ministries/Departments.

Applications should bear the title of the post as well as the reference number of the vacancy. Handwritten applications are acceptable.

Serving officers should route their applications through their Heads of Department who must be informed of the closing date to avoid delay.

Ministry: Labour & Social Affairs

Post: Assistant Instructor (Automotive) Grade I (5 vacancies) Ref: CV.513/11 (Re-advertised)

Salary: Uganda Government Scale U6

Qualifications: Ordinary Technician Diploma (Automotive) or Advanced Craft Certificate (Automotive) plus 3 years experience in Immediate Lower Grade. Relevant Industrial experience of at least 3 years or higher qualifications will be an added advantage.

Duties:

— To assist the Instructor in the preparation of all the Training and Trade Testing requirements/activities.

— To supervise trainees during their training and ensure observance of safety rules and discipline in the section.

— Any other duties assigned by Head of Section.

Post: Assistant Instructor Grade I (Machinshop) (6 vacancies) Ref: CV.513/12 (Re-advertised)

Salary: Uganda Government Scale U6

Qualifications: Ordinary Technician Diploma (Machinshop) or Advanced Craft Certificate (Machinshop) plus 3 years' experience in Immediate Lower Grade. Relevant Industrial experience of at least 3 years or higher qualification will be an added advantage.

Duties:

— To assist the Instructor in the preparation of all the Training and Trade Testing requirements/activities.

— To supervise the Trainee during their training and ensure observance of safety rules and discipline in the section.

— Any other duties assigned by Head of Section.

Post: Assistant Instructor (Carpentry & Joinery) Grade I (4 vacancies) Ref: CV.513/13 (Re-advertised)

Salary: Uganda Government Scale U6

Qualifications: Ordinary Technician Diploma (Carpentry and Joinery) or Advanced Craft Certificate (Carpentry and Joinery) plus 3 years experience in Immediate lower grade. Relevant Industrial experience of at least 3 years or higher qualification will be an added advantage.

Duties:

— To assist the Instructor in the preparation of all the training and Trade Testing requirements/activities.

— To supervise Trainees during their training and ensure observance of safety rules and discipline in the Section.

Post: Assistant Instructor Grade I (Welding & Fabrication) (6 vacancies) Ref: CV.513/15 (Re-advertised)

Salary: Uganda Government Scale U6

Qualifications: Ordinary Technician Diploma (Welding and Fabrication) or Advanced Craft Certificate (Welding and Fabrication) plus 3 years experience in Immediate lower grade. Relevant Industrial experience of at least 3 years or higher qualification will be an added advantage.

Duties:

— To assist the Instructor in the preparation of all the Training and Trade Testing requirements/activities.

— To supervise Trainees during their training and ensure observance of safety rules and discipline in the Section.

— Any other duties assigned by Head of Section.

Post: Instructor Grade I (Automotive) (2 vacancies) Ref: CV.1750/19 (Re-advertised)

Salary: Uganda Government Scale U5c

Qualifications: Ordinary Technician Diploma (Automotive) or Advanced Craft Certificate (Automotive) plus 3 years' experience as Assistant Instructor or equivalent Grade. A Diploma or Certificate in Teacher Technical Training or Industrial Training of not less than 3 years. Holders of relevant FTC will have an added advantage.

Duties:

— To assist the Senior Instructor in handling all training activities.

— To supervise Junior Staff and ensure observance of safety rules and discipline in the Workshop.

— Any other relevant duties assigned by the Senior Instructor.

Post: Instructor Grade I (Metal Machinery & Fitting) (3 vacancies) Ref: CV.1750/20 (Re-advertised)

Salary: Uganda Government Scale U5c

Qualifications: Ordinary Technician Diploma (Metal Machinery and Fitting) or Advanced Craft Certificate plus three years experience as Assistant Instructor or equivalent grade; a Diploma or Certificate in Teacher Technical Training or Industrial Vocational Training plus Industrial Training of not less than 3 years. Holders of relevant FTC will have an added advantage.

Duties:

— To assist the Senior Instructor in handling all Training activities.

— To supervise junior staff and ensure observance of safety rules and discipline in the Workshop.

— Any other relevant duties assigned by the Senior Instructor.

Post: Instructor Grade I (Carpentry & Joinery) (2 vacancies) Ref: CV.1750/21 (Re-advertised)

Salary: Uganda Government Scale U5c

Qualifications: Ordinary Technician Diploma (Carpentry) or Advanced Craft Certificate (Carpentry) plus 3 years experience as Assistant Instructor or equivalent Grade; a Diploma or certificate in Teacher Technical Training or Industrial Vocational Training plus Industrial Training of not less than 3 years. Holders of relevant FTC will have an added advantage.

Duties:

— To assist the Senior Instructor in handling all training activities.

— To supervise junior staff and ensure observance of safety rules and

discipline in the Workshop.

— Any other relevant duties assigned by the Senior Instructor.

Post: Instructor Grade I (Electrical/Auto Electrician/Industrial) (5 vacancies) Ref: CV.1750/22 (Re-advertised)

Salary: Uganda Government Scale U5c

Qualifications: Ordinary Technician Diploma (Electrical/Auto Electrician/Industrial Electricity and Electronics OR Advanced Craft Certificate in Electronics plus 3 years experience as Assistant Instructor or equivalent Grade; A Diploma or certificate in Teacher Technical Training or Industrial Vocational Training plus Industrial Training of not less than 3 years. Holders of relevant FTC will have an added advantage.

Duties:

— To assist the Senior Instructor in handling all training activities.

— To supervise junior staff and ensure observance of safety rules and discipline in the workshop.

— Any other relevant duties assigned by the Senior Instructor.

Post: Instructor Grade I (Brick & Block Laying) (1 vacancy) Ref: CV.1750/24 (Re-advertised)

Salary: Uganda Government Scale U5c

Qualifications: Ordinary Technician Diploma (Brick & Block Laying) or Advanced Craft Certificate plus 3 years experience as Assistant Instructor or equivalent Grade; a Diploma or Certificate in Teacher Technical Training or Industrial Vocational Training plus Industrial Training of not less than 3 years. Holders of relevant FTC will have an added advantage.

Duties:

— To assist the Senior Instructor in handling all training activities.

— To supervise junior staff and ensure observance of safety rules and discipline in the Workshop.

— Any other relevant duties assigned by the Senior Instructor.

Post: Instructor Grade I (Carpentry & Decoration) (1 vacancy) Ref: CV.1750/25 (Re-advertised)

Salary: Uganda Government Scale U5c

Qualifications: Ordinary Technician Diploma (Painting and Decoration) or Advanced Craft Certificate plus 3 years experience as Assistant Instructor or equivalent Grades; a Diploma or Certificate in Teacher Training or Industrial Vocational Training plus Industrial Training of not less than 3 years. Holders of relevant FTC will have an added advantage.

Duties:

— To assist the Senior Instructor in handling all training activities.

— To supervise junior staff and ensure observance of safety rules and discipline in the Workshop.

— Any other relevant duties assigned by the Senior Instructor.



**Directorate of Industrial Training**  
**Ministry of Labour and Social Affairs**  
**TRAINING OPPORTUNITIES**

Applications are invited from suitably qualified persons to undergo a 3-year Basic Engineering courses at Vocational Training Institute, Jinja, in the following fields:-

1. Motor vehicle mechanics
2. Electrical installation
3. Welding and fabrication
4. Plumbing and pipe fitting
5. Carpentry and joinery
6. Metal machining and fitting
7. Brick-block laying

The aim of the courses is to provide the trainees with technical skills and related knowledge to qualify them as craftsmen/entrepreneurs.

**Qualifications:** Applicants should possess UCE "O" level or UACE in Science subjects. Holders of UCE "O" level with good passes in technical subjects, namely Woodwork, Metal work and Technical Drawing will have additional advantage.

The courses are of 3 years, commencing in April 1994. Trainees will undergo 2 years intensive Institutional Training and 1 year industrial attachment. The programme is non-residential.

**Costs:**

Tuition Fees — Shs 60,000 per term

Caution Money — Shs 20,000 (refundable if no losses incurred)

Application forms — Shs 3,000 per person

Application forms and further information should be obtained from undermentioned offices:-

The Principal, Vocational Training Institute Jinja, P.O. Box 1078, JINJA. Tel: 20888/21438, Jinja.	The Commissioner, Directorate of Industrial Training, P.O. Box 20050, Lugogo - Kampala. Telephone: 236864, Kampala.
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Closing date of submission of application forms is 25/3/94.

W. KAAYO KIZITO,  
Commissioner/Director of  
Industrial Training.

別添-7 ナカワ訓練校の指導員一覧

TECHNICAL MEMBERS OF STAFF

<u>Name</u>	<u>Section</u>	<u>Qualification</u>
1. G.K Kurinamanyire	Principal	Diploma in Trainin. Institutions.
2. A. Tuzinde	D/Principal	Diploma in Educati.
3. B. Masolo	Head of Machinshop	Machinist Instruct.
4. A. Oteka	Head of Electrical	Ordinary Diploma
5. Mukasa Kiyaya	Head of Automotive	Diploma
6. Wakabi T	Ag. Head Welding & Fabrication	H.D Mechanical & Production Engineer- ing.
7. G. Mwesigye	Instructor-Electrical	H.T.D Electrical Engineering.
8. E. Bempala	Instructor-Electrical	Full Technological Certificate
9. Kakooko	Instructor-Welding & Fabrication	Master Craftsman Certificate.
10. Muwanga	Instructor-Welding & Fabrication	H.D Mechanical and Production Engineer- ing.
11. Ahangana	Asst. Instructor Machine- shop section	H.D Mechanical Engineering
12. R. Mujurizi	Asst. Instructor in Welding & Fabrication	Uganda Craftsman Certificate (T.T)
13. Waiswa J.J	Asst. Instructor in Welding and Fabrication	Welder/fabricator/ Pennel Bitter.
14. Tupei	Asst Instructor in Motor Vehicle	Advanced T.C M/V
15. Kayingo	Asst. Instructor in Motor Vehicle	
16. Esekubwa C	Asst. Instructor in Motor Vehicle	Advanced Tech. Cert. M/V
17. Mubiru D	Asst. Instructor in Motor Vehicle	Agricultural Mechanics Part II

VOCATIONAL TRAINING INSTITUTE, NAKAWA

TRAINING PROGRAMME FOR 1994

- ELECTRICAL INSTALLATION AND FITTING COURSE
  
- WELDING AND LIGHT METAL FABRICATION COURSE
  
- MOTOR VEHICLE REPAIR COURSE
  
- MACHINIST AND FITTER GENERAL COURSE

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# F O R E W O R D

Vocational Training Institute, Nakawa is situated on Kampala-Jinja Road about 4.5 Kilometres from the city Centre. Vocational Training Institute, Nakawa was established in 1971 with the primary object of preparing Craftsmen/women of various levels to meet the growing demand of Craftsmen/women needed by the over growing industries in this country. This objective has long been effectively achieved despite of all the odds that have hit this Institute at the beginning of last decade. The Institute's function now is largely that of giving Upgrading and Apprenticeship training for increased efficiency within a service strongly oriented towards improving productivity in all Industries.

Vocational Training Institute, Nakawa is a section the Directorate of Industrial Training (DIT) which was established by Decree No. 2 of 1972. Approximately 80 trainees are in residence at any one time and an average of 8 courses can be run concurrently. The courses duration range from one week to 40 weeks. The courses of studies are mainly in Electrical trades, Motor Vehicle trades, Welding and Fabrication trades and Metal Machining trades (Machineshop). Vocational Training Institute, Nakawa enjoys the wide support from Industries and works closely with the Ministry of Education, Ministry of Planning and Economic Development and other Government Department.

Vocational Training courses are passport to be opportunities for those people whose abilities are practical and productive and who wish to improve their skills and technical knowledge.

The certificates commonly known as (Trade Test Certificate) which are awarded in collaboration with the Trade Testing and Certification Department are linked to various levels of competence needed in employment at all stages. The Institute has the capacity of conducting Tailor Made courses on request by employers. The Institute has well equipped workshops and excellent classrooms, a small library, dormitories and large assembly Hall which is used for meetings and graduation ceremonies. There is a net ball court and other numerous indoor games for mental and physical exercises.

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## I N T R O D U C T I O N

### STRUCTURE OF UPGRADING AND APPRENTICESHIP TRAINING COURSES:

This pamphlet contains both skill and technical knowledge training for craftsmen of various standards.

The syllabuses have been prepared by panel officers selected from various engineering firms and technical education personnel together with the Directorate of Industrial Training training staff.

The syllabuses have also been studied by staff of engineering firms who have ascertained their validity. It is emphasised that during the training the work carried out will normally consist of items of production which have been carefully selected by the training staff in consultation with the production departments of various engineering firms and manufacturing industries. This has been done in this way so as to give the range of training prescribed by the Industrial Training Council (ITC). It is emphasised that close attention be given to such matters as accuracy, finish, time and safe working practices and periodic testing in accordance with the prescribed standards by I.T.C.

The length of time spent on each training programme will depend on individual attainment. What matters is that the full breath of the training programme is covered and that the approved standard of performance is reached in all the elements of skill within the training programme.

It is expected however that all training programmes will require at least six (6) weeks to cover the prescribed range of skills training.

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VOCATIONAL TRAINING INSTITUTE, NAKAWA  
CALENDER FOR 1994 TRAINING PROGRAMME

10-01-94	TO	28-01-94	-	INDUSTRIAL VISIT
31-01-94	TO	11-03-94	-	UPGRADING COURSE
28-03-94	TO	6-05-94	-	1ST YEAR APPRENTICESHIP TRAINING
23-05-94	TO	1-07-94	-	UPGRADING COURSE
11-07-94	TO	23-07-94	-	TAILOR MADE COURSE - DRIVERS' COURSE
25-07-94	TO	5-08-94	-	INDUSTRIAL VISITS
22-08-94	TO	30-09-94	-	2ND YEAR APPRENTICESHIP TRAINING/ UPGRADING COURSE
17-10-94	TO	25-11-94	-	TRADE TESTING EXAMS.
1-12-94	TO	31-12-94	-	ANNUAL LEAVE FOR TEACHING STAFF.

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UPGRADING TRAINING COURSE/APPRENTICESHIP TRAINING COURSES:

DATE	REF. NO.	DURATION	C/TITLE	COURSE CONTENT	INTENDED FOR
31.01.94 to 11.03.94	UP-G/ 1/94	6 weeks	Metal Machining	Safety precautions related theory interpretation of Engineering drawings and simple workshop calculations. Introduction to Non-precision & precision measuring tools, set-up of work in 4-jaw chuck, boring and further thread cutting 'V' form, square & acme threads.	Only those engaged in the trade for which training is needed especially practising as fitters or turners.
31.01.94 to 11.03.94	UP-G/ 2/94	6 weeks	E/Instal.	Safety precautions electrical principles. IEE and factory regulations surface wiring using P.V.C. sheathed cables. Introduction to industrial installations. AC, DC motors & generators introduction of transformers.	Only those engaged in the trade for which training will be needed.
31.01.94 to 11.03.94	UP-G/ 3/94	6 weeks	M/Vehicle Mechanics	Safety precautions related theory sketching & drawing. Petrol engine turning including ignition system valve operating mechanism & carburettor maintenance & adjustment on S.V. Stermberg Senith Solex, transmission & steering system.	Only those engaged in the trade for which training will be needed. Must be sponsored by their employers or self employed or those preparing for Trade Test.

31.01.94 to 11.03.94	UP-G/ 4/94	6 weeks	Welding & Fabrica- tion	Safety precautions related theory & drawing. Welding all types of joints in the down had position preparing joints Log but land fillet joints.	Only those engaged in the trade for which train- ing will be needed.
31.01.94 to 11.03.94	UP-G/ 4/94	6 weeks	Welding & Fabrica- tion	Templated & pipe development. Weld ability prepara- tion, set-up procedure, weld- ing techniques, copper brass, al- uminium alloys bronze nickel alloys.	
28.03.94 to 06.05.94	APP/5/ 94	6 weeks	Metal Machining & Bench Fitting	Safety precautions related theory & interpretation of blue prints Marking out work & general layout practiced in bench fitting work selection & grinding of com- mon cutting tools i.e. lathe tool bits & twist drill. Selection of lathe speeds feed in relation to kind of mater- ial being worked upon. Definition of steel and its alloys Tapping & Deing.	1st Year Apprentices sponsored by their employers. Even those already practising in the trade but would require to gain more training.
28.03.94 to 06.05.94	APP/6/ 94	6 weeks	E/Instal.	Safety precaution, related theory & drawing, factory and IEE regula- tions.	Those who service, repair and maintain machines in factories.



28.03.94 to 06.05.94	APP/7/ 94	6 weeks	M/Vehicle Mechanics	Safety precaution as related to motor vehicle works, metal work practice, vehicle lay-out, the heat engine brake system, coil igni- tion system, oil selection, air & oil filters.	First & 2nd year regist- ered apprenti- ces must be sponsored by employers.
28.03.94 to 06.05.94	APP/8/ 94	6 weeks	Welding & Fabrica- tion	Safety precautions related theory & drawing, welding in all positions e.g. vertical overhead & hori- zontal pipe weld- ing, arc welding, ferrous & non- ferrous metal introduction to metal spraying & brasing. Marking out templet, cut- ting using guillitins, hard shears, soft soldering, rever- ting, welding fillet.	First & 2nd year regist- ered apprenti- ces must be sponsored by employers.
23.05.94 to 01.07.94	UP-G/ 9/94	6 weeks	Metal Machining	Safety precautions related theory & interpretation of Engineering draw- ings; Reading of micrometers both english & metric more lathe opera- tions, knurling, undercutting, screw turning and tapper turning methods, defina- tion of steel and its alloys. The characteristics & use of non- ferrous metals.	Intended for those engaged in the trade for which training is required to improve on their effic- iency.

23.05.94 to 01.07.94	UP-G/ 10/94	6 weeks	3-Phase Motor Circuits.	Safety precautions - Proper use of tools ; - Measuring inst- ruments; - Logical fault finding; - Construction & operation; - Rewinding, con- nection and testing.	All those wh are dealing with motor rewinding.
23.05.94 to 01.07.94	UP-G/ 11/94	6 weeks	M/Vehicle Mechanics	Safety precautions related theory sketching & draw- ing. Petrol engine turning including igni- tion system valve operating mechan- ism & carburettor maintenance on S.V. Sternberg Senith Solex. Hydraulic brake system mainte- nance & repair drum & disc types testing brakes system, transmission and steering system.	Intended for people engaged in the trade fo which train- ing is needed.
23.05.94 to 01.07.94	UP-G/ 12/94	6 weeks	Welding & Fabrica- tion.	Safety precautions related theory & drawing. Welding all types of joints in the down hand posi- tion. Preparing joints log but- land fillet joints. Template and pipe development. Welding ability preparation, set- up procedure welding techni- ques copper brass, aluminium alloys bronze nickel alloys.	Intended for people engaged in the trade fo which train- ing is needed.

25.07.94 to 05.08.94	UP-G/ 13/94	6 weeks	Metal Machining	Safety precaution, related theory & drawing. Tapper turning on lathe tail stock off set & tapper turning attach- ment, milling machine & class- fications milling tools & opera- tions, indexing & types, milling of straight splines & spur gears.	For those engaged in plain milling work & cut- ting spur gears.
25.07.94 to 05.08.94	UP-G/ 14/94	6 weeks	E/Instal. & Fitting	Safety precautions related theory & drawing. Wiring of industrial machines e.g. direct-on line starters & star- delta starters including single phase machines.	Intended for people engaged in the trade for which train- ing is needed.
25.07.94 to 05.08.94	UP-G/ 15/94	6 weeks	M/Vehicle	Safety precautions related theory & drawing & sketch- ing. Petrol engine tuning in- cluding ignition system valve operating mechanism and carburettor main- tenance & adjust- ment of S.V. Stermberg Senith Solex. Hydraulic brake system maintena- nce & repair, drum & disc types testing brakes systems, trans- mission & steer- ing system.	Intended for people engaged in the trade for which train- ing is needed.

25.07.94 to 05.08.94	UP-G/ 16/94	6 weeks	Welding & Fabrica- tion	Safety precautions related theory Welding all types of joints in the down hand posi- tion. Preparing joints log butland fillet joints. Template and pipe develop- ment. Welding ability prepara- tion, set-up procedure welding techniques copper brass, alluminium alloys bronze nickel alloys.	Intended for people engaged in the trade for which train- ing is needed.
22.08.94 to 30.09.94	APP/17/ 94	6 weeks	Metal Machining	Safety precaution, related theory & drawing. Tapper turning on lathe, tail stock off set & tapper turning attach- ment milling machine & class- fications milling tools & operat- ions. Indexing & types, milling of straight splines & spur gears.	For 2nd year apprentices & those engaged in plain mil- ling work & cutting spur gears.
22.08.94 to 30.09.94	APP/18/ 94	6 weeks	E/Instal. & Fitting	Safety precaution, related theory & drawing, factory & IEE regula- tions, domestic & industrial inst- allations.	For end year apprentices Must be sponsored by employer.
22.08.94 to 30.09.94	APP/18/ 94	6 weeks	M/Vehicle Mechanics	Safety precautions related theory & drawing. Petrol engine tuning in- cluding ignition system. Valve opening mechanism & carburettor maintenance and adjustment of S.U. Stermburg Zenith Solex, transmission & steering system.	For 2nd Year registered apprentices.

22.08.94 to 30.09.94	APP/19/ 94	6 weeks	Welding & Fabrica- tion	Safety precautions related theory & drawing, prepara- tion set-up welding of pipes joints in all positions. Template making & development.	For 2nd year registered apprentices. Must be sponsored by employers.
17.10.94	T.T.20/ 94	4 weeks	E/Instal. & Fitting. Machinist & General Fitter. Welding & Fabrica- tion. M/Vehicle Mechanics		For people who have completed 4 years appren- ticeship pro- gramme & those who have attended Upgrading courses but did not have the opport- unity of being trade tested.
01.12.94. to 31.12.94: Annual Leave for Teaching Staff.					

VOTE 020: LABOUR AND SOCIAL WELFARE Continued ..

Accounting Officer - Permanent Secretary to the Ministry of Labour and Social Welfare

1	2	DETAILS	Estimates	Auto.	Suspend
			1993/94	Jan '94	Jan '94
			Shs'000	Shs'000	Shs'000
06		DIRECTORATE OF INDUSTRIAL TRAINING			
		70. Other Expenditures:			
	7010	Committee, Council And Board Expenses	1,241	103	0
		TOTAL - PROGRAMME 06: DIRECTORATE OF INDUSTRIAL TRAINING	24,890	841	1,233
07		VOCATIONAL TRAINING INSTITUTES			
		10. Employee Costs:			
	1040	Allowances other than Salaries	1,606	134	-0
	1060	Travelling and Transport of Persons (Inland)	7,393	308	308
	1100	Recreation, Welfare and Entertainment	3,500	292	-0
	1110	Training	764	0	64
		20. Administration Costs:			
	2010	Office Expenses	5,706	238	238
	2030	Advertisement and Public Relations	1,063	44	45
		30. Supplies and Services:			
	3030	Materials, Supplies and Manufactured Goods	114,762	9,564	-1
		40. Transport and Plant Costs:			
	4010	Operation and Maintenance of Vehicles (Administration)	15,999	667	666
	4020	Operation and Maintenance of Vehicles (Operational)	10,053	419	419
		50. Property Costs:			
	5010	Electricity, Water and other Utilities	5,000	417	-0
	5020	Maintenance of Buildings, Grounds and Equipments	1,597	133	0
		60. Transfer Payments to Other Agencies, or Persons:			
	6010	Transfers To Schools And Higher Education Institutions	6,250	521	-0
		70. Other Expenditures:			
	7010	Committee, Council And Board Expenses	1,400	117	-0
		TOTAL - PROGRAMME 07: VOCATIONAL TRAINING INSTITUTES	175,093	12,854	1,737

VOTE 020  
 PROGRAMME 07: VOCATIONAL TRAINING INSTITUTE  
 SUB-PROG. 01: NAKAWA  
 SUMMARY

ITEM	DETAILS	APPROVE 94/93 '000'	ACTUAL JL-DEC93 '000'	PROJ 94/95 '000'
1010	STAFF/SALARIES		1,359	2,717
1017	PROF.ALLOWS.		37	1,392
1020	G.E (WAGES)		1,311	2,622
1021	TOP-UP ALLOWS.		990	1,980
1040	ALLOWANCES	321	291	582
1060	T&T (INLAND)	1,478	2,136	1,408
1100	REC.WEL.&ENT.	700	250	500
1110	TRAINING	152	75	150
2010	OFF. EXPENSE	1,141	636	<del>1,142</del> 1,142
2030	ADV. & PUB. R	213	106	212
3030	MAT.SUP.&M/G	22,952	11,479	22,958
4010	O&M OF VEHS.	3,199	3,360	<del>6,720</del> 11,568
5010	UTILITIES	1,000	510	1,020
5020	M/BLDS.GRDS.	319	250	500
6010	T/TO SCHOOLS	1,250	600	1,200
7010	COM.COUN.&BR	280	150	300
TOTAL		33,005	23,540	<del>45,333</del> 50,251

TABLE 1

SCALE	SAL/MON.	P/ALLOW.	SUB-LOC.	SUB-ABR.	NO.
U2	25,095	10,000	34,000	-	1
U3	24,252	10,000	28,000	-	1
U5	17,811	7,000	28,000	-	8
U6	14,544	5,000	14,000	-	4
U8	12,027	5,000	14,000	-	1
	93,729	37,000	118,000	-	15

1010 STAFF SALARIES  
 1012 ESTABLISHED STAFF  
 TABLE 2

SUB-ITEM	SCALE	UNITS	U/COST MONTH	TOTAL/ MONTH	ACTUAL JL-DEC93	PROJ. 94/95
1012	U2	1	25,095	25,095	150,570	301,140
	U3	1	24,252	24,252	145,512	291,024
	U5	8	17,811	142,488	885,408	1,709,280
	U6	4	14,544	58,176	349,056	698,112
	U8	1	12,027	12,027	72,162	144,324
TOTAL		15	93,729	326,416	1,358,496	2,716,992

1020 GROUP EMPLOYEES (WAGES)

	SCALE	UNITS	U/COST MONTH	TOTAL/ MONTH	ACTUAL JL-DEC93	PROJ 94/95
1020	'A'	2	10,722	21,444	128,664	257,328
	'B'	3	10,725	32,175	193,050	386,100
	'C'	1	10,740	10,740	64,440	128,880
	'E'	1	10,806	10,806	64,836	129,672
	'F'	5	10,858	54,290	325,740	651,480
	'G'	1	10,906	10,906	65,436	130,872
	'H'	3	10,953	32,859	197,154	394,308
	'I'	3	10,986	32,958	197,748	395,496
	'M'	1	12,331	12,331	73,986	147,972
TOTAL		20	99,027	218,509	1,311,054	2,622,108

1021 GROUP EMPLOYEES (TOP-UP ALLOWANCES)

	'A'	2	5,000	10,000	60,000	120,000
	'B'	3	5,000	15,000	180,000	360,000
	'C'	1	5,000	5,000	60,000	120,000
	'E'	1	5,000	5,000	60,000	120,000
	'F'	5	5,000	25,000	150,000	300,000
	'G'	1	5,000	5,000	60,000	120,000
	'H'	3	5,000	15,000	180,000	360,000
	'I'	3	5,000	15,000	180,000	360,000
	'M'	1	5,000	5,000	60,000	120,000
TOTAL		20	45,000	100,000	990,000	1,980,000

1040 ALLOWANCES OTHER THAN SALARIES  
 1043 OVERTIME NORMAL  
 1047 SOCIAL SECURITY CONTRIBUION  
 TABLE 3

	SCALE	UNITS	U/COST MONTH	TOTAL/ MONTH	ACTUAL JL-DEC93	PROJ 94/95
1043	'A'	2	78	2,496	14,976	29,952
	'B'	3	78	3,840	23,040	46,080
	'C'	1	78	2,496	14,976	29,952
	'E'	1	78	2,496	14,976	29,952
	'F'	5	79	6,320	37,920	75,840
	'G'	1	79	2,264	7,584	15,168
	'H'	3	80	3,840	23,040	46,080
	'I'	3	80	3,840	23,040	46,080
	'M'	1	87	1,392	8,352	17,160
1047	SSC	20	-	21,851	131,106	262,210
TOTAL			717	48,491	290,946	581,890

1060 TRAVELLING AND TRANSPORT OF PERSON (INLAND)  
 1061 MILEAGE  
 1067 SUBSISTANCE ALLOWANCE: STAFF  
 TABLE 4



SUB-ITEM	SCALE	NO. OF STAFF	U/COST/ DAY '000'	TOTAL/ MONTH '000'	ACTUAL JL-DEC93 '000'	PROJ 94/95 '000'
1067	U2	1	30	30	204	330
	U3	1	28	28	168	308
	U5	8	28	224	1,344	2,464
	U6	4	14	56	336	616
	US	1	14	14	84	154
TOTAL		15	114	352	2,136	3,872

1100 RECREATION, WELFARE & ENTERTAINMENT  
1104 OFFICIAL ENTERTAINMENT  
TABLE 5

SUB-ITEM	DETAILS	ACTUAL JL-DEC93 '000'	PROJ 94/95 '000'
1104	OP/CLSE CEREMONY	438	500
TOTAL		438	500

1110 TRAINING  
1111 TRAINING-LOCAL  
TABLE 6

SUB-ITEM	COURSE	COST '000'	NO. OF PLANTS	TOTAL COST '000'	ACTUAL JL-DEC93 '000'	PROJ 94/95 '000'
1111	MAN'MENT (MTAC)	150	1	150		150
TOTAL		150	1	150		150

20 ADMINISTRATION COST  
2010 OFFICE EXPENSES  
2011 STATIONERY AND MAPS  
2012 PRINTING AND BOOK-BINDING  
2013 SMALL OFFICE EQUIPMENT  
2014 MAINTENANCE AND REPAIR OF OFFICE EQUIPMENT  
2015 MAINTENANCE AND REPAIR OFFICE FURNITURE  
2016 POSTAGE FRANKED AND UNFRANKED  
TABLE 7

SUB-ITEM	DETAILS	NO. OF UNIT	TOTAL COST '000'	ACTUAL JL-DEC93 '000'	PROJ 94/95 '000'
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2011	STION'RY	55	404	404
2012	PRINTING	2	10	10
2013	SM/EQUIP.	54	168	168
2014	RP/EQUIP	3	420	420
2015	OF/FURN.	30	30	30
2016	POSTAGE	200	20	240
TOTAL		344	1,052	1,272

over 130800

2030 ADVERTISEMENT AND PUBLIC RELATIONS  
 2031 ADVERTISING: N/PAPERS/RADIO/TV  
 TABLE 8

SUB-ITEM	DETAILS	NO. OF UNITS	UNIT COST	TOTAL COST	ACTUAL JL-DEC93	PROJ 94/95
2031	N/PAPERS	4	<del>200,000</del> 53,000	800,000	77,250	212,000
TOTAL		4	<del>200,000</del> 53,000	800,000	77,250	212,000

3030 MATERIALS, SUPPLIES AND MANUFACTURED GOODS  
 303S METAL PRODUCTS  
 TABLE 9

SUB-ITEM	DETAILS	QUANTIT	TOTAL COST '000'	ACTUAL JL-DEC93 '000'	PROJ 94/95 '000'
303S	TRG/MATLS	1,788	25,452	30,000	<del>25,452</del> 22,952
TOTAL		1,788	25,452	30,000	<del>25,452</del> 22,952

4010 OPERATION AND MAINTENANCE OF VEHICLES(ADMIN.)  
 4011 CARS:FUEL & OILS  
 4012 CARS: MAINTENANCE 7REPAIRS  
 TABLE 10

VEHICLE NUMBER	VEHICLE	NO. OF ADMIN.	NO. OF OPERTNA	FUEL TYPE	CAPACITY
	NISSAN				
	PICK-UP	1	-	PETROL	2000 CC
	Perugeot 504 estate	1	-	Petrol	1800 cc
TOTAL		1			

TABLE 11

SUB-ITEM	DETAILS	NO. OF UNITS	U/COST/ MONTH '000'	TOT/COS /MONTH '000'	ACTUAL JL-DEC93 '000'	PROJ 94/95 '000'
4011	FUEL/OILS					

4012	REPAIRS	1	560	560	2,000	6,720
		1	404	404	1,800	4,848
TOTAL		1	964	964	2,000	6,720
						11,568

50 PROPERTY COSTS  
5010 ELECTRICITY, WATER AND OTHER UTILITIES  
5011 ELECTRICITY  
TABLE 12

SUB-ITEM	DETAILS	NO. OF UNITS	UNIT COST	TOTAL COST '000'	ACTUAL JL-DEC93 '000'	PROJ 94-95 '000'
5011	E/TRICITY	10,200	100	1,020	312	1,020

5020 MAINTENANCE OF BUILDINGS, GROUNDS AND EQUIPMENT  
5021 CLEANING REQUISITES  
TABLE 13

SUB-ITEM	DETAILS	NO. OF UNITS	COST/UNIT '000'	TOTAL COST '000'	ACTUAL JL-DEC93 '000'	PROJ 94/95 '000'
5021	CLEANERS	9,000		340	250	340

6010 TRANSFER PAYMENTS TO OTHER AGENCIES  
6012 TRANSFER TO HIGHER EDUCATION INSTITUTIONS  
TABLE 14

SUB-ITEM	DETAILS	NO. OF STUDENT	RATE/STUDENT '000'	TOTAL COST '000'	ACTUAL JL-DEC '000'	PROJ 9394/95 '000'
6012	UMI	2	600	1,200	1,250	1,200
TOTAL		2	600	1,200	1,250	1,200

70 OTHER EXPENDITURE  
7010 COMMITTEE COUNCIL AND BOARD EXPENSES  
TABLE 15

SUB-ITEM	DETAILS	BASIS	AMOUNT ANNUAL '000'	ACTUAL JL-DEC '000'	PROJ 9394/95 '000'
7010	ALLOWS.	5 MEMBE	300	146	300
TOTAL		5 MEMBE	300	146	300

**Vocational Training Institute, Nakawa  
Ministry of Labour and Social Affairs**

**1ST YEAR APPRENTICESHIP AND UPGRADING  
TRAINING COURSE  
(28TH MARCH - 6TH MAY, 1994)**

The Directorate of Industrial Training invites applications from employers and self employed persons who would like to sponsor their employees to undertake Apprenticeship and Upgrading Training Courses in the following trades at Vocational Training Institute, Nakawa.

1. Electrical Installation & Fittings
2. Motor Vehicle Mechanics Course
3. Welding and Fabrication Course
4. Fitter Machinist Course

For further information, please contact:

Commissioner,  
Directorate of Industrial Training,  
P.O.Box 2050,  
Lugogo, Kampala.

or

Principal,  
Vocational Training Institute, Nakawa,  
P.O.Box 21121,  
Lugogo, Kampala.

VOCATIONAL TRAINING INST. NAKAWA,  
MINISTRY OF LABOUR & SOCIAL AFFAIRS.  
P.O. BOX 20121,  
LUGOGO, KAMPALA.

Ref: A/5.....

DATE: .....

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.....  
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Dear Sir,

Re: COURSE ANNOUNCEMENT - UPGRADING TRAINING COURSE  
FROM 31ST JANUARY TO 11TH MARCH, 1994.

This is to inform you that Upgrading Training Courses in the following courses are scheduled to commence on the 31st January, 1994.

1. Electrical Installation and Fitting course.
2. Motor Vehicle Mechanics course.
3. Welding and Fabrication course.
4. Fitter Machinist course.

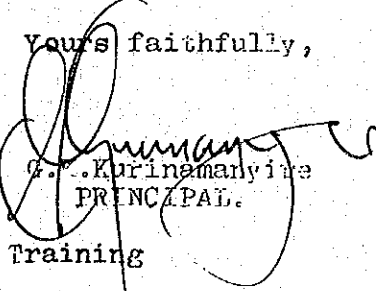
Employers are invited to nominate suitable candidates for these courses. Self employed persons are also advised to apply for these courses provided they have established work places (workshops) where they practice their trades.

I would appreciate if you would send me your nominees early in time in any case not later than 25th January, 1994. This is necessary because it would enable the undersigned to prepare for course participants before they report on the 31st January, 1994

Tuition Fee: Boarder	-	shs.55,000/-per person/week.
Non Boarder	-	shs.39,000/- - do -
Registration and Forms:	-	shs. 3,000/- per person
Caution money:	-	shs.10,000/- refundable at the end of the course.

Cheques should be made in the names of the Directorate of Industrial Training.

Yours faithfully,



G. Kurinmanyire  
PRINCIPAL.

c.c. The Commissioner,  
Directorate of Industrial Training  
P.O. Box 20050, Lugogo.