

**CREATING EMPLOYMENT FOR THE YOUTH THROUGH SKILLING IN  
FISHERIES AND INNOVATIVE AQUACULTURE PRACTICES  
ENTREPRENEURSHIP**

**PROJECT PROMOTER:  
FEDERATION OF FISHERIES ORGANISATIONS UGANDA (FFOU)**



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## PROJECT SUMMARY

<b>Project name</b>	Creating sustainable employment opportunities for youth through skilling in sustainable fisheries value chain activities and aquaculture entrepreneurship			
<b>Project Implementers</b>	Federation of Fisheries Organizations Uganda (FFOU)			
<b>Project Consultants</b>	BIMUKA Capital and Finance Consult Ltd			
<b>Location</b>	Districts on Lake shores of Victoria and Kyoga			
<b>Beneficiaries</b>	Direct: 3000 Youth ( 1200 Male and 1800 Female)			
	Indirect: 9000 Youth			
<b>General Goal</b>	To create sustainable employment for the youth through skilling in fisheries and innovative aquaculture -enterprise development			
<b>Specific aim</b>	To create employment for the 3000 youth through skilling in fisheries and innovative aquaculture practices entrepreneurship			
<b>Direct beneficiaries</b>	<b>Trades</b>	<b># of targeted Youth</b>	<b># of youth Per Group</b>	<b># of Groups</b>
	Sustainable fishing -Fishing gears and techniques	450	30	15
	Fish Farming	300	30	10
	Fishing Boat construction and repairing	120	30	4
	Fish scaling	90	30	3
	Modern Fish trading	1200	30	40
	Fish Processing	840	30	27
	<b>Total</b>	<b>3,000</b>	<b>30</b>	<b>100</b>
<b>Total Project Cost</b>	UGX SHS: 2,210,840,000 ( Two Billion two hundred and ten Million Eight hundred forty thousand Shillings )			

**Table 1: Definition of Significant Terms**

Aquaculture Entrepreneur:	One who is engaged in fish farming or fish trading activities. A person who is ingenious and creative in finding ways that adds to their own wealth
Economic Empowerment:	Process through which the youth acquire confidence in themselves as a result of being involved in gainful fish related business activities which in turn enable them live better lives.
Employment:	A situation in which an individual has work to do especially to earn money.
Entrepreneurship:	Business opportunities arising from fish fisheries Value chain activities and Fish Farming.
Income:	Net earnings from fisheries activities and other aquaculture business activities.
Training:	Process of teaching and equipping the Youth with knowledge, skills in fisheries sector and providing on-farm demonstrations to improve aquaculture entrepreneurship.
Value chain theory	Value chain describes the full range of required to bring a fisheries product or service from conception, through the different phases of production involving a combination of physical transformation and the input of various producer services, delivery to final consumers, and final disposal after use
Youth:	Any individual within 18 and 30 age bracket. This age limit has been set to accommodate primary school dropouts to engage in fisheries activities and aquaculture related businesses

## **1.0 Back ground and Introduction**

### **1.1 Federation of Fisheries Organisation Uganda (FFOU)**

Federation of Fisheries Organizations Uganda (FFOU) is a Non-profit making Organization serving as national umbrella body for all non-state actors in the Fisheries Sub sector, currently formed of 131 member Associations/Organizations with approximate of 580279 individual fishers which brings together all the Fishing Communities across the five great lakes of; Victoria, Kyoga, Albert, George, Edward and the surrounding districts in Uganda. FFOU was subsequently conceived in early 2011 as a loose coalition to steer involvement of the fisheries sector players in addressing the issues directly affecting the poor and marginalized groups. FFOU strategic areas of implementation contribute significantly towards achievement of Sustainable Development Goals (SDGs) and the National Development Program (NDP III). The fundamental and key strategic areas of implementation for the Federation of Fisheries Organizations Uganda include;

- 1) Legislations, policies and human rights
- 2) Scale up comprehensive HIV/AIDS services among fisher folk and high-risk groups
- 3) Integration of ICT into the fisheries subsector
- 4) Climate change action to protect the eco-system
- 5) Capacity building for women and youth within the fisheries business chain
- 6) Sustainable development of fish farming (aquaculture and aquaponics).

#### **Partnership and collaboration;**

FFOU works with several Development partners and the Line Ministry to deliver its initial core program interventions including; Ministry of Agriculture, Animals industries and Fisheries (MAAIF), GIZ-RFBCP, CUSP, Uganda Aids Commission (UAC), Uganda National Aids Service Organization (UNASO), Directorate of Industrial Training (DIT) and Uganda Human rights Commission among others. FFOU is currently implementing a Business Development Service project (BDS) funded by GIZ-RFBCP in 7 districts of central region along Lake Victoria including; Kampala, Mpigi, Mukono, Kyotera, Masaka, Kalungu and Kalangala districts. FFOU is also providing Capacity Building and HIV/AIDS Prevention services in 12 districts surrounded by Lake Kyoga which includes; Nakasongola, Amolatar, Kaberamaido, Dokolo, Apac, Kwania, Serere, Ngora, Palisa, Kaliro, Buyende and Kayunga districts. Other targeted districts on Lake Albert for capacity building and HIV and AIDS prevention services includes; Bulisa, Hoima, Kikube, Kagadi and Ntoroko.

## 1.2 BIMUKA Capital and Finance Consult Limited

BIMUKA Capital and Finance Consult Ltd is a modern agribusiness skilling service provider, Business Development advisory, project management, Monitoring and Evaluation consultancy firm. The firm is a legal entity, registered by: URSB, Uganda Revenue Authority (URA), Public procurement and disposal of Public Assets Authority (PPDA), NSSF NO. NS000636. The firm is also accredited by Directorate of Industrial Training (DIT). The firm was stated to provide low cost, quality consulting services. The firm is highly valued for its skills in providing quality consulting services in the following key areas: Hands on Skilling promotion, Agricultural Development and Fisheries technologies value chain services, Business development services, Project Management, Monitoring and Evaluation.

On Hands-on Skilling promotion, BMUKA is highly experienced in provision of business and hands on vocational training skills to youth in order for them to secure jobs faster, to be self-reliant, and establish their own business for economic development. BIMUKA Facilitates skills development by providing trainings to youth in and out of schools. This is directly or through partnership with the Government of Uganda, development partners, the Youth and Business, Technical, Vocational Education and Training Institutes (BTVETI). BIMUKA strongly promote courses which are relatively on high demand and relevance not only to the economy but also their prospective opportunities for self-employment like Agriculture, animal husbandry and fisheries; and Manufacturing. Through our projects and partnerships, we are addressing some of the current challenges within the sustainable development goals, such as: Eradicating Extreme Poverty; Promote Gender Equality and empower women; Ensure Environmental Sustainability as well as attaining quality education through hands-on skills. This is well aligned with the National vision of transforming Uganda from a peasantry -based society into modern upper middle -income and prosperous country by 2040.

On Agricultural Development and Fisheries technologies value chain services, BIMUKA provides end to end Consulting Solutions and Services as well as partnership basis for agriculture and fisheries projects for various scope, size and resources addressing issues of Livelihood Development and Food Security. We offer consultancy for piloting, innovative agriculture projects for Governments, Multi-Lateral Funding Agencies and Corporate companies, cutting across diverse crops and climate zones.

The firm also provides quality business skilling to fisheries entrepreneurs (Micro, Small, medium and large) to effectively operate their businesses. The Firm also provides strategic training to entrepreneurs in Business Improvement services, also carries out mentoring, and management targeted goal based SMEs coaching . BIMUKA has supported a number of Agribusiness organizations especially in fisheries Value Chain to remain in the business, obtain and sustain market share in the Sector. Supports SMEs in defining their business models and developing marketing strategies, fine-tuning operational strategies, marketing strategies, business models

and financial models social impact investing, and human resource management which led to business growth.

### **1.3 Contextual Analysis of Youth employments / Un employment in Uganda**

Uganda is among the countries with the fastest-growing population in Africa. According to Uganda Bureau of Statistics (UBOS January 2022) the Population of Uganda by December 2021 was 42.9 Million people, of this female accounted for 51% and male 49%. Uganda's population problem is not its size but the rate at which it is growing. The rate of growth is 3% per annum which makes it one of the highest globally. Uganda's Population is projected to be 71.4 million by the year 2040. The factors fueling this high growth rate are many and complex but the major ones include; persistent high fertility coupled with the high unmet need for family planning services, teenage pregnancies and child marriages

Uganda has a predominantly young population, which forms a broad base of the country's population structure. Over 70% are young people below 30 years. The Youth form the largest segment of the unemployed population in Uganda (i.e. 83% of youths in Uganda are unemployed) and yet are an important agent of economic growth and development. This young age structure can create an opportunity for economic growth if well nurtured.

According to United Nations Population Fund - Uganda office 10.9% young males aged 10-24 are heading households, 38.5% of young people aged 10-19 live in the two poorest wealth quintiles and 19.6% of young people aged 10-19 live in households where the head of household has no education

The Government of Uganda recognizes that education of its population is a priority. This is reflected in the nation's Universal Primary Education (UPE) and Universal Secondary Education (USE) programmes which have led to a significant increase in the number of students enrolling in schools at both primary and secondary levels. Additionally, Government introduced BTVET (Business, Technical, and Vocational Education Training) to absorb young people who drop out of school or who may want to attain specific skills. Despite all these efforts, the average years of schooling in Uganda has remained very low at 4.2 (AFIDEP 2019). Both UPE and USE are characterized by very high dropout rates. Although, many students enroll in primary schools, the majority do not complete primary education. Girls are especially affected by the high dropout rate due to child marriages and teenage pregnancies. More so, the type of education on offer in Uganda largely focuses on theory as opposed to building practical and entrepreneurial skills which has contributed to growing youth unemployment.

High levels of unemployment, under employment and Low Labour Productivity coupled with a high dependency burden have denied the country the potential contribution of a significant proportion of its population to national social economic development. At household level unemployment perpetuates the vicious cycle of poverty. High unemployment, underemployment levels and Low Labour Productivity will make it very difficult for Uganda to

meaningfully address its major development challenges and meet its goals in the third National Development Plan -NDP III (21-2024/25) and the Vision 2040. The country Social Analysis found out that youth unemployment, especially among males, is a major contributor to frustration and tension, particularly in urban areas. As a result, some youth get lured into antisocial and risk taking behaviors leading to HIV and AIDS, drug abuse and crime. Most unemployed youth lack (appropriate) skills and access to capital to enable start businesses. Most of the unemployed youth reside in urban slums making them vulnerable to all forms of anti-social activities. Uganda has been grappling with an increasing population which is not in tandem with the rate of job creation hence slow economic growth and development. Besides, growing levels of unemployment especially among young people can be a cause for instability in future. Employment and job creation are essential to Uganda's development. A burgeoning population of young people with no clear employment opportunities can increase the country's vulnerability to civil unrest.

Uganda's recent high economic growth rates have not been accompanied by high employment growth. This means that while the economy is growing, this growth has not been inclusive enough since it has not translated into job creation, poverty reduction, and wealth creation for Ugandans. One of the main reasons why the growth of the economy has not translated into a massive growth of jobs is because, in the last ten years, the growth originated from capital-intensive sectors including investments in public infrastructure, telecommunications, as well as in the mining, oil, and gas, instead of the traditional labour-intensive sectors, such as agriculture, manufacturing and tourism (PwC, 2019).

Whereas government has made tremendous progress in the Socio-Economic arena over the last decade, unemployment, under employment and low labour productivity persists among the Youth. According to the Ministry of Gender Labour and Social Development ( MoGLSD) report 2022, about 600,000- 700,000 Ugandans, 95% of which are Youth, are joining the Labour Market annually, yet the formal labour market can hardly absorb 10% of them.

What is of concern is that these young people don't have the skills fit for the labour market, thus making the school to work transition low.

It is against this background that Federation of Fisheries Organisation in partnership with BIMUKA Capital and Finance Consult Ltd have thought it prudent to skill the Un employed and underemployed Youth in the fisheries value chain activities to gain employable skills to improve their productivity. We believe that empowering the Youth with skills to participate as equal partners in development will be a big stride in fighting Poverty. We believe that youth development needs to be further placed as a top priority within governments, private sector and local communities. Our approach is viewed as a foundational mechanism for attaining sustainable economic development and societal progress for our rapidly changing world.

## 1.4 Employment opportunities in Fisheries Sector

Fish is one of the high value commodities that contribute to economic growth in Uganda. It contributes 3% to National GDP and 12% to agriculture sector GDP (FAO-2019)<sup>1</sup>. Its contribution to GDP at current price in 2018/19 is 2.1 percent compared to 1.6 percent in 2017/18. Total fish production in 2018 was 345,803 MT, a reduction of 6% from the volume of 366,531 MT registered in 2017 (UBOS 2019)<sup>2</sup>. Out of this volume, a total of 23,846 MT was exported, generating USD 169.9 million for the country in 2018/19, representing 5.5% of the total export value earned by the country. This was an improved performance relative to production in 2017, which stood at USD 136.2 million. The sector targets to increase annual production to 674,028 MT by 2020, valued at approximately USD 6.4 billion. Annual exports are projected to increase to USD 200 million by the end of 2020<sup>3</sup>.

The export value in the fisheries sector in Uganda makes it the third largest exchange earner for the country behind gold and coffee. The investment in the sector is estimated at USD 200 million with employment of over 700,000 people. Uganda has more than 350 fish species with the Nile Perch and Tilapia being the most important, making up 46% and 38% of the total. The sector depends on natural water bodies which account for about 18% of Uganda's total surface area. Lake Victoria, the largest tropical lake and second largest freshwater lake in the world contributes 39% of the annual fish catch of 138, 037 metric tons (UBOS 2019)<sup>4</sup> from a high of 238, 630 metric tons in 2015. Lake Albert contributes the largest percentage of 43% (148,640 MT) and Lake Kyoga 11.6% (40,133 MT) and the balance comes from the other smaller lakes. The 68 000 km<sup>2</sup> of Lake Victoria, which is the focus of this project, are shared between Uganda (45 percent), Tanzania (49 percent) and Kenya (6 percent).

Uganda is endowed with extensive aquatic ecosystems, which can support significant fish farming for commercial production of fish required to fill the growing gap between the national fish supply. At present, Uganda's aquaculture industry is evolving from traditional to modern aquaculture systems. Rural fish farming is being popularized by FFOU through the "Eat More Fish" campaign. As a result of this effort, fish farming has expanded rapidly, with the construction of many small ponds. The aquaculture value chain contributes to employment creation, poverty alleviation, income generation among rural communities and other stakeholders and the overall national economic growth. For the aquaculture industry to be transformed and upgraded there is need to upscale modern technologies, innovations and management practices (TIMPs) to realize sustainable development envisaged in the SDGs.

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<sup>1</sup> FAO 2019 - FAO and MAAIF efforts towards regulation of fisheries and aquaculture in Uganda  
<http://www.fao.org/uganda/news/detail-events/en/c/1178145/>

<sup>2</sup> UBOS 2019 – Statistical Abstract

<sup>3</sup> MAAIF 2016-17

<sup>4</sup> UBOS 2019- Statistical Abstract

Fisheries are a key sector contributing greatly to the Ugandan economy. Moreover, the sector is critical in creating employment opportunities among the youth and, as such, lifts the living standards of the people. The economic pillar of the Uganda Vision 2040 and NDP III recognizes fishing, fish farming and aquaculture as a source of food security, poverty reduction, and employment creation.

On Fish supply and demand in Uganda -the country currently produces 469,773 MT of fish per year while the per capita consumption is 12.5kg<sup>5</sup>. According to MAAIF the country has an existing fish supply deficit of 180,000 tones (MAAIF, 2018), while FAO puts it at 300,000 tons annually. This implies that there is need for enhanced fish regeneration and sustainable trade complimented with aquaculture production if the fisheries production and business is to address the existing gap. This deficit augurs well for the sustained demand for fish and fish products while also calling for sustainable fish trade that can meet this growing demand

The fisheries sector has great potential in creating employment among the youths at various nodes of the value chain, enhancing income and improving the standard of living of the Youth

**Employment activities in the Fisheries sector include but not limited to the following:-**

- Jobs in Boat Making and repairing;
- Fish mongering jobs;
- Fish farming employments- (construction of ponds, fish ponds caretaking, fish feeding and catching fish.);
- Running Fish kiosks;
- Fish scaling activities; Fish cooling services; Fish processing jobs; and
- Employment in Hotels, Beaches, restaurants where fish is being sold.

The challenges faced by the sector in Uganda are unsustainable fishing practices and poor post-harvest handling techniques that have affected the sector in the past 15 years. The fishing community has not seen the long-term business sense of handling the lake resource through sustainable fishing practices while the upstream value chain actors have continued to handle the fish trade as a hobby rather than a business. The level of entrepreneurial activity is low possibly due to inadequate dissemination of extension services and poor accessibility of information in fisheries and aquaculture entrepreneurship. As a result, there is a self-defeating business practice along the fish value chain which has limited the growth of the sector while also constraining the potential to generate sufficient incomes from the business activities. The response to this challenge has been limited, scattered and too narrow with the government only addressing the issue of unsustainable fishing practices by instituting tough measures to control fishing and trade in fish products.

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<sup>5</sup> UN-DESA and WAPI- FISHCSP v.2018.1

After realizing those challenges, FFOU and BIMUKA initiated a program of empowering the fisheries communities in sustainable fisheries value chain activities, Implementation of Business Management and Entrepreneurship through Enterprise Development Training to improve fisheries business management and improving fish and fish-by-product handling. Our expected outcome in these interventions are: a) increased income and employment of actors within the legal fisheries value chain b) Reduction in post-harvest losses and c) Active participation of women and youth, as major primary actors in small and medium scale fisheries programs.

Based on the above analysis, full exploitation of the fisheries resources will increase production hence increasing contribution to GDP, stimulate economic growth and employment creation among youths and Women in the fisheries value chain sector .