



UGANDA RURAL DEVELOPMENT AND TRAINING PROGRAMME (URDT)

***Awakening the sleeping
genius in each of us***

Artisan Support Programme



Project: Tools and Skills for Improved Livelihoods

Tools and Training Needs Assessment Report

Nov. 2006

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Background

In 1994, URDT and Tools for Self Reliance (TFSR) entered into a partnership to supply tools to the artisans in Mid-western Uganda to uplift their lives through use of their skills and hands. The venture aimed at capacity building, provision of specific trade tool kits and facilitating networking amongst artisans on the part of URDT. TFSR aims at empowering artisans working in developing countries so that they can better participate in the development of themselves and their communities. To achieve this aim, TFSR works with local partners.

In Uganda the local partner is URDT located in Kagadi, Kibaale district, in mid western Uganda.

The location is rural and has high levels of illiteracy, where post primary education is less than 35%. Many youths therefore take up the only trade they know, peasant and subsistence farming. However, a few have managed to enroll in institutions such as the URDT Institute for vocational training in Metal Works and Fabrication, Carpentry, Brick laying and Art and Craft.

The URDT – TFSR partnership supports the artisans who may already be organized in groups by giving them access to fabricated tools to make work easier.

In October 2006, URDT and TFSR built on the existing partnership by facilitating a tools and skills training project and working on setting up a refurbishing centre.

The rationale for facilitating the rural artisan sector in the acquisition of technical and entrepreneurial skills, and information exchange, is to make positive contributions towards poverty alleviation in the region. This is based on the rationale that skilled workers and artisans enhance the quality and efficiency of product development, production, and maintenance, and they supervise and train workers with lesser skills. In addition, for the poor, labour, in its crudest form, is a key asset and adding value to that asset could offer a route out of poverty.

The objective is to train at least 40 artisans in business and vocational skills to offer quality services and create wealth and prosperity to the artisans in the region.

Planned activities Nov 2006-7

- a. Material assistance
- b. Training needs assessment
- c. Skills workshops
 - Business skills
 - Vocational skills
- d. Groups monitoring

This report covers activities of November-December, the Training Needs assessment.

Objectives of the needs assessment exercise

1. To get in-depth information on the needs of the Tools and skills training project.
2. To identify intervention points for artisans and the tools and skills training project.

Assumptions

1. Those beneficiaries require training to maximize their productivity and expand their market.
2. All beneficiaries are in recognized groups.
3. Beneficiaries ask for tools relevant for their work.
4. Beneficiaries are able to identify needs concerning their areas of trade.
5. Artisans require broad training in different aspects of their health, environment and rights.

Sample size

To implement a project, it was important to have a sample size against which we could use as a baseline, 40 groups were targeted for this exercise. Kyenjojo - 13, Kabarole - 12 and Kibaale – 13 and Hoima - 2 . See [Annex 3](#) for complete list.

Methodology

A cross section of 4 districts was covered targeting at least 40 respondent groups. Based on existing literature mainly questionnaire copies. The groups were comprised of not less than 6 persons each. The needs assessment was to contribute towards identifying the tools and skills training needs of beneficiary artisans. Identifying the strengths and weaknesses of artisans which is also a basis of strengthening the existing groups in terms of technical support and other necessary areas.

A training and tool needs questionnaire was used to guide the interviews with various groups. [Annex 2](#).

All the groups that were selected applied for tools from the programme during the year. On meeting the minimum criteria, a sample of 40 was selected for the needs assessment exercise. We used the opportunity to assess not only training needs but the tool needs of the groups.

We used participatory action assessment (PAA) to assess the level of needs. PAA was opted because the beneficiaries are organized in groups. The group members have special needs or requirements thus a group discussion was held.

On completion, the tool request forms were submitted and posted to TFSR by courier service in December 2006.

Findings

Infrastructure: Mid-western Uganda has a rather complex terrain with hills and valleys. Kabarole and Kibaale boarder Lake Albert and the Republic of Congo. Transport in most areas is not easy. Kibaale district is graced with a rocky terrain in the entire district. All roads are murrum. Access roads are in a fair condition though affected by weather conditions. Nearly all the population in the region practice subsistence farming. Literacy levels are low.

The exercise took place during rainy season thus causing delays in compilation.

Group presence and Spread

Groups assessed were identified from tools request forms they had submitted to URDT. We focused on groups that are functional. However, tracing people was not easy because of poor address descriptions. Applicants would only put their district or town name instead of the village and Sub-county.

The table below shows the number of groups reached by district coverage and the area

District	M/W & Mechanics	Carpentry	Tailoring	Cons.	Black smith	Plumb	Shoe rep.	Other	Total
Kabarole	5	3	2	2	-	-	-	-	12
Kyenjojo	3	3	2	5	-	-	-	-	13
Kibaale	4	5	4	-	-	-	-	-	13
Hoima	1	1	-	-	-	-	-	-	02
Total	13	12	8	7	-	-	-	---	40

Group characteristics

Most of the groups formed comprised of males with a few females. Women are mostly engaged in tailoring, the other trades are predominantly and traditionally believed to be male domain work.

District characteristics in our area of coverage

Four districts were sampled and below are the findings

Kabarole District

All groups visited were active. Very few are female dominated. Groups that have fewer numbers of people have more cohesion than very large groups. Groups

comprising of youth had a lot of creativity in their work. They also have big dreams for the future.

Kyenjojo

Groups visited were formed between 2000 and 2002. The groups were located in four Sub-counties: Butiiti, Bugaki, Katooke and Nyantungo. Most of the group members talked to were male though females were reflected as members.

Kibaale

In Kibaale, groups visited were formed between 1999 and 2003, Carpentry and joinery and construction were the trades most of the groups are engaged in. The female groups had quite successful tailoring business. The Sub-counties visited were Rugashari, Kagadi, KyanaISOke and Kagadi Town council.

Hoima

Groups in Hoima were difficult to track. Of the groups targeted to be visited only two were found to be operational. One in Metal work and mechanics and another in carpentry and joinery.

Training Needs Findings

Vocational

Among the groups visited, 30 of them proved to have great need in tool usage, tool maintenance, tool management and technical skills.

Few trained from technical Institutes; greater numbers gained skills while at work but have less skill in using big machines.

Business skills

Most of the groups visited lack entrepreneurship, leadership, business management, group dynamics and social mobilization skills. Artisans can only work on the basis of vocational skills that they acquired during their local training. They spend much of what they earn on basic needs and save little for reinvestment. Most of the groups do not have written Constitutions and streamlined rules and regulations that govern them. Leaders have much influence and they normally dominate group properties, which at times cause the split up of groups. Groups have minimal knowledge on proposal writing and yet there is a variety of NGOs, CBOs and governmental organizations that would help them in one way or the other.

Development and technology

By comparison, few women are involved in technology; most of the group members interviewed are peasant farmers. They live a distance from their places of work. They use bicycles as their common means of transport. Back to culture and customs of local communities, it is believed that most of artisan work can only be managed by men. Take an example construction; it is believed that women are not supposed to climb houses. Also artisan trade being manual, it is believed that women cannot cope. Men have the highest chance in decision making, while women are given

minimal chances of direct participation. Most are subjected to home care. Beneficiaries being in rural settings, they have less knowledge on child spacing thus it increases the burden to women who have to take day-to-day care of their children.

The table below shows the comparison of male and female children who attend education up to "GCSE" level (among the groups visited / assessed).

Class	P.1	P.2	P.3	P.4	P.5	P.6	P.7	S.1	S.2	S.3	S.4
Female	120	120	115	110	100	20	70	40	38	30	20
Male	70	70	70	63	65	65	60	60	58	55	50

According to our findings, it was discovered that many girls drop out of school between Primary 5 and Secondary 4 due to gender related issues. Many parents in districts of Kabarole and Kyenjojo have a mentality that it is less important to educate a girl child because sooner or later she shall belong to another family. According to our respondents many schools are not girl child friendly. Girls share latrines and urinal places with boys. In most cases, girls are not catered for with facilities that would help them in their special needs e.g. when they are in their menstruation periods.

According to the number of school dropouts, girls have minimal chances of accessing local training (training on job) e.g. carpentry, construction, mechanics etc.

It is believed and proved out that when you educate a girl you educate a nation. When you educate a girl up to P.7 you decrease the risks that are related to poverty and illiteracy by 25%, when you educate a girl up to S.4 you reduce the said risks by 50%, when you educate a girl up to S.6 you reduce them by 75% and when a girl is educated up to University, you almost reduce those risks by 100%.

Though there is less direct involvement of women in artisanship trade, there is a fair percentage that they gais indirectly. Some own private business like retail shops, salons, retail in fresh food (shops), restaurants etc as a result of savings that their husbands earn from artisan trade. Some husbands have managed to put up basic needs like shelter, house, and properties that help to ease life and women feel comfortable.

Though women have indirect access to the yields, there is need of training beneficiaries in creating gender awareness, gender related issues, gender analysis, gender policy development, gender sensitization and creativity so as to have balanced development.

HIV/AIDS

According to our respondents, on HIV/AIDS testing, 90% have never tested and yet most of them have more than one partner. Some seem to fear and others feel that there is less importance in testing. Almost 80% of our interviewees only know one

method of prevention that is the use of a condom. It was not clear on how consistently they use the condom

This research did not tackle the dangers artisans face with HIV/AIDS. However, we felt its prevalence has direct effect on the lives of artisans and their family members.

Human Rights

We interviewed individual group members on their rights on group properties. From the answers received; there were no strong laid strategies that prove the rights of group members on group properties because many groups have no Constitutions and are not registered. Beneficiaries have less awareness on the rights to make and implement decisions and policies at local and national level. Men being mostly involved in the trade and having a greater voice, they tamper with women and children's rights by misusing resources, properties and earnings that they get forgetting that women and children also contribute a lot through the services they render both directly and indirectly. Many misuse the environment by dumping waste products any how which contradicts with the rights of community members to a free and healthy environment.

Therefore sensitization and consciousness awareness, human and land rights need to be carried out among beneficiaries to make development holistic and to curb family and community conflicts that may rise.

Community organization

According to beneficiaries interviewed, planning is made at individual level. If at all it happens to plan as a group, the plan aborts because of poor leadership or weak documentation and follow up. Leadership is done at individual basis and groups do not have a described management frame. If conflicts arise among group members or the community, matters become worse because they end up at Police, Court or the groups just break up yet they would be solving their own issues at local level. Planning, leadership and governance, community mobilization and conflict resolution need to be carried out so as to have stable communities.

Management

From our respondents, groups do not have specific financial planning and budgeting skills. They are always done at individual level. Most of the groups lack records i.e. book-keeping and accounting which does not give proper financial reporting.

Marketing and advertisement is done at local level thus beneficiaries have minimal market access to markets beyond their sub-counties.

Most groups reported poor time management as their worst enemy and yet they showed no effort in getting rid of this habit. When we interviewed one of the community members in Kyenjojo district, he said that artisans do not finish their contracts in time and hence they were quite unreliable.

We discovered that financial planning and budgeting, book-keeping and accounting, financial reporting, marketing and advertising; human resource development,

decision making and time management should also be among areas of our training to make this project meaningful and successful.

Summary of the Skills needs assessment is in Annex 1 [TNA summary](#)

Tool needs assessment.

The artisan groups assessed were asked to mention the tools they own or have access to, the tools they lack, and the challenges they meet in getting those tools. 80% of tools were lacking. The following were the outcomes.

Tools/equipment	Tools lacking	Challenges
Welding accessories set Battery charger Blow lamps, Axe felling, spanner open ended, torque wrench, tripod, tyre lever, vices, wheel brace, sewing machines, Compass, gimlet. Oilstone, oil can, plane jack, plumb bob, sewing set, sew bow, saw crosscut, saw tenon, saw rip, socket spanners, ring spanners.	<ul style="list-style-type: none"> • Power tools/electrical • Battery charger • Bench grinder • Pillar drill • Hand drill • Welding machine • Hand and bench grinders • Electric saw • Electrical sew • Multimeter 	<ul style="list-style-type: none"> • Most tools are not easily accessible in the country. • They are very expensive • The tools have a short life span. • Lack of starting capital to buy tools • Lack of lobbying and advocacy skills and abilities. • Low production. • The trainees break the tools so easily because the tools are of poor quality.
<p>At least for the all artisan groups assessed in various trades they have 20% for the tools / equipment they are using.</p>	<p>Mechanical tools: Sewing machines and accessories, carpentry tools (sash cramps G cramps, plan rebate, plough, combination, jack, bull nose, jointer, block, smoothing, drills, pliers, spanners, vices, brace) mechanics and metal work (spanners , vices, welding tools, drills, centre punch, squares, grinders, pipe bender.</p>	

Future Plan Assessment

This was done to capture the future plans at different levels about their businesses and ascertain that the training will be useful for their business and other life aspects. The findings revealed the following as the future plans for their business, groups, society, family, life and the strategies in place to meet these plans:

Business	Group plan	Society	Family	Strategies
<ul style="list-style-type: none"> - More machines (both mechanical and power machines) to produce better products. - More effort at work - Expansion of premises - Increase on output - Accumulate assets - Design and produce better quality products - Penetrate market outside Uganda - Construct own premises - Find cheaper alternative means of transport - Starting up warehouses for their businesses 	<ul style="list-style-type: none"> - Increase member share holders - Training group members to get more skills - Register as CBO's, NGO and other recognized legal entities - Acquire more skills 	<ul style="list-style-type: none"> - Have modern products - Good & better services - Train drop out students. - Helping Orphans & needy ones - Educating the children - Promoting development - Good communication and help one another. 	<ul style="list-style-type: none"> - Start Saving - Children access quality education - Improve standards of living - Protect our lives - Training for more skills - Good sanitation - Provide basic needs - Self reliance to afford school fees, Medical fee for better standards of living 	<ul style="list-style-type: none"> - Promote development in the area. - Train more women. - Improve of mass production. - Work harder for Development. - Improve on production capacity.

Challenges met by groups assessed

- The youths trained on the job lack capital to purchase tools and hence they are not able to gainfully use the skills acquired.
- Market to sell products is very thin. This is not good for business as money is held up for very uncertain periods of time. The people engaged in farming have their income on seasonal basis.
- Locations of artisans do not attract buyers from outside their villages or towns. Hiring of premises in big towns is very costly and not sustainable.
- All income received is used up and saving is nearly impossible.
- Tools distributed are mainly hand tools which are not good for business as the use of hand tools is more time and labour consuming. If the groups can access electrical tools through this programme, then the beneficiaries can work hard to purchase generators in the absence of hydro-electricity.
- Accessible tools are of poor quality.

General needs that the programme must put into consideration:-

- Skills Training
- Tools support
- Financial aid grants
- Loan accessibility
- Establish linkages/networks with other organizations within the region for capacity and financial enhancement.
- Regular checks and advice from the program.
- Exposure visits to well-established artisans within and beyond the region.

Recommendations

- Training is urgently needed by artisan groups
 - Attention must be paid to increase artisan skills in:
 - Business development
 - Marketing
- The skills and vocational programme is essential for artisans in the region, if funds allow, a protracted programme should be developed to reach more artisan groups.
- Given the geographical set-up of the region, effective monitoring by one or two officers cannot be adequate. Regional level cadres should be trained at least one per district.

- Strengthen the current groups in all the districts Kibaale, Kyenjojo, Kabarole, Kamwenge, Hoima and Masindi.
- Set up mechanisms for artisans to access Micro Finance support or liaise with existing micro-finance institutions to pay special attention to artisans.
- The programme has to ensure there is a well-designed programme of implementation to deal with challenges of artisans.

Conclusion

The assessment therefore concludes that objectives of the exercise have been met i.e. to get in-depth information on the needs of the Tools and skills training project.

All our assumptions held true. Efforts must be made to target more women groups as an affirmative move. Women should not remain as mere statistics in the groups but active members.

Chances need to be created to enable beneficiaries to understand their rights and the rights of others.

The Programme for artisans should expand scope beyond vocational skills of the trade and mainstream or have areas targeting cross cutting subjects such as Human rights, Gender, environment and Health that either directly or indirectly affect the artisans as they impalement their trades.

As observed in their future plans, artisans are desirous of getting out of poverty through their skill and trade. Majority want to meet their basic needs, which today we consider human rights, and have capacity to save. At the moment they have difficulty to save because everything they produce is consumed, it hinders expansion of the trade and development. The skill training is quite timely, because the artisans are ready for it.

With the above needs, challenges and recommendations, the programme should be included in various plans of the organization to empower artisans, by bringing their issues to local and national level of governance and other donating organizations.

Annex 1 **TNA SUMMARY**

TRAINING	GREATLY NEEDED	NUMBER OF PEOPLE	NEEDED	NO. OF PEOPLE
Vocational				
a) Tool usage	X	30		
b) Tool maintenance			X	28
c) Tool management			X	25
d) Technical skills			X	26
Entrepreneurship			X	26
Leadership			X	23
Business management			X	26
Group dynamics			X	26
Social mobilization			X	20
Proposal writing	X	31		
GENDER DEVELOPMENT AND TECHNOLOGY				
a) Creating gender awareness	X	33		
b) Gender issues	X	30		
c) Gender analysis	X	29		
d) Gender policy development	X	31		
e) Gender sensitization	X	28		
f) Creativity	x	32		

HIV/AIDS				
a) Medical and social aspects of HIV awareness.	X	36		
b) HIV prevention strategies	X	34		
HUMAN RIGHTS				
a) Sensitization and conscious	X	34		
b) Awareness on human and land rights	X	33		
COMMUNITY ORGANISATION				
a) Planning			X	26
b) Leadership and governance			X	25
c) Management			X	27
d) Community mobilization				
e) Conflict resolution			X	27
MANAGEMENT				
a) Financial planning and budgeting			X	27
b) Book keeping and accounting			X	23
c) Financial reporting			X	23
d) Marketing and advertising			X	25
e) Human resource development			X	25
f) Decision making			X	25
g) Time management			X	26
			X	23
COMMUNICATION				
a) Planning a communication concept			X	26
b) Document filing			X	27
ADVOCACY AND LOBBYING				
a) Techniques of lobbying and advocacy			X	25
b) Food security			X	24

ENVIRONMENT				
a) Protecting the environment	X	31		
b) Managing the environment	X	30		
c) Understanding environment	X	30		
HEALTH				
a) Sanitation			X	26
b) Hygiene			X	26
c) Primary health care			X	26

According to the information gathered during the exercise it was found that artisans mostly need to be trained in the above mentioned areas and once they get that chance there is hope of rapid development among communities where artisans work from.

We critically analyzed the feedback as per our assessment tool and came up with the aforementioned information and results.

Annex 2

**Artisan Tool/Training Needs Assessment
NOV. 2006**

Name of interviewee**Sign:**

Name of group / company

Address: Zone**Parish****s/County**

PART I: NEEDS ASSESSMENT

(A) TOOL NEED ASSESSMENT

1.1 What are your tool requirements?

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1.2 What tools do you mostly lack?

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1.3 What challenges do you meet in getting these tools?

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(B) TRAINING NEEDS ASSESSMENT

1.4 Have you ever received any training, if so where, in what, and for how long?

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.....

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.....
.....

1.5 How many of your group members have technical skills?
Male Female

1.6 How many of you have entrepreneurship skills?
Male female

1.7 Do you have any training needs?
.....

1.8 If so in what?
.....
.....
.....

1.9 How do you plan to meet them?
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.....
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PART 2: GENDER RELATED ISSUES ASSESSMENT

2.1 What is the No. of women in your group?
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2.2 How are women engaged in your business?
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2.3 What contribution have they made?
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2.4 What challenges do you find with gender issues?
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2.5 How are you likely to address them?

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2.6 How are women involved in appropriate technology?

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PART 3: HIV/AIDS ISSUES ASSESSMENT

1.1 Do you have any AIDS cases?

Yes No

1.2 If yes how many are infected?

Male female

1.3 Did you go for testing and counseling?

Yes No

1.4 If Yes how helpful has it been?

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1.5 If No what went wrong?

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1.6 Do the infected go for ARV's
Yes No

1.7 How are their families affected?

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PART 4: FUTURE PLAN ASSESSMENT

4.1 Explain your future plans about the following:

(a) Your business

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(b) Your group

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(c) Your society

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(d) Your family

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(e) Your life

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4.2 What strategies do you have to meet them?

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Annex 3 List of Artisans

A LIST OF ARTISANS ASSESSED FOR THE TOOLS AND SKILLS TRAINING PROJECT NOV. 2006

NO.	GROUP	NO. OF P'PLE IN THE GROUP	MALE	FEMALE	INTERVIEWEE	ADDRESS			ACTIVITY
						DISTRICT	S/COUNTY	VILLAGE	
1.	BUSINGE GROUP	9	4	5	KISEMBO J. ROSE	KABAROLE	BUHESI	KYAMATANGA	Tailoring
2.	B.V F & M.VR	12	11	1	BAGUMA & MATHIAS	KABAROLE	BUHESI	KIBINGI	Mechanics
3.	AGETERAINE GROUP	15	13	2	KATEKANYA G.	KABAROLE	BUHESI	RWENSENENE	Contraction
4.	BAGAMBAKAMU GROUP	14	14	0	MUGABO ANDREW	KABAROLE	BUHESI	RWENSENENE	Carpentry
5.	MOSET TECHNICAL CRAFTS	25	23	2	KATUMBURA MOSES	KABAROLE	FORT PORTAL	KISENYI	Mechanics
6.	YOUNG WOMEN DEVELOPMENT	14	4	10	KARUNGI ROSE	KABAROLE	KIBIITO	KIBIITO	Tailoring
7.	LINDAPAY	13	9	4	RUBEGA PETER	KABAROLE	KITUMBA EAST	KYEPATIKO	Construction
8.	KIJURA WORKSHOP	9	8	1	MAGEZI ABUDU	KABAROLE	HAKIBAALE	KYAITAMBA 'A'	Mechanics
9.	KISENYI MOTOR GARAGE	27	22	5	KYAHURWA PATRICK	KABAROLE	F/PORTAL	KISENYI	Mechanics
10.	TWEYIMUKYE GROUP	17	16	1	RUHWEZA GW	KABAROLE	BUHESI	KYAMAGANDO	Mechanics
11.	KAKYALIS PRIDE PROJECT	12	4	8	KAKYALI	KABAROLE		KISENYI	Tailoring
12.	KAIHURA TAILORING GROUP	10	2	8	NYAKATO TEDDY	KYENJOJO	BUTIITI	KAIHURA	TAILORING

13.	T & K MECHANICS	11	9	2	TUSIIME TOM	KABAROLE	EAST DIVISION	KISEMNYI	MECHANICS
14.	BWERA CONSTRUCTION GROUP	10	10	0	RUYOGA PETER	KYENJOJO	BUTIITI	BWERA	CONSTRUCTION
15.	ISANDARA MECHANICS	12	11	1	NYAKOJO PASCAL	KYENJOJO	BUTIITI	ISANDARA	MECHANICS
16.	KYENJOJO MECHANICS	15	15	0	MUTEGEKI GODFREY	KYENJOJO	KYENJOJO	KYENJOJO TOWN	MECHANICS
17.	MUKONO CARPENTRY	12	12	0	RWATORO JOSHUA	KYENJOJO	BUTIITI	MUKONO	CARPENTRY & CONSTRUCTION
18.	BP CARPENTRY WORKSHOP	14	12	2	BLACK PATRICK	KYENJOJO	BUGAKI	RUGOMBE	CARPENTRY AND CONSTRUCTION
19.	KATOKE TAILORS	12	2	10	KAKWEZI M.	KYENJOJO	KYENJOJO		TAILORING
20.	PETER AND GROUP CONSTRUCTORS	11	10	1	ISAGARA PETER	KYENJOJO	KATOKE	KATOKE	CONSTRUCTION
21.	NYANTUNGO BUILDERS	20	20	0	MWEBAZE MARTIN	KYENJOJO	NYANTUNGO	NYANTUNGO	CONSTRUCTION
22.	BUTIITI TECHNICAL	22	17	5	KASAIJA PARTRIC	KYENJOJO	BUTIITI	BUTIITI	MECHANICS
23.	MUHWIJU MOTOR VEHICLE REPAIR	16	10	6	BYLONE TUMWESIGE	HOIMA	HOIMA TOWN		MECHANICS
24.	ABAROKOLE GROUP	10	6	4	KIBALE	KAGADI	KAGADI	KIRYANI	TAILORING
25.	BUHIMBA YOUTH GROUP	12	9	3	TIMANYIRE SIMON	HOIMA	BUHIMBA		CARPENTRY
26.	KYENJOJO CARPETRY AND JOINERY GROUP	9	6	3	MUHENDA JONATHAN	KYENJOJO	BUTIITI	KAIHURA	FURNITURE MAKING
27.	KYANYARARA TWEKAMBE GROUP	6	2	4	TUKUNDANE GEORGE	KIBAALE	MUHORRO	MUHORRO	TAILORING

28.	NYAMACUMU KWETERANA CARPENTRY	48	18	30	ASIIMWE M.	KIBAALE	MUHORRO	NYAMACUMU	CARPENTRY
29.	KITUMBA FURNITURE GROUP	21	16	5	NYANZI PROSSY	KABAROLE	KITUMBA	KITUMBA	CARPENTRY
30.	KABAROLE ORPHANAGE GROUP	48	18	30	KOBUSINGE PRAISE	KABAROLE	BUHESI	BUHESI	SCULPTURE & CARPENTRY
31.	MAMBU YOUTH GROUP	17	10	7	TOPISITA NASONI	KIBAALE	KAGADI	KAGADI	TAILORING
32.	JEAF QUALITY FURNITURE CENTRE	9	4	5	FRIDAY JAMES	KIBAALE	KYANAISOKE	KYANAISOKE	FURNITURE
33.	MUKAMA MURUNGI	10	5	5	KISEMBO MARY	KIBAALE	KYEBANDO	KYEBANDO	TAILORING
34.	MUGISA AND SONS	9	9	0	MUGISA	KIBAALE	MPEEFU	NYAMUKARA	CARPENTRY
35.	RUTEETE METAL WORK & MECHANICS	6	5	1	MUTEGAYA GODFREY	KIBAALE	KAGADI	RUTEETE	MECHANICS
36.	ISUNGA MOTOR VEHICLE REPAIR WORKSHOP	12	6	6	SANYU MUGISA JOSEPH	KIBAALE	KYANAISOKE	KYAKANAGI	MECHANICS
37.	BASIGYI TUMANYANE	9	7	2	BABIGAMBA	KIBAALE	KAGADI	RUTEETE	CARPENTRY
38.	BINYIRIRA GROUP	14	14	0	MUHIRE IGNASIUS	KIBAALE	RUGASHALI	BIRUHURA	CARPENTRY
39.	KAGADI UNITED YOUTH DEVELOPMENT PROJECT	20	14	6	TWINMASIKO WILBER	KIBAALE	KAGADI	KAGADI	MECHANICS
40.	IMPOROGOMA GROUP	9	8	1	CHRISESTOM SPEKE	KIBAALE	RUGASHALI	KYAKABADIIMA	MECHANICS

