

**SOCIO-ECONOMIC IMPACT STUDY OF  
THE FLORICULTURE INDUSTRY IN  
UGANDA**

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## EXECUTIVE SUMMARY

### I Introduction

Since the first flower farm was established in Uganda in 1993, the flower industry has grown significantly. The 2002 estimated export values for roses and chrysanthemum cuttings were \$14.1 million and \$7.03 million respectively. At the end of 2002 the total area under flowers and cuttings increased to 147.88 hectares.

For the year 2001, exports of flowers and cuttings accounted for 5% of Uganda's agricultural exports. While these numbers must be viewed in light of the declining value of coffee exports resulting from the combined effects of depressed prices and increased devastation caused by coffee wilt disease, they underscore the growing importance of the floriculture industry to the economic stability of Uganda. For 2001, in terms of export earnings, floriculture surpassed cotton to become Uganda's 7<sup>th</sup> most valuable export crop. Thus flowers have contributed to the diversification and expansion of Uganda's export base. There is huge potential for further growth in this sub-sector.

It was because of these factors that IDEA decided to undertake a socio-economic study to gauge the real impact the industry has had on the Ugandan economy and assess whether increased employment in and expansion of the floriculture industry is having a positive impact on the lives of farm employees (and their families) and the development of the communities around the farms.

### II ECONOMIC IMPACT

#### Employment

- The average number of people employed per farm is 352 (54% of whom are women)
- 82% of the employees surveyed satisfied the definition of permanent staff.
- The average employee has been working on the farm for 2.27 years
- 57% of the employees surveyed were previously unemployed and of those newly employed people, 57% are women.
- Per the employee survey group, the average monthly salary for managerial staff is Ush 1,078,000, while the average monthly salaries for supervisors and general laborers are Ush 270,865 and Ush 68,353 respectively.
- Annual salary cost scenarios

Labor Category	No. Employees	Costs Per Farm	Costs Per Hectare	Industry-wide Costs (147.88 Hectares Under Production)
Managers	5	59,505,600	7,169,349	1,060,203,389
Supervisors	29	95,561,172	11,513,394	1,702,600,737
General Laborers	318	260,506,954	31,386,380	4,641,417,867
<b>TOTAL</b>	352	415,573,726	50,069,123	7,404,221,993
<b>Total US\$ (ROE=1750:1)</b>		237,471	28,611	4,230,984

- Salaries for the managers participating in the survey have increased an average of 800% over their starting salaries. Salaries for supervisors have increased an average of 175% and salaries for general laborers have increased an average of 54%.
- 34% of the participating employees had received a promotion at least once during their employment tenure.
- In addition to employee salaries, there are a number of other employment-related expenses, which employees generally do not consider compensation, but are of significant cost to the farm and of direct benefit to the employee. In the table below, based on average annual costs extracted from the questionnaires completed by farm management, we were able to develop an average annual per employee cost that includes both salary and non-salary compensation.

Expense	Total Farm Costs	Av. Cost Per Employee
Salaries	415,573,726	1,181,950
Meals	67,121,600	190,903
Transport	5,400,000	15,358
Housing Allowance/Retirement	24,304,460	69,125
Education	104,000	296
<b>Total</b>	<b>512,503,786</b>	<b>1,457,632</b>

- Three of the farms have established clinics on-farm to cater for their employees' medical needs.
- 82% of all employees surveyed indicated that they had received job-related training.

### **Direct Farm Costs**

In addition to labor costs, there are a number of other locally incurred operational costs.

- Average annual production costs flowing into Uganda's economy

Cost Category	Survey Average	Per Hectare Average	Industry Totals
Government Agencies	51,599,458	6,216,802	919,340,705
Utilities	65,713,667	7,917,309	1,170,811,699
Farm Supplies	564,772,276	68,044,853	10,062,472,796
Service Providers (Includes Airfreight)	1,205,755,771	145,271,780	21,482,790,780
<b>Subtotal</b>	<b>1,887,841,173</b>	<b>227,450,744</b>	<b>33,635,415,980</b>
Labor	415,573,726	50,069,123	7,404,221,993
<b>Grand Total (CIF)</b>	<b>2,303,414,899</b>	<b>277,519,867</b>	<b>41,039,637,973</b>

- For reporting purposes, IDEA uses FOB values to derive export figures; however, as the principal airfreight carrier, is a Ugandan owned company, annual costs for airfreight were included with the other locally incurred operational costs to create a more accurate picture of costs flowing directly into Uganda's economy. Based on the numbers above, the average annual locally incurred costs for an individual farm, net of airfreight, is Ush 1,357,568,140 per farm. This translates to a per hectare average of Ush 163,562,426 and an industry-wide average of Ush 24,187,611,621.

### **Service Providers**

As the floriculture industry has continued to grow, so too has its need for supplies and services. This has led to the expansion of certain sectors of the economy that directly service the industry. In an effort to gauge the impact floriculture has had on employment and growth within these sectors, we conducted a survey of individual companies providing services to the

industry. The study targeted the industry association and four companies providing the following supplies/services: packaging materials, agrochemicals, greenhouse equipment/fertilizers, and freight handling.

- Of the participating companies, 80% indicated that they had established their companies specifically to service the floriculture industry.
- Average annual sales to the floriculture industry for 2001 were Ush 1,507,333,100. This represents roughly 67% of the companies' total sales for the period.
- Currently, each of the five companies employs an average of 43 permanent employees and 26 casual laborers.
- Average monthly salaries across the survey group are as follows: Ush 900,000 for managers, Ush 360,000 for supervisors, Ush 160,000 for general laborers, and Ush 120,000 for casual laborers.
- When asked how its business has progressed since it first began supplying the floriculture industry, one farm supply company that relies wholly on imported materials, responded that it had made significant improvements to the quality of its services by sending its technicians for further education and training with specific equipment manufacturers. This has enabled the company to provide in-house project design, installation, and after-sales servicing capabilities--services that were previously entrusted to outside consultants.

### **III SOCIOLOGICAL IMPACT**

In addition to analyzing the impact the floriculture industry has had on the economy we also endeavored to assess how employment on farms has impacted the day-to-day lives of farm employees and their families, how farms are involved in developing the surrounding communities and protecting the environment, and how increased employment is affecting businesses in surrounding communities.

#### **Employee Survey**

- The average age of the employees surveyed is 26 years.
- 92% of the employees surveyed believe that they and their families are better off than they were before they began working for the farms.
- Approximately 58% of those surveyed are married. Among the married employees, roughly 47% of spouses work outside the home, thus providing supplemental family income.
- A total of 74% of those surveyed have children. From the data, the average employee has 2 children. When this data is combined with the marital information we were able to determine that the average employee's immediate family consists of three people. When this is expanded across the average farm, we see that farm salaries help support approximately 1,050 people per farm, including the employees. This translates to roughly 21,000 people across the entire industry. Small family size can be related to the relatively young age of most employees.
- Of the 93 employees that have children, 57 (61%) send their children to school, 28 (30%) indicated that their children are still too young to enroll in school, and 8 (9%) do not send their children to school even though they are of age.

- The average employee pays an average of Ush 150,906 per term in school fees, which translates to an average of Ush 452,718 per annum. The per annum total represents about 27% of the survey average annual salary.
- Of the 57 employees who's children attend school, 37% indicated that they could not afford school fees prior to beginning work on the farm, 51% indicated that they are now able to send their children to better schools, and 88% indicated that their children have school uniforms.
- Based on the averages detailed above, roughly 46% of all employees have children that attend school and the average employee with children has two children. If this data is extrapolated, we realize that for the entire industry, roughly 6,500 children of flower farm employees are enrolled in school. If this figure is viewed in light of the 37% of the employees with children in school, who could not afford school fees prior to employment on the farm, we see that roughly 2,405 children, who are currently enrolled in school would likely not have been able to afford to attend if their parents were not employed on flower farms.
- Of the survey group, 28 employees (22%) receive on-farm housing, 19 (15%) own their own homes, 74 (59%) rent monthly, and 4 (3%) were non-responsive.
- The typical employee house does not have electricity (52% of survey group) and the nearest water supply, typically a well (42% of survey group), is located an average of 500 meters from the house. A total of 81% of the survey group owns beds/mattresses. Of the 101 people that own beds/mattresses, nearly 40% were unable to afford them prior to working on the farm. A total of 41% of employees sleep under mosquito nets. Of the 51 people that sleep under nets, 57% admitted that they did not sleep under them prior to employment on the farm.
- A total of 92% of the employees surveyed indicated that there was a clinic near (an average of 2 kilometers away) their home. A total of 98 people, 78% of the survey group, indicated that they could afford medical treatment as needed. Of the 98, 50% admitted that they could not regularly afford treatment prior to employment by the farm.
- A total of 63% of the survey group are able to save money each month. Across all labor categories, the average employee saves Ush 36,524 each month.

### **Community Development**

As a result of the employment generated by flower farms, the farms have become the focal point of many of the small communities in which they are located. In an effort to look beyond the employment figures, the community development portion of the study was designed to assess what, if anything, individual farms have done to benefit and develop the surrounding communities.

- Two of the five farms have provided support to schools in the vicinity of the farms. Support to these schools has taken many forms. One of the farms provided a local school with land, while the other has paid the head teachers' salaries at one primary and one secondary school for the last two years. Both farms have built and furnished classroom blocks and teachers' quarters and provided much needed textbooks and teaching materials.
- Two farms have provided the surrounding communities with access to clean drinking water. One farm provides residents around the farm free access to the farm's

borehole while the other farm installed a borehole in a nearby trading center and regularly maintains the pump.

- Four of the five survey farms extended the power grid in order to provide electricity to the farm. On average the farms extended the power grid roughly three kilometers each, which in turn provided trading centers along the aggregate 11.5 kilometers of new lines access to electricity for the first time.
- Three of the five farms surveyed indicated that they had repaired the roads in the vicinity of their farms.

### **Environmental Safeguard**

The principal focus of the environmental survey was to assess disposal practices, containment measures, and recycling and innovative programs.

- All five of the survey farms indicated that they utilize soak-pits for disposal of crop chemical rinseate.
- According to Code of Practice audit reports and the responses to the survey, all five farms are using proper run-off control measures and are making effective use of soak pits.
- All five farms use either pit latrines or sewage systems to manage solid waste.
- Only two of the farms had conducted water or soil tests on farm for detecting residues.
- Four of the five farms currently recycle organic waste for use as compost when developing new planting beds.
- Two of the five farms recycle used greenhouse plastics by making it available to employees for domestic use.
- Three of the five farms indicated that they had initiated tree-planting programs both on-farm and in surrounding areas.

### **Surrounding Community Enterprise**

To further analyze what specific impact, if any, increased employment in the floriculture industry has had on businesses in the communities surrounding the flower farms, part of the study targeted retail shops, schools, churches, and clinics/drug shops in the trading centers nearest the farms.

A total of 25 retail shops participated in the survey.

- Only 8% indicated that they located their shop specifically to cater to clientele from the flower farms.
- 44% of the shopkeepers indicated that most of their customers were employed on the nearby flower farm.
- 56% of the shops surveyed sold condoms and other reproductive health products and of those, 57% indicated that they had seen an increase in condom sales since the establishment of the flower farm.
- 97% of the top-selling items across the survey group were classified as essential items based on the survey definitions.

- 60% of the shops surveyed have gross monthly sales in excess of Ush 500,000. Of the shops that existed prior to the establishment of the local flower farm, 73% indicated that sales had increased since the farm's establishment.

A total of 18 schools participated in the survey.

- The average school employs a total of 18 people (11 teachers, three administrators, and four casual laborers), 45% of whom are women. The average monthly salary across all three positions is Ush 104,767, Ush 190,667, and Ush 45,583 respectively.
- Prior to the establishment of the area flower farms, the average enrolment was 350 students. Average current enrollment is 428 students (50% female), which represents an increase of roughly 20%.
- 88% of the schools surveyed indicated that the number of female students had increased since the establishment of the flower farm.
- Average school fees per term across the survey group are Ush 39,827.

A total of 10 churches participated in the survey.

- Across the survey group, the average church employs two people. 50% of all church employees are women.
- The average monthly donation from the congregation is Ush 63,500. Of the farms that existed prior to the establishment of the flower farm, 56% indicated that monthly donations have increased since the farm began operations.
- 60% of the survey group responded that members of their congregation were generally better off financially than they were prior to the establishment of the flower farm.

A total of 9 clinics/drug shops participated in the survey.

- Across the survey group, the average clinic/drug shop employs three people, 59% of whom are women.
- 17% of the health facilities surveyed employ an accredited doctor, while 80% employ at least one accredited nurse.
- The average monthly salary for doctors/drug shop owners, nurses and casuals is Ush 296,667, Ush 85,000, and Ush 38,333 respectively.
- 17% of the survey group had an accredited doctor on staff while 80% had at least one accredited nurse on staff.
- 56% of the survey group indicated that most of their patients/customers are employed by flower farms.
- 78% noted that the availability of medications has improved dramatically since the establishment of the flower farms.

## I Introduction

The overall goal of the IDEA project is to increase incomes of rural men and women through increased production and marketing of selected non-traditional agricultural exports. Since 1995, the IDEA high value component has focused much of its resources on increasing production and marketing of fresh cut flowers and chrysanthemum cuttings.

Since the first flower farm was established in Uganda in 1993, the flower industry has grown significantly. In 1993 there were two rose farms with a combined four hectares under production. Export figures are unavailable for 1993; however, based on statistics extracted from the Ministry of Finance's 1996 Statistical Abstract, the total FOB value of cut flower exports for 1994 was \$531,000. At the end of 2001, there were a total of 17 rose farms with a combined total of 115.2 hectares under production and three chrysanthemum cuttings farms with 18.5 hectares under production. The 2002 estimated export values for roses and chrysanthemum cuttings were \$14.1 million and \$7.03 million respectively. At the end of 2002 the total area under flowers and cuttings increased from 133.7 to 147.88 hectares.

As the table below indicates, for the year 2001, exports of flowers and cuttings accounted for 5% of Uganda's agricultural exports, an increase of almost 3000% from 1994. While these numbers must be viewed in light of the declining value of coffee exports resulting from the combined effects of depressed prices and increased devastation caused by coffee wilt disease, they underscore the growing importance of the floriculture industry to the economic stability of Uganda. For 2001, in terms of export earnings, floriculture surpassed cotton to become Uganda's 7<sup>th</sup> most valuable export crop. Thus flowers have contributed to the diversification and expansion of Uganda's export base. There is huge potential for further growth in this sub-sector.

**Table 1: Selected Agricultural Exports from Uganda (US\$ '000) 1994-2001**

Commodity	1994	1995	1996	1997	1998	1999	2000	2001
<b>Coffee</b>								
Value ('000US\$)	343 289	382 858	356 206	268 860	266 517	287 958	125 316	97 652
% of Ag. Exports	80,0%	81,0%	79,4%	69,8%	66,4%	69,4%	44,6%	30,5%
<b>Cotton</b>								
Value ('000US\$)	3 330	9 696	15 049	15 372	1 908	18 275	22 088	13 434
% of Ag. Exports	0,8%	2,1%	3,4%	4,0%	0,5%	4,4%	7,9%	4,2%
<b>Tea</b>								
Value ('000US\$)	11 141	7 143	7 143	16 134	28 170	25 364	37 048	30 031
% of Ag. Exports	2,6%	1,5%	1,6%	4,2%	7,0%	6,1%	13,2%	9,4%
<b>Tobacco</b>								
Value ('000US\$)	6 533	9 339	4 635	12 561	22 362	19 908	26 889	32 096
% of Ag. Exports	1,5%	2,0%	1,0%	3,3%	5,6%	4,8%	9,6%	10,0%
<b>Maize</b>								
Value ('000US\$)	28 261	19 682	15 855	8 240	8 240	5 291	2 437	18 339
% of Ag. Exports	6,6%	4,2%	3,5%	2,1%	2,1%	1,3%	0,9%	5,7%
<b>Beans/Pulses</b>								
Value ('000US\$)	11 201	14 579	12 465	11 318	2 573	8 754	4 495	2 354
% of Ag. Exports	2,6%	3,1%	2,8%	2,9%	0,6%	2,1%	1,6%	0,7%

Table 1: Continued

Commodity	1994	1995	1996	1997	1998	1999	2000	2001
<b>Fish</b>								
Value ('000US\$)	10 924	9 921	7 706	28 017	47 567	24 837	30 818	78 151
% of Ag. Exports	2,5%	2,1%	1,7%	7,3%	11,9%	6,0%	11,0%	24,4%
<b>Hides/Skins</b>								
Value ('000US\$)	10 924	9 921	7 706	10 384	5 945	4 144	12 893	25 532
% of Ag. Exports	2,5%	2,1%	1,7%	2,7%	1,5%	1,0%	4,6%	8,0%
<b>Sesame</b>								
Value ('000US\$)	1 548	5 900	9 563	1 448	10	1 420	746	796
% of Ag. Exports	0,4%	1,2%	2,1%	0,4%	0,0%	0,3%	0,3%	0,2%
<b>Cocoa</b>								
Value ('000US\$)	586	478	1 105	1 300	1 375	1 474	1 191	1 921
% of Ag. Exports	0,1%	0,1%	0,2%	0,3%	0,3%	0,4%	0,4%	0,6%
<b>Pepper</b>								
Value ('000US\$)	305	78	23	54	54	692	352	397
% of Ag. Exports	0,1%	0,0%	0,0%	0,0%	0,0%	0,2%	0,1%	0,1%
<b>Fruits/Vegetables</b>								
Value ('000US\$)	570	599	1 018	1 174	2 234	2 404	2 460	2 575
% of Ag. Exports	0,1%	0,1%	0,2%	0,3%	0,6%	0,6%	0,9%	0,8%
<b>Groundnuts</b>								
Value ('000US\$)	148	125	6	0	50	228	14	26
% of Ag. Exports	0,0%	0,0%	0,0%	0,0%	0,0%	0,1%	0,0%	0,0%
<b>Bananas</b>								
Value ('000US\$)	30	31	52	46	66	756	700	495
% of Ag. Exports	0,0%	0,0%	0,0%	0,0%	0,0%	0,2%	0,2%	0,2%
<b>Flowers</b>								
Value ('000US\$)	531	2 300	10 000	10 290	14 020	13 460	13 620	15 900
% of Ag. Exports	0,1%	0,5%	2,2%	2,7%	3,5%	3,2%	4,8%	5,0%
<b>Others</b>	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
<b>Total Ag. Exports</b>	<b>429 321</b>	<b>472 650</b>	<b>448 532</b>	<b>385 198</b>	<b>401 091</b>	<b>414 965</b>	<b>281 067</b>	<b>319 699</b>
<b>Ag Exports/Total Exports</b>	<b>96,81 %</b>	<b>87,25 %</b>	<b>66,45 %</b>	<b>64,95 %</b>	<b>75,28 %</b>	<b>87,14 %</b>	<b>70,83 %</b>	<b>70,39 %</b>

Source: Ministry of Finance's 1996 Statistical Abstract and 2002/2003 Background to the Budget, 1995-2001 IDEA Project Annual Reports (Fruits/Vegetables, Bananas, and Flowers), and FAOSTAT Database

It was because of these factors that IDEA decided to undertake a socio-economic study to gauge the real impact the industry has had on the Ugandan economy and assess whether increased employment in and expansion of the floriculture industry is having a positive impact on the lives of farm employees and their families and the development of the communities around the farms.

## II Methodology

The study targeted a group of five farms: three rose farms, one chrysanthemum cuttings farm and one farm growing both chrysanthemum cuttings and roses. In an effort to assemble a survey group that best represented the industry as a whole, we based our selection criteria on the number of hectares under production and the ethnicity of the farm owners. The Scope of Work is attached in Annex 1. Through 2001, the average area under production for the entire industry was 6.7 hectares. The average area under production for the survey group during the same period was 8.3 hectares. The floriculture industry is comprised of mainly Asian and European owners (85%), with only three Ugandan principal owners. However, in an effort to

include a representative from each ethnic group we selected one Ugandan-owned farm, one Asian-owned farm, and one European-owned farm, for the rose farm group. All farms producing chrysanthemum cuttings are principally European owned; therefore, both the farm producing roses and cuttings and the farm producing only cuttings are European owned. For purposes of the survey all data collected, whether derived from a cuttings farm, a rose farm, or a combination farm, was treated equally to develop industry averages and determine general trends throughout the industry as a whole.

Questionnaires designed to capture relevant social and economic data were developed and administered to farm owners, farm managers, employee groups, companies providing services and materials to the industry, and retail shops, schools, churches, and clinics/drug shops located in trading centers near the farms. To ensure the integrity of all data collected, the questionnaires were designed so that information collected from one participant was crosschecked in a separate survey administered at another level. Copies of the survey instruments are contained in Annexes 2-7. Spreadsheets providing summary data are contained in Annexes 8-13.

Employee survey groups for each farm consisted of one manager, four supervisors, and twenty general laborers. Both the supervisors and the general laborers were selected from different departments (production, harvesting, grading and packing, spraying, etc.) based on the demographic make up of each department for that specific farm. For example, if a particular department was the largest on the farm and 80% staffed by women then the number of employees selected would be greater than the number selected from other departments and would be weighted to include a larger number of women than men.

The survey was conducted in September-October 2002 using experienced enumerators who could converse in Luganda.

### **III ECONOMIC IMPACT**

#### **Employment**

The employment figures presented in this report have been extracted from the questionnaires administered to both employers and employees. Employers were asked to provide general employment data such as the total number of employees, the number of permanent and casual laborers, the number of women employees, the breakdown by labor category, the average monthly wage figures by labor category, and the number of employees with employment agreements as well as general farm benefit information such as whether the farm provides its employees with meals, transportation, health insurance, on-farm clinic facilities, housing or housing allowances, assistance with school fees, mobile phones, etc.

Employees were asked to provide specific information based on their current and past employment situation. In an effort to encourage honest responses to the questions asked and ensure the accuracy of the information, employees surveyed were told that the information provided would be confidential and that their identities would not be revealed in association with the information they provided.

## General Employment

Based on the information collected from questionnaires administered to the farms' management, the average number of people employed per farm is 352. An average of 189, or 54% of the total employees are women; a figure that is similar to the 2002 Uganda Bureau of Statistics average, which has women representing 53% of employed Ugandans (BOS 2000 Statistical Abstract).

Most of the farms surveyed defined permanent staff as those employees with employment letters or agreements and defined casual labor as those employees without agreements. According to management, of the total employee average, 141 (40%) employees are considered permanent staff while roughly 210 (60%) are considered casual labor. After reviewing the data, we found that many of the employees, that management considered casual labor, have actually worked for the farm for significant periods of time; in some cases, more than five years. This, coupled with the fact that only 49% percent of the employees surveyed had employment agreements or appointment letters with the farm, led us to redefine the term casual labor in order to develop a more accurate picture of the on-farm reality and move away from the common perception that equates casual labor with temporary, unskilled labor.

For the purposes of this study we have defined casual labour as all non-managerial or supervisory staff, without employment agreements, that have been employed for a period less than one year. All employees that either have employment agreements or had been employed for more than one year at the time of the survey were included as permanent staff. This revised definition highlights the belief that as an employee's tenure with the farm grows so to does that employee's value to the farm.

When this new definition is applied to the data collected from the individual employee questionnaires, 82% of the employees surveyed satisfied the definition of permanent staff. The table below contains the average period of employment across all farms and labor categories.

**Table 2: Average Period of Employment by Labor Category**

Labor Category	Average Period of Employment (Years)
Managers	5.00
Supervisors	2.28
General Laborers	1.70
All Farm	2.27

As noted above, fewer than 50% of the employees surveyed have employment agreements. However, the percentage of managerial staff and supervisory staff with employment contracts was significantly higher than the all farm average; 60% and 75% respectively. While these numbers are still below Code of Practice targets, they represent a dramatic improvement over previous years.

Also, some of the survey farms are relatively new ventures and all of the farms surveyed have expanded in recent years, so one can expect an increase in the number of new employees.

To further assess the impact of the industry on the economy, the survey sought to evaluate and quantify the average rate of unemployment among the survey group prior to employment by the farm.

**Table 3: Total No. of Surveyed Employees (125) Unemployed Prior to Employment in Flower Industry**

	Managers (5)	Supervisors (20)	General Laborers (100)	All Farm (125)
Total No. Unemployed	1	5	65	71
Percentage of Total	20%	25%	65%	57%
Total No. Women Unemployed	0	2	38	40
Women as a Percentage of Total Unemployed	0%	30%	59%	57%

As the table above illustrates, nearly 57% of the employees surveyed were previously unemployed and of those newly employed people, 57% are women. The percentage of previously unemployed people is significantly higher among general laborers and indicates a greater propensity throughout the industry to employ unskilled, inexperienced labor. When this information is analyzed in connection with average wages across the industry, and new salaries generated, the impact is significant. However, the value in real terms of a steady income stream for a family that previously may not have had a wage earner is much harder to measure.

Per the employee survey group, the average monthly salary for managerial staff is Ush 1,078,000, while the average monthly salaries for supervisors and general laborers are Ush 270,865 and Ush 68,353 respectively. If the average monthly salary for a general laborer is used to calculate the new income of an individual who was unemployed prior to working for the farm, it translates to an average annual income of Ush 820,236. If we expand this further to include the 65% of the 318 general laborers per farm that had been unemployed, the total annual income created by each farm through new employment is Ush 169,329,520.

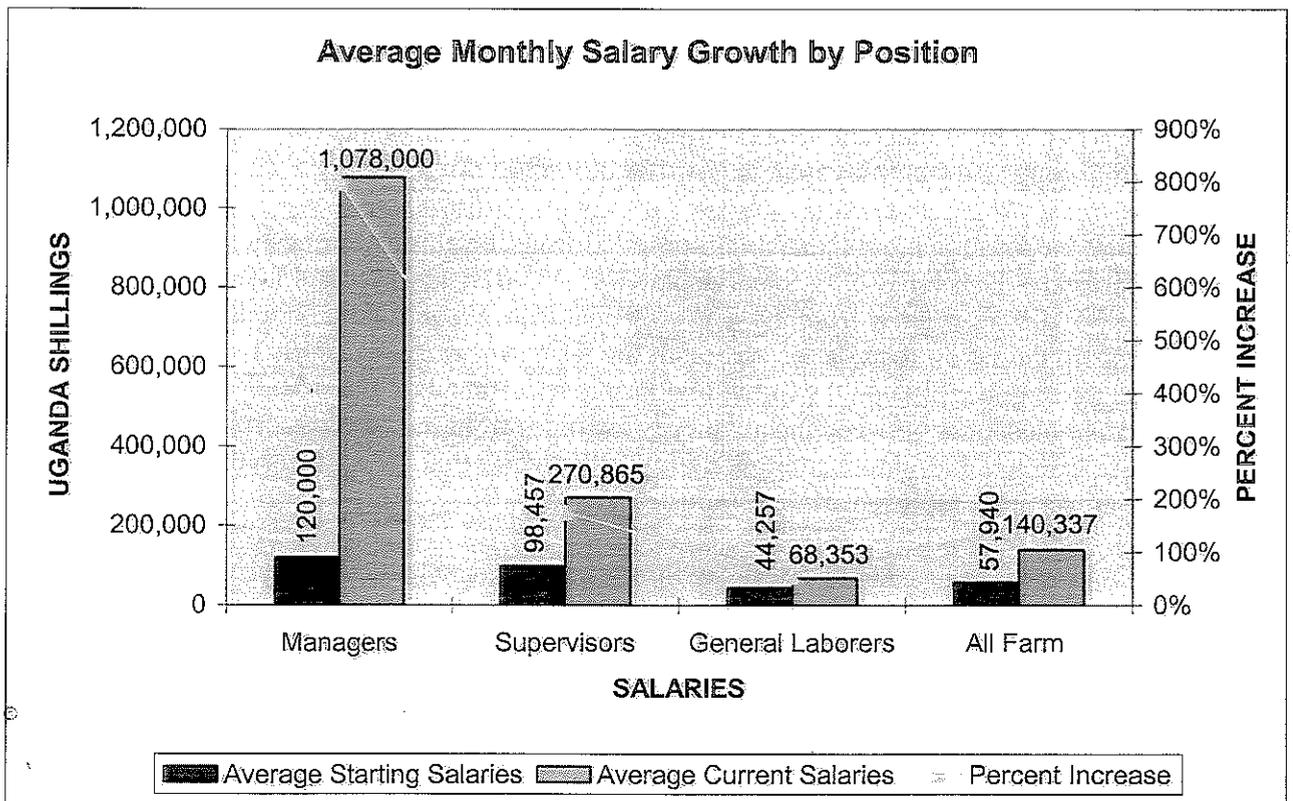
While the average monthly salaries compiled from the employer questionnaires (Managers--Ush 1,137,500, Supervisors--Ush 255,620, and General Laborers--Ush 61,008) differs slightly from the data collected from the individual employees; and the standard deviation for salaries across all the farms varies significantly in certain labor categories depending on the individual farm's specific labor classifications, the relative closeness between the all-survey averages from the employer survey and those from the individual employee surveys indicates that the total survey averages are an accurate representation of industry trends.

Using the average salaries across the three employment categories developed from the individual employee surveys, we were able to calculate annual salary costs per farm, per hectare, and for the industry as a whole based on end of 2002 production area estimates, per the table below.

**Table 4: Annual Salary Cost Scenarios Based on 2002 Employment Averages**

Labor Category	No. Employees	Costs Per Farm	Costs Per Hectare	Industry-wide Costs (147.88 Hectares Under Production)
Managers	5	59,505,600	7,169,349	1,060,203,389
Supervisors	29	95,561,172	11,513,394	1,702,600,737
General Laborers	318	260,506,954	31,386,380	4,641,417,867
<b>TOTAL</b>	<b>352</b>	<b>415,573,726</b>	<b>50,069,123</b>	<b>7,404,221,993</b>
<b>Total US\$ (ROE=1750:1)</b>		<b>237,471</b>	<b>28,611</b>	<b>4,230,984</b>

In addition to compiling current salary figures, the survey also sought to assess overall employee salary growth and career development potential within the industry. To this end, all employees were asked to provide their monthly salaries from when they first began working for the farm and indicate whether or not they have ever received a promotion. The starting salary data was used to develop averages across each of the three employment categories and was then compared with current salary averages to calculate the average percent increase by employment category. The results showed considerable increases across all employment categories. Salaries for the managers participating in the survey have increased an average of 798% over their starting salaries. Salaries for supervisors have increased an average of 175% and salaries for general laborers have increased an average of 54%. The salaries for all farm employees have increased an average of 142%. The chart below provides a graphic representation of the survey findings.



The survey also revealed that more than one third, 34% of the participating employees had received a promotion at least once during their employment tenure. In one particular employee's case, she began work as an assistant supervisor in the grading department making Ush 40,000/month. She steadily moved her way up the ladder and today, five years later, she is the production manager for the entire farm earning Ush 1,000,000/month. While this is an exceptional case and does not reflect the industry norm, it is nevertheless indicative of the potential that exists for both career advancement and salary growth within the industry.

In addition to employee salaries, there are a number of other employment-related expenses, which employees generally do not consider compensation, but are of significant cost to the farm and of direct benefit to the employee. In the table below, based on average annual costs extracted from the questionnaires completed by farm management, we were able to develop an average annual per employee cost that includes both salary and non-salary compensation.

**Table 5: Average Annual Employment Costs (Ush)**

Expense	Total Farm Costs	Av. Cost Per Employee
Salaries	415,573,726	1,181,950
Meals	67,121,600	190,903
Transport	5,400,000	15,358
Housing Allowance/Retirement	24,304,460	69,125
Education	104,000	296
Total	512,503,786	1,457,632

It should be noted that the above figures are averages across the participating farms and not all of the farms that participated in the survey provide all of the non-salary benefits listed above. For example, only one farm provides its employees with transport to and from work at a daily cost of Ush 75,000. This translates to an annual cost of approximately Ush 27 million. From this, we calculated the annual survey average of Ush 5.4 million. Similarly, only one farm provides funding for school fees and this only applies to children of supervisors and assistant supervisors. Two farms provide housing allowances to their permanent employees, while four farms provide on-farm housing to a total of 143 employees. For purposes of this survey we did not attempt to monetize the costs of on-farm housing but rather based our calculations on actual housing allowances expenses.

While all of the survey farms provide standard first aid facilities and trained practitioners, three of the farms have established clinics on-farm to cater for their employees' medical needs. Establishing and operating a clinic is an expensive undertaking. One farm indicated that the total cost of building its clinic was \$20,000 and estimated the monthly operating costs, which include employing a doctor part-time, outsourcing medical information services, stocking medication, and staffing the facility to be about Ush 1,600,000. Two of the three farms provide free employee access to their clinics, while the other charges a nominal Ush 500 per visit. This fee includes the initial consultation and any prescribed medication; however, should the employee require further treatment, all future visits are free. Two of the farms also retain the services of local doctors who visit the farms once or twice a week. In addition to on-farm services, two of the farms provide medical insurance coverage to managers and supervisors, with one of the farms extending this service to cover both

the employee and the employee's family. In a very unique case, one of the farms provides all of its permanent employees with an annual medical allowance equivalent to half of the employee's monthly salary. Reimbursements are made upon presentation of a claims receipt. However, if an employee has exhausted this allowance and is seriously sick or injured, the farm will cover the medical costs.

One farm, in an effort to reward its employees, has instituted an annual bonus plan that pays all employees Ush 10,000 for each year of service.

Additionally, 82% of all employees surveyed indicated that they had received job-related training. When this fact is viewed in light of the innovative benefit and reward programs being implemented by individual farms it is clear that management recognizes the importance of employee capacity development and is willing to invest in its employees.

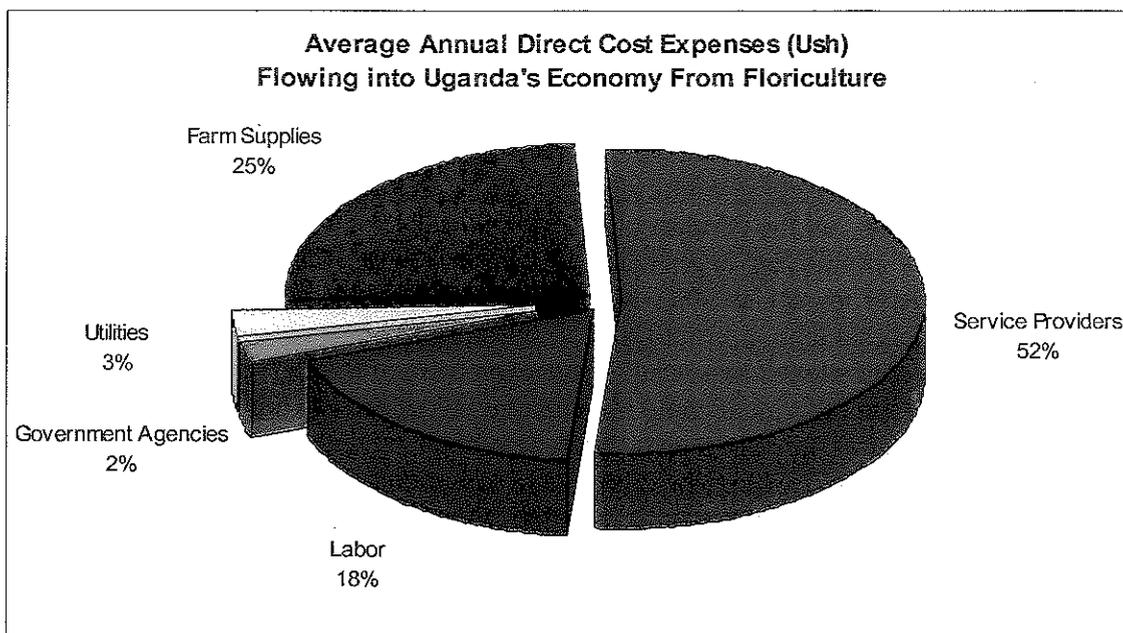
### **Direct Farm Costs**

In addition to labor costs, there are a number of other locally incurred operational costs. For purposes of this study we divided these expenses into four distinct categories as follows: payments to government agencies, such as Uganda Revenue Authority, National Social Security Fund, and local and district councils, payments for utilities such as electricity and telephone, payments for farm supplies such as packaging materials, agrochemicals, and greenhouse materials, and payments to service providers for such services as airfreight, handling, and preparation of meals on-farm. Questionnaire No. 2 collected data across all four categories that was then used to develop average annual costs for most locally incurred expenses. From the individual farm averages, we computed per hectare averages as well as projected industry-wide totals. When these figures are combined with the annual labor cost averages, detailed above, a more complete picture of the industry's local operational costs and how they flow into Uganda's economy emerges.

**Table 6: Production Costs (Ush) Flowing into Uganda's Economy from Floriculture**

Cost Category	Survey Average	Per Hectare Average	Industry Totals
Government Agencies	51,599,458	6,216,802	919,340,705
Utilities	65,713,667	7,917,309	1,170,811,699
Farm Supplies	564,772,276	68,044,853	10,062,472,796
Service Providers (Includes Airfreight)	1,205,755,771	145,271,780	21,482,790,780
<b>Subtotal</b>	<b>1,887,841,173</b>	<b>227,450,744</b>	<b>33,635,415,980</b>
Labor	415,573,726	50,069,123	7,404,221,993
<b>Grand Total (CIF)</b>	<b>2,303,414,899</b>	<b>277,519,867</b>	<b>41,039,637,973</b>

The chart below shows each of the operational cost categories as a percentage of all locally incurred expenses.



For reporting purposes, IDEA uses FOB values to derive export figures; however, as the principal airfreight carrier, is a Ugandan owned company, annual costs for airfreight were included with the other locally incurred operational costs to create a more accurate picture of costs flowing directly into Uganda's economy. Based on the numbers above, the average annual locally incurred costs for an individual farm, net of airfreight, is Ush 1,357,568,140 per farm. This translates to a per hectare average of Ush 163,562,426 and an industry-wide average of Ush 24,187,611,621. In addition to local costs, all farms incur significant costs importing equipment and materials from abroad. As these external costs are outside the scope of this study they were not factored into the direct costs calculations contained herein.

### **Service Providers**

As the floriculture industry has continued to grow, so too has its need for supplies and services. This has led to the expansion of certain sectors of the economy that directly service the industry. In an effort to gauge the impact floriculture has had on employment and growth within these sectors, we conducted a survey of individual companies providing services to the industry. The companies surveyed were selected based on information gathered from the Direct Cost Questionnaires administered to farm managers. Each farm provided the names of its principal suppliers and the companies listed most frequently were selected to participate. The study targeted the industry association and four companies providing the following supplies/services: packaging materials, agrochemicals, greenhouse equipment/fertilizers, and freight handling. From these surveys we were able to determine how specific companies have developed as a result of the floriculture industry and what effect this has had on employment, annual sales, hiring of university graduates, and expansion of local production/manufacturing capacity.

Of the participating companies, 80% indicated that they had established their companies specifically to service the floriculture industry. Average annual sales to the floriculture industry for 2001 were Ush 1,507,333,100. This represents roughly

67% of the companies' total sales for the period. While most of the companies in our survey were unable to provide historical sales figures from 1994 or the year of incorporation (whichever came later), the two that were able to provide data showed sales increases of 41% and 65% over 1999 and 2000 sales respectively.

Currently, each of the five companies employs an average of 43 permanent employees and 26 casual laborers. Of the permanent employees, 18% are women and approximately 10% are university graduates. Average monthly salaries across the survey group are as follows: Ush 900,000 for managers, Ush 360,000 for supervisors, Ush 160,000 for general laborers, and Ush 120,000 for casual laborers. For those industries that have developed as a result of the expansion of the floriculture sector, employment growth at individual companies can be linked directly to the growth of the floriculture industry. Increased growth has also bolstered competition between companies servicing floriculture, which has led to lower unit cost of service for farms and more efficiency within the individual sectors. Most of the companies supplying materials to farms still rely on imported materials and equipment; however, the company involved in manufacturing packaging materials produces all its products locally using imported pulp.

When asked how its business has progressed since it first began supplying the floriculture industry, one farm supply company that relies wholly on imported materials, responded that it had made significant improvements to the quality of its services by sending its technicians for further education and training with specific equipment manufacturers. This has enabled the company to provide in-house project design, installation, and after-sales servicing capabilities--services that were previously entrusted to outside consultants.

#### **IV Sociological Impact**

In addition to analyzing the impact the floriculture industry has had on the economy we also endeavored to assess how employment on farms has impacted the day-to-day lives of farm employees and their families, how farms are involved in developing the surrounding communities and protecting the environment, and how increased employment is affecting businesses in surrounding communities.

##### **Employee Survey**

As part of the employee survey, each employee was asked to provide personal and family information and comment on whether their quality of life has improved since they began working at the farm. We were able to utilize the data collected to develop averages and analyze trends that help paint a picture of the lives of average employees and their families.

The average age of the employees surveyed is 26 years; a statistic that reveals the relative youth of the workforce and the potential for career growth and longevity that exists for employees. A total of 92% of the employees surveyed believe that they and their families are better off than they were before they began working for the farms. In an effort to qualify the employees' self assessments we targeted specific aspects of their personal and family lives that we felt would yield the most insight into real changes to their quality of life. The details of this analysis are discussed below.

The first sociological aspect we focused on was marital and family status. Approximately 58% of those surveyed are married. Among the married employees, roughly 47% of spouses work outside the home, thus providing supplemental family income. The percentage of general laborers in two income households is slightly higher, at 53%, than the all survey average; a trend that is very encouraging considering that general laborers are at the lower end of the pay scale and are typically much more vulnerable to financial emergencies. A second income can help defray some of the damage resulting from an emergency.

A total of 74% of those surveyed have children. From the data, the average employee has 2 children. When this data is combined with the marital information we were able to determine that the average employee's immediate family consists of three people. When this is expanded across the average farm, we see that farm salaries help support approximately 1,050 people per farm, including the employees. This translates to roughly 21,000 people across the entire industry. Small family size can be related to the relatively young age of most employees.

The next key area of the survey focused on children's education. Of the 93 employees that have children, 57 (61%) send their children to school, 28 (30%) indicated that their children are still too young to enroll in school, and 8 (9%) do not send their children to school even though they are of age. Those employees that send their children to school pay an average of Ush 70,210 per child per term. The average employee pays an average of Ush 150,906 per term in school fees, which translates to an average of Ush 452,718 per annum. The per annum total represents about 27% of the survey average annual salary. A total of 14% of respondents said they received some sort of assistance with school fees from the farm. The table below contains detailed school fee information disaggregated by labor category.

**Table 7: Average Per Child, Per Term, and Per Annum School Fee Information**

	Managers	Supervisors	General Laborers	All Farm Average
Per Child Per Term	240,650	176,667	27,789	70,210
Total Paid Per Term	543,150	355,833	63,322	150,906
Total Paid Per Annum	1,629,450	1,067,499	189,966	452,718
Average Annual Salary	12,936,000	3,250,380	820,236	1,684,044
Total School Fees as % of Annual Salary	13%	33%	23%	27%

Of the 57 employees who's children attend school, 37% indicated that they could not afford school fees prior to beginning work on the farm, 51% indicated that they are now able to send their children to better schools, and 88% indicated that their children have school uniforms. Based on the averages detailed above, roughly 46% of all employees have children that attend school and the average employee with children has two children. If this data is extrapolated, we realize that for the entire industry, roughly 6,500 children of flower farm employees are enrolled in school. If this figure is viewed in light of the 37% of the employees with children in school, who could not afford school fees prior to employment on the farm, we see that roughly 2,405 children, who are currently enrolled in school would likely not have been able to afford to attend if their parents were not employed on flower farms. The fact that more employees are better able to afford school fees and send their children to better

schools is an invaluable contribution towards their children's future and a significant contribution towards the future of Uganda.

A third focus of the sociological survey was the employees' living conditions. Since they began working in the floriculture industry, 18% of the employees surveyed have been able to buy land and 11% have been able to build a house. On average those employees saved money for 3 months to make their purchase. Of the survey group, 28 employees (22%) receive on-farm housing, 19 (15%) own their own homes, 74 (59%) rent monthly, and 4 (3%) were non-responsive.

Those employees in the survey that lease accommodation pay an average monthly rent of Ush 17,430. Of the total renters, 29 people, 39%, indicated that they received a monthly housing allowance from the farm. The average monthly allowance across all farms is Ush 5,361. When housing allowance is factored into the rental equation, the average monthly rent drops to Ush 15,329. At this adjusted rate, the average annual rent is Ush 183,948, roughly 11% of the average annual salary.

The typical employee house does not have electricity (52% of survey group) and the nearest water supply, typically a well (42% of survey group), is located an average of 500 meters from the house. A total of 81% of the survey group owns beds/mattresses. Of the 101 people that own beds/mattresses, nearly 40% were unable to afford them prior to working on the farm. A total of 41% of employees sleep under mosquito nets. Of the 51 people that sleep under nets, 57% admitted that they did not sleep under them prior to employment on the farm. For the average employee, it has been six months since someone in the household had malaria. The increased ability of employees to afford non-essential, "luxury" items such as mattresses and mosquito nets is a telling indicator regarding the average employee's quality of life.

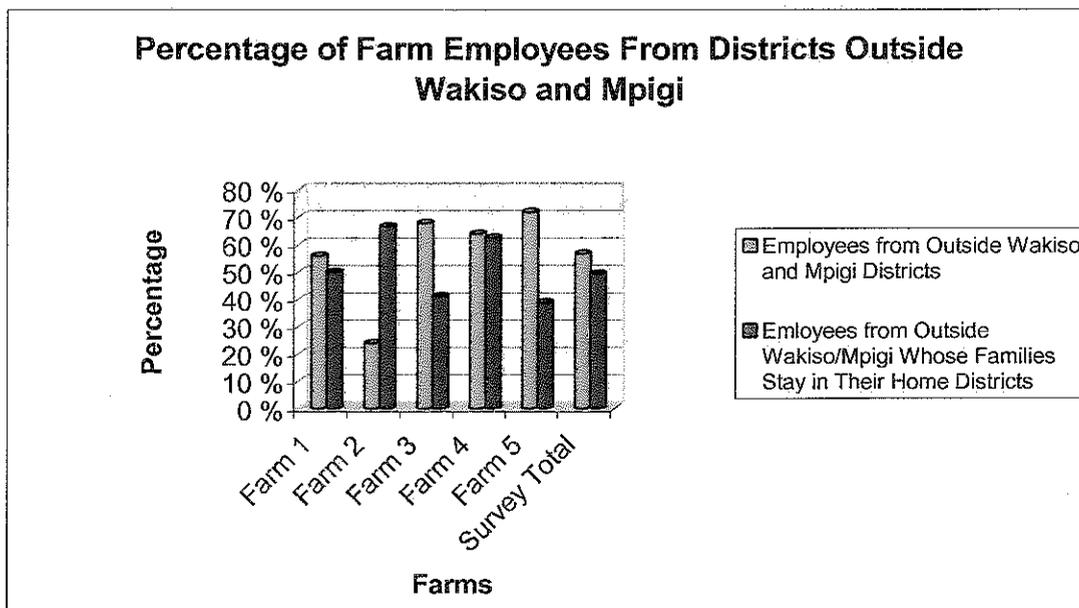
The fourth focus of the sociological survey targeted the employees' ability to access and pay for health care as needed. A total of 92% of the employee surveyed indicated that there was a clinic near (an average of 2 kilometers away) their home. A total of 98 people, 78% of the survey group, indicated that they could afford medical treatment as needed. Of the 98, 50% admitted that they could not regularly afford treatment prior to employment by the farm. This area is perhaps the most telling indicator when assessing an individual's quality of life. The fact that the majority of employees are better able to pay for medical care for themselves and their families than they were prior to employment reveals how their lives have been impacted as a result of their employment on flower farms.

When the employees were asked to comment of their overall health, 76% indicated that they had not experienced medical problems during their period of employment. In an effort to evaluate the seriousness of the medical problems that were reported by the employees and to isolate the major cases, the survey team established parameters to help differentiate between major medical problems and minor medical problems. General aches and pains (stomach, head and back aches), rashes, allergies, ulcers, septic wounds, and coughing were all considered minor problems, while low cholinesterase levels and incidents where chemicals were found in the blood stream were both considered major problems. However, low cholinesterase levels are not solely attributable to the presence of organophosphates in the blood as they are also indicative of other illnesses such as malaria, HIV, and tuberculosis that are common

in Uganda. Of the employees surveyed, 30 reported that they had experienced medical problems; however, per the definition above, only 4% had experienced major medical problems.

Finally, the survey attempted to gauge to what extent employees were planning ahead and whether employees were able to save money regularly and what they were saving for. A total of 63% of the survey group is able to save money each month. Across all labor categories, the average employee saves Ush 36,524 each month. Only one of the five farms surveyed offers its employees a savings scheme. When asked what specifically they were saving their money for, the two most common responses were to buy/build a house and start a business. Other common answers were to pay school fees, support relatives, and other.

Separate to the five focus areas of the employee survey, we also wanted to determine what percent of the employees surveyed were from districts outside Wakiso and Mpigi, where all of the surveyed farms are located, and whether their families resided with them near the farm or in their home districts. Of the 125 employees surveyed, a total of 71 employees (57%) were from districts outside of the two local districts. Of that number, the families of 35 of the employees (49%) reside in the employees' home districts. The chart below provides a graphic representation of the situation on each of the farm as well as across the entire survey group.



This data illustrates how income from employment on flower farms not only benefits residents in the immediate vicinity of the farms but also affects the lives of people and communities in districts as far away as Kisoro and Mbale, where employment opportunities outside of subsistence farming are quite limited. However, it also reveals the extent to which the need for steady employment contributes to the separation of families.

## Community Development/Environmental Safeguard

Questionnaire No. 3 (Annex 4) was administered to farm management to determine what efforts individual farms have made to develop the communities surrounding the farms and assess what environmental safeguards are in place. Information regarding environmental safeguards was supplemented with information obtained during UFEA/IDEA sponsored National Code of Practice audits.

### **Community Development**

As a result of the employment generated by flower farms, the farms have become the focal point of many of the small communities in which they are located. In an effort to look beyond the employment figures, the community development portion of the study was designed to assess what, if anything, individual farms have done to benefit and develop the surrounding communities.

The survey sought to address a number of specific areas where farms either directly or indirectly could contribute to the development of local communities. The first area addressed in the survey looked at investment in education through support to community schools. Of the survey group, two of the five farms have provided support to schools in the vicinity of the farms. Support to these schools has taken many forms. One of the farms provided a local school with land, while the other has paid the head teachers' salaries at one primary and one secondary school for the last two years. Both farms have built and furnished classroom blocks and teachers' quarters and provided much needed textbooks and teaching materials.

The second area addressed investment in community health through assistance to local clinics/hospitals. None of the farms surveyed has yet to provide any direct assistance to any local health care providers. However, the third area, which addressed establishment of clean drinking water sources, while not necessarily a direct investment in health care, contributes to community health. Of the survey group, two farms have provided the surrounding communities with access to clean drinking water. One farm provides residents around the farm free access to the farm's borehole while the other farm installed a borehole in a nearby trading center and regularly maintains the pump. For communities in remote areas along the lakeshore and further inland that may not have had access to wells or piped water and therefore relied primarily on water drawn directly from either the lake or swamps, access to clean borehole/well water closer to home is an invaluable resource and likely helps control the prevalence of illnesses resulting from tainted water.

Farms may also have indirectly assisted local communities and contributed to the development of surrounding areas in the process of installing and maintaining elements of local infrastructure that are essential for a farm to function efficiently. An excellent example of this is the extension of the power grid to service the farm. Four of the five survey farms extended the power grid in order to provide electricity to the farm (the fifth farm is located along a major highway that is serviced by Uganda Electricity Board). On average the farms extended the power grid roughly three kilometers each, which in turn provided trading centers along the aggregate 11.5

kilometers of new lines access to electricity for the first time. Electricity is being accessed for both commercial and residential purposes.

As many of the flower farms are located quite a distance from main highways, the survey group was asked whether they had made any effort to rehabilitate or grade the feeder roads that link the farms to the highway network. Three of the five farms surveyed indicated that they had repaired the roads in the vicinity of their farms. Two of the three farms had conducted major one-time rehabilitation projects that cost an average of Ush 35,000,000 each. These projects were contracted out to local companies and local casual labor. The third farm spends an average of Ush 4,000,000/year performing routine maintenance and grading. As a result of simple road maintenance, individuals and communities that at one time probably suffered economically because poor road conditions would have limited their access to markets and kept transportation costs artificially high, are now likely experiencing cheaper access to markets and increased revenue.

### **Environmental Safeguards**

The study only cursorily addressed environmental issues because IDEA, as part of its overall assistance to the floriculture industry, and in collaboration with the Uganda Flowers Exporters Association (UFEA), the Uganda National Bureau of Standards, and the National Environmental Management Agency, has been very active in developing and implementing the National Code of Practice for the Horticultural Sector, which addresses both environmental safety and worker welfare. Of the Code of Practice's five basic principles, two are concerned with the following environmental issues: to control and reduce environmental degradation resulting from agrochemical use and to ensure the general conservation of the environment. Detailed records of individual farm progress and compliance with the code's strict environmental and worker welfare regulations are maintained by IDEA technical assistants and are updated continuously. At the time of this writing IDEA personnel had made three audit visits to 18 of the 20 farms and two audit visits to the remaining two farms. All farms are making an effort to comply with all aspects of the code, although each farm still has areas that need to be improved. As the Code of Practice is only an internal pre-audit exercise, the real test will come when farms begin seeking certification from independent outside auditors such as SGS and Buro Veritas. It is worth noting that three farms have already obtained ISO 9002 certification. Two farms have also obtained MPS, Milieu Project Siertelt Environmental Cut Flower Project Certification, which is a Dutch system that is recognized by all European Union flower buyers.

The principal focus of the environmental survey was to assess disposal practices, containment measures, and recycling and innovative programs. All five of the survey farms indicated that they utilize soak-pits for disposal of pesticides and other crop chemicals; however, none of the farms has conducted soil tests around the soak pit to ensure its integrity. Per the Code of Practice all soak pits are located at least 250 meters from a borehole that supplies water for human consumption or 500 meters from a water body such as a swamp or lake. To ensure that no effluent from the greenhouses enters watercourses or drains, farms are encouraged to accurately regulate the amount of water used during irrigation. All excess water is to be directed into the soak pit. According to Code of Practice audit reports and the responses to the

survey, all five farms are using proper run-off control measures and are making effective use of soak pits. All five farms use either pit latrines or sewage systems to manage solid waste.

The survey also addressed what specific measures the farms used to ensure the integrity of their disposal and containment systems. Only two of the farms had conducted water or soil tests on farm for detecting residues. One of the farms conducts water tests twice a year while the other has only conducted one test to evaluate the purity of the water from its borehole, which is accessed by area residents. The Code of Practice recommends that farms conduct regular soil analyses.

As all farms generate lots of waste and utilize lots of materials and supplies such as wood and plastic for greenhouses and water for irrigation, the survey attempted to assess what recycling programs the farms had in place to limit waste and lessen the effects of consumption. Four of the five farms currently recycle organic waste for use as compost when developing new planting beds. The fifth farm indicated that it burned all its organic waste; however according to notes from a Code of Practice pre-audit conducted subsequent to the survey, efforts were being made to begin recycling organic waste as required in order to comply with the Code. Two of the five farms recycle used greenhouse plastics by making it available to employees for domestic use. As all the farms surveyed have access to reliable water sources, none of them currently recycles rainwater although it is recommended in the Code of Practice. As many farms utilize wooden greenhouses, the survey asked what reforestation efforts the farms had made. Three of the five farms indicated that they had initiated tree-planting programs both on-farm and in surrounding areas.

### **Surrounding Community Enterprise**

To further analyze what specific impact, if any, increased employment by the floriculture industry has had on businesses in the communities surrounding the flower farms, part of the study targeted retail shops, schools, churches, and clinics/drug shops in the trading centers nearest the farms. For each farm surveyed, employees were asked which trading centers most of the employees lived in. Questionnaires were then administered to five retail shops, two primary schools, two secondary schools, two churches, and two clinics/drug shops in those trading centers to ensure that we were gathering the most relevant information. Every effort was made to administer questionnaires to the full, proposed survey pool; however, in several instances, the trading centers surrounding the farms were just not large enough to sustain the number of organizations that was set for the survey. Also, not all respondents were willing to provide responses to all questions; in those cases averages were derived using the number that answered the question. Data collected from the surrounding community enterprise surveys, while an interesting and telling indicator of the economic and social development of those communities surrounding the rose farms that participated in the study, in most cases cannot be attributed solely to the presence of the flower farms. It is therefore better to view the data below in general development terms.

#### **Retail Shops**

A total of 25 retail shops participated in the survey. The majority, 68% of those surveyed indicated that they opened their shop in its present location either to take

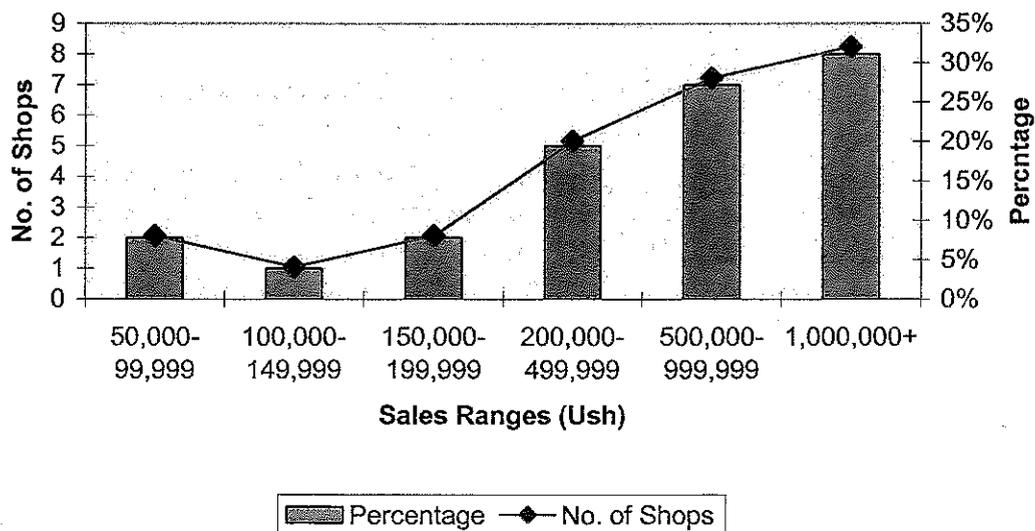
advantage of the nearby road or what they perceived as the growth potential of the community. Only 8% indicated that they located their shop specifically to cater to clientele from the flower farms. A total of 32% of the shopkeepers also indicated that they had moved their shops from somewhere else to their current locations. When asked whether most of their customers were employed on a flower farm 44% of the shopkeepers indicated that they were.

The average retail shop, based on the survey data, sells primarily foodstuffs and household supplies such as soap, candles, batteries, and toothpaste. It employs two people (69% of whom are women). A total of 56% of the shops surveyed sold condoms and other reproductive health products and of those, 57% indicated that they had seen an increase in condom sales since the establishment of the flower farm, a statistic that speaks to the effectiveness of national HIV awareness campaigns and the campaigns conducted by the flower farms. The relative youth of the work force in the floriculture industry may also be a contributing factor.

In an effort to characterize the spending habits of the average customer and use it as a gauge of his/her disposable income, we wanted to determine whether shops were selling primarily essential items or luxury items. For purposes of the survey, basic foodstuffs and household supplies were all classified as essential items whereas items such as cigarettes, candy (sweets), etc. were all classified as luxury items. The idea being that the higher the percentage of luxury items sold, the more disposable income the average shopper had. When the shopkeepers were asked to rank their top three selling items, 97% of all the items listed were essential items based on the above definitions.

Efforts to determine the average monthly salaries for shop employees were unsuccessful as employees were not always willing to disclose actual salary figures. They were however more inclined to provide us with average gross monthly sales figures. The chart below details the gross monthly sales figures for the entire survey group.

**Average Monthly Sales Figures-Retail Shops**

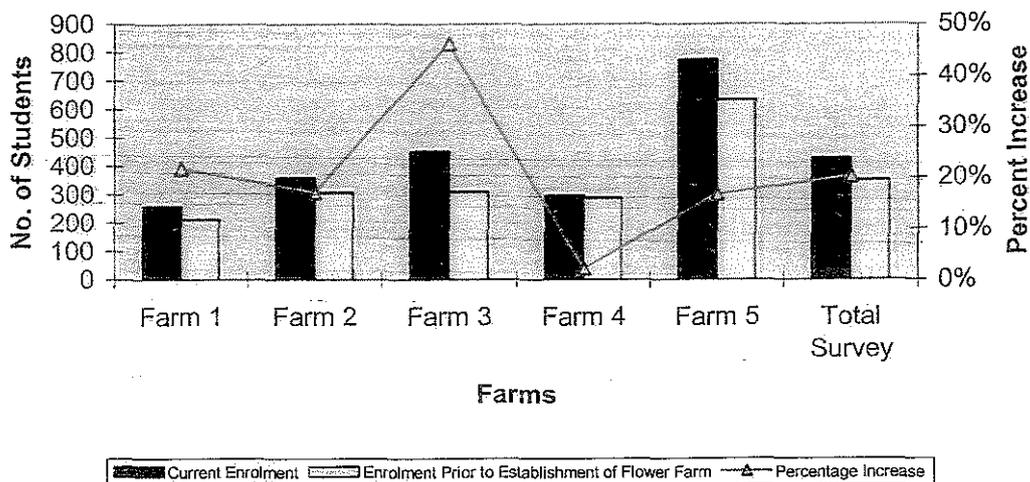


As the table indicates, 60% of the shops surveyed have gross monthly sales in excess of Ush 500,000. Of the shops that existed prior to the establishment of the local flower farm, 73% indicated that sales had increased since the farm's establishment. However, retail shops in the communities around the flower farms may not experience the full impact of income generated through employment by flower farms because 28% of the families of those employees surveyed reside in their home districts and a portion of those employees' monthly salaries is likely to be sent back to the village.

### Schools

A total of 18 schools participated in the survey. Based on the survey group, the average school employs a total of 18 people (11 teachers, three administrators, and four casual laborers), 45% of whom are women. The average monthly salary across all three positions is Ush 104,767, Ush 190,667, and Ush 45,583 respectively. Prior to the establishment of the area flower farms, the average enrolment was 350 students. Average current enrollment is 428 students (50% female), which represents an increase of roughly 20%; however, when asked whether the local flower farms employed the majority of their students' parents, 72% of the survey group responded no. The table below provides enrolment averages broken down by farm location.

### School Enrolment Statistics



A total of 88% of the schools surveyed indicated that the number of female students had increased since the establishment of the flower farm. Average school fees per term across the survey group are Ush 39,827. A total of 55% indicated that fees have increased since the establishment of the local flower farm. The table below shows the relative improvement in students performance on primary and secondary leaving exams from the establishment of the flower farm to 2001 as measured by the increase in the number of First and Second Division Passes as a percentage of the average number of people sitting the exams across the entire survey group and broken down by individual farm groups.

**Table 8: Average Division One and Division Two Passes**

Year/Division	Farm 1	Farm 2	Farm 3	Farm 4	Farm 5	All Survey
<b>2001</b>						
• D1 Passes	0	1	7	4	26	8
• D2 Passes	5	8	31	18	54	23
• Total Sitting	16	22	59	31	89	43
• D1 and D2 as % of Total	29.7%	39.2%	65.0%	72.8%	89.1%	70.9%
<b>Year Farm was Est.</b>						
• D1 Passes	1	1	3	3	28	7
• D2 Passes	5	17	16	10	31	16
• Total Sitting	21	47	36	29	81	43
• D1 and D2 as % of Total	28.1%	38.7%	53.3%	43.1%	72.4%	53.6%
<b>% Increase/Decrease</b>						
• D1 Passes	-100.0	50.0%	190.0%	100.0%	-8.3%	3.67%
• D2 Passes	0.0%	-5.9%	161.7%	189.5%	75.0%	48.87%
• Total Number Sitting	-22.0%	-5.4%	118.7%	59.6%	9.9%	1.65%

Several of the survey questions were designed to elicit general comments addressing the state of the school today as compared to the state of the school the year the local flower farm was established. Across the survey group, 11% had received direct financial assistance from the flower farms, 83% had constructed new classroom and administrative buildings, 89% indicated that they are better able to provide current education materials, 67% reported that students' parents are taking a more active interest in their children's education, 100% indicated that more children have proper school uniforms, and 61% reported that students are now better able to afford school provided meals. On a less positive note, 100% of the survey participants indicated that parents fail to pay school fees on time. Many of these responses indicate a trend that parents are better able or more willing to invest in their children's education and speak to the overall economic improvement in the communities surrounding the flower farms.

### Churches

A total of 10 churches participated in the survey. Across the survey group, the average church employs two people. 50% of all church employees are women. The average monthly salary for ministers across the survey group is Ush 96,300. Accurate monthly salaries for other staff were not readily available as many of the churches' staff worked as volunteers. The average monthly donation from the congregation is Ush 63,500. Of the farms that existed prior to the establishment of the flower farm, 56% indicated that monthly donations have increased since the farm began operations and of those; however 100% of the churches indicated that most of their congregation are not employed by flower farms. A total of 40% reported that they were now able to begin new community development programs as a result of the increase. Only one of the churches had received direct financial assistance from the local flower farm.

As ministers and church representatives are often very astute observers of their congregation, we asked each of the participants to evaluate the well being of their congregation. 60% of the survey group responded that members of their congregation were generally better off financially than they were prior to the establishment of the flower farm.

### **Clinics/Drug Shops**

A total of 9 clinics/drug shops participated in the survey. 60% of the survey participants indicated that their establishments were privately owned, while the remaining 40% indicated that they received government assistance. Across the survey group, the average clinic/drug shop employs three people, 59% of whom are women. A total of 17% of the health facilities surveyed employ an accredited doctor, while 80% employ at least one accredited nurse. The average monthly salary for doctors/drug shop owners, nurses and casuals is Ush 296,667, Ush 85,000, and Ush 38,333 respectively. Of the survey group, 17% had an accredited doctor on staff while 80% had at least one accredited nurse on staff. Survey data reveals that the average facility handles 514 patients/customers each month. Of those surveyed, 56% indicated that most of their patients/customers are employed by flower farms. A total of 63% of those surveyed indicated that patients are able to afford medication and 100% indicated that medications are regularly in stock; 78% noted that the availability of medications has improved dramatically since the establishment of the flower farms. When asked whether their patients/customers were more knowledgeable when it comes to health matters than they were prior to the establishment of the flower farms, 78% of those surveyed felt that they were.

### **V Conclusion**

As the information presented in the report reveals, the floriculture industry in Uganda has firmly established itself as one of the fastest growing agricultural sub sectors; one that contributes directly to the country's economic development through increased employment and foreign exchange earnings. The industry has also had a significant impact on the lives of those people employed directly by the farms and their families as well as on local businesses that provide services to the industry and communities surrounding the farms. While farms throughout the industry have made great efforts to establish themselves as model employers and growers there is still a lot of work to be done to address deficiencies in the areas of worker welfare and environmental protection. Fortunately, the industry has recognized the importance of these issues and has embraced the Code of Practice, which provides strict guidelines governing worker welfare and environmental protection. For such a young industry to have achieved so much in eight years and to have demonstrated a willingness to work to develop its reputation as a responsible producer of quality produce is a testament to the individual farm owners' commitment to creating a successful, sustainable industry in Uganda.

**Annex 1**

**Scope of Work**

## **Scope of Work**

### **Uganda Flower Industry Impact Study**

#### **Background**

The overall goal and purpose of the IDEA project is to increase incomes of rural men and women through increased production and marketing of selected non-traditional agricultural exports. Since 1995, the IDEA high value component has focused much of its resources on increasing production and marketing of cut flowers and chrysanthemum cuttings. In 1993 there were 2 rose farms with a combined 4 hectares under production. The total FOB value of rose exports for the year was \$2.3 million. At the end of 2001, there were 17 rose farms with a combined total of 115.2 hectares under production and 3 chrysanthemum cuttings farms with 18.5 hectares under production. 2001 exports for roses were valued at \$10.93 million and exports of chrysanthemum cuttings were valued at \$4.97 million. With the significant growth in the industry, IDEA feels that it is important to undertake a socioeconomic study to gauge the real impact the industry has had on the Ugandan economy and assess whether increased employment in and expansion of the floriculture industry is having a positive impact on the lives of farm employees (and their families) and the development of the communities around the farms.

#### **Methodology**

The study will focus on a group of three rose farms, one chrysanthemum cuttings farm, and one chrysanthemum/rose farm. This represents one fourth of Uganda's flower farms. In an effort to assemble a group of farms that is most representative of the entire industry we based our selection criteria on the number of hectares under production and the ethnicity of the farm owners. The average number of hectares under production for the industry as a whole is 6.7. The average number of hectares under production for the survey group is 7.86. The floriculture industry is comprised of mainly Asian and European owners (85%), with only three Ugandan owners. However, in an effort to include a representative from each ethnic group we selected one Ugandan-owned farm, one Asian-owned farm, one English-owned farm, and one Dutch-owned farm for the rose farm group. All three chrysanthemum cuttings farms are Dutch owned; thus, we selected the farm with 6 hectares under production, Fiduga, as the average number of hectares under chrysanthemum production is 6.16.

For purposes of the study, questionnaires will be administered to farm owners, farm managers, flower industry service providers, merchants located in the vicinity of the selected farms, and farm employees

The study will identify the economic and sociological impacts of the flower industry by targeting the following areas:

#### **A. ECONOMIC IMPACT**

1. Direct economic impact (on-farm economic analysis/costs of production broken down into two categories as follows):
  - a) Employment related costs including: number of full time employees vs. casual laborers (broken down by job category and gender), average annual and daily salaries by position as applicable, lunch allowances, medical facilities and/or

benefits packages provided by the farm, NSSF or other retirement savings, annual leave, housing allowances, transportation costs, savings schemes, education allowances, training costs, sports and recreation facilities, etc.

- b) Non-employment direct farm costs flowing into the Ugandan economy such as payments to GOU, local councils, private companies and individuals for land rent, taxes, NSSF, utilities, packaging materials, fuel, fertilizers and agrochemicals, airfreight, handling services, and other locally bought services (construction, transportation, repairs, etc.).
2. Indirect economic impact. This will focus on the circulation of money around the farms and attempt to determine whether and how increased employment at the farms and income derived from the farms have impacted the communities surrounding the farm. This survey will target both new and pre-existing businesses in the major trading centres around the farms.

## **B. SOCIOLOGICAL IMPACT**

1. Direct farm investment in the community and environmental protection measures. This area of the assessment will be addressed to the senior management of the farm and will identify the extent of any direct investments by farms in the surrounding communities, for example: building schools, paying teachers' salaries, establishing clinics, digging wells, paving roads, extending the power grid, etc. It will also address the farms' environmental protection systems and community outreach programs
2. Indirect impact resulting from employment. This part of the assessment will concentrate on a group of 25 employees per farm (1 farm manager, 4 supervisors, 15 permanent experienced laborers, and 5 casual laborers) selected at random and will attempt to determine whether and how their lives have been affected as a result of their employment. Are they better or worse off than they were before?

### **Activities**

The consultant, Chris Donohue, will design questionnaires that address each aspect of the study and administer them to farm owners, farm managers, flower industry service providers, community merchants, and employees as appropriate. The consultant, with the help of the various farm managers, will select the employee groups in such a way that people from different positions, levels of seniority, and salary scales are all represented. Staff members from the Uganda Flowers Exporters Association's Research Development and Training Center at Nsimbe Estates and from the IDEA Project, particularly, Cate Nakatuga and Christine Kiwanuka, will be asked to assist the consultant with the surveys conducted in the communities surrounding the farms and among the farm employees, as language barriers could prevent effective data collection.

A one-day preliminary visit will be conducted at each farm in order to brief the owners/managers on the structure and goals of the survey, select the employee groups, schedule deadlines for completing questionnaires, schedule dates for conducting employee interview/questionnaire administration, and survey the communities around the farms to select appropriate organizations for the Surrounding Community Enterprise Survey.

At the preliminary visit, farm owners and managers will be provided with copies of the Employer Questionnaire, the Direct Costs Questionnaire, and the Community Development/Environmental Safeguard Questionnaire to allow them sufficient time to compile all the information necessary to fully complete the forms. ½ day will be dedicated to each farm to follow up on the above-referenced questionnaires and ensure that the information is accurate.

Individual farm visits to administer the employee questionnaires to the group of 25 employees should take 1 day and will be coordinated with the farm manager.

Administering the Surrounding Community Enterprise surveys should take no more than 2 days per farm. The survey area will be determined using information collected from the employee group questionnaires and through discussions with the farm management and will target the areas immediately surrounding the farms and the areas where the majority of farm employees live. Organizations will be selected during the preliminary visit and appointments scheduled to administer the questionnaires. For each farm we will select 5 retail stores, 2 primary schools (one public and one private), 2 secondary schools (one public and one private), 2 churches/mosques, and 2 hospitals/clinics/health centres (one public and one private).

The Service Provider questionnaire will focus on those companies that provide services directly to the cut flower industry. Farm owners/managers will provide the names of service providers in the Direct Costs questionnaire. As the services required by the farms are quite standard (each farm requires packaging material, greenhouse plastic, etc.) it is likely that many of the farms will use the same service providers. One company will be selected in each of the key service areas based on the number of farms in the study using their services. Administering these questionnaires should take no more than 3 days total. Much of the information on annual costs will be solicited directly from the farm owners and managers; however, the consultant will meet directly with the service providers to corroborate data provided by the farms.

The above covers the essential elements required for the impact study. In an effort to determine the appropriateness of the survey instruments we will select a farm, outside the survey group, where we will pretest the questionnaires. This will enable us to determine areas where the questionnaires fall short and make improvements as appropriate for the official survey.

### **Deliverables**

A completed flower industry impact study analyzing the areas mentioned above with appropriate graphs, charts, and other back-up documentation.

## **Timing**

The total study should take between 33-38 days. Development of the questionnaires, survey instruments and analysis tools will be completed by the end of April. The preliminary farm visits and the pretest will be completed by the end of August. Data collection should be completed by October. The final report should be completed by January 2003. Below is the planned workday breakdown.

### Start Up

- Preliminary farm visits--5 days
- Pretest questionnaires--3 days

### Data Collection

- Follow up with farm owners/mangers--2 ½ days
- Employee survey--5 days
- Surrounding community enterprise surveys--5-10 days
- Service provider surveys--3 days

### Data Compilation and Analysis

- Data input--2 days
- Data analysis and graphing--4 days
- Report writing--3 days

**Annex 2**

**Questionnaire No. 1  
Employer Questionnaire**

**IDEA Project  
Flower Industry Impact Study  
Employer Questionnaire**

Farm I.D.: \_\_\_\_\_

Year Company Registered: \_\_\_\_\_

No. Hectares under Production: \_\_\_\_\_

1. Number of Employees: \_\_\_\_\_
  - a. Permanent Staff: \_\_\_\_\_
  - b. Casual Labour: \_\_\_\_\_
  
2. Number of Women Employees: \_\_\_\_\_
  - a. Permanent Staff: \_\_\_\_\_
  - b. Casual Labour: \_\_\_\_\_
  
3. Please assign employees to a particular job category (numbers):
  - a. Managers: \_\_\_\_\_
    1. Men: \_\_\_\_\_ Women: \_\_\_\_\_
  
  - b. Supervisors: \_\_\_\_\_
    1. Men: \_\_\_\_\_ Women: \_\_\_\_\_
  
  - c. Skilled Permanent Labourers: \_\_\_\_\_
    1. Men: \_\_\_\_\_ Women: \_\_\_\_\_
  
  - d. Unskilled Permanent Labourers: \_\_\_\_\_
    1. Men: \_\_\_\_\_ Women: \_\_\_\_\_
  
  - e. Unskilled Casual Labourers: \_\_\_\_\_
    1. Men: \_\_\_\_\_ Women: \_\_\_\_\_
  
4. What is the average daily/monthly salary (as appropriate) for the following positions?
  - a. Managers: \_\_\_\_\_
  - b. Supervisors: \_\_\_\_\_
  - c. Skilled Permanent Labourers: \_\_\_\_\_
  - d. Unskilled Permanent Labourers: \_\_\_\_\_
  - e. Unskilled Casual Labourers: \_\_\_\_\_
  
5. Do your employees have written employment agreements?
 

If yes, do these agreements contain clauses that address the following topics?

a.	Position description	Yes _____	No _____
b.	Compensation	Yes _____	No _____

c. *Employment Terms*

1. Hours/day Yes \_\_\_\_\_ No \_\_\_\_\_

a. How many hours is the average workday? \_\_\_\_\_

2. Days/week Yes \_\_\_\_\_ No \_\_\_\_\_

a. How many days is the average workweek? \_\_\_\_\_

3. Vacation/holidays Yes \_\_\_\_\_ No \_\_\_\_\_

a. How many vacation/holidays do employees receive each year? \_\_\_\_\_

4. Sick leave Yes \_\_\_\_\_ No \_\_\_\_\_

a. How many days of paid sick leave do employees receive each year? \_\_\_\_\_

d. Salary increments Yes \_\_\_\_\_ No \_\_\_\_\_

a. How often do employees receive salary increments?  
\_\_\_\_\_

b. What is the average increment (percentage)? \_\_\_\_\_

e. Dismissal Conditions Yes \_\_\_\_\_ No \_\_\_\_\_

6. Does the farm employ university graduates?

If yes, how many and in what positions?

7. Are there minimum education or technical training requirements for any positions?

If yes, what are the requirements, what are the positions, and how many people?

8. From the list below, please indicate what benefits the farm provides to its employees.

a. Medical facilities on farm: Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, please provide detail:

Is there a cost-sharing element?

b. Medical Insurance/Medical Cost reimbursement:

Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, please provide total number of people covered broken down by position.

Does this cover Employee \_\_\_\_\_ Employee and Family \_\_\_\_\_

Is there a cost-sharing element? If yes, provide details.

c. Does the farm provide employees with job-related clothing (i.e. gumboots, protective gear, gloves, etc.):

Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, please provide details by position and average cost per employee per year.

d. NSSF or other retirement benefits: Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, please provide detail:

e. Meals: Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, how many meals per day?

If yes, please break down the cost of providing meals for one employee for one month.

f. Annual leave and holiday package: Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, please provide detail:

g. On-farm housing: Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, how many staff and what are their positions:

h. Housing allowances off-farm: Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, how much do you provide monthly and what positions receive this benefit?

i. Transportation allowances: Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, please provide detail:

j. Education allowances: Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, please provide detail:

k. Savings programs: Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, please provide detail:

l. Training programs: Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, please provide detail:

m. Sports and recreation facilities: Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, please provide detail:

n. HIV/AIDS and reproductive health awareness programs:

Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, please provide detail

o. Mobile phones for management Yes \_\_\_\_\_ No \_\_\_\_\_

**Annex 3**

**Questionnaire No. 2**  
**Direct Costs Questionnaire**

**IDEA Project  
Flower Industry Impact Study  
Direct Costs  
Questionnaire**

Farm I.D.: \_\_\_\_\_

The following questions are designed to determine the amount of direct farm costs that flow directly into the Ugandan Economy

**To help us establish a sense of scale when analyzing the data provided below please provide the following information:**

How many stems/cuttings did the farm export in 2001? \_\_\_\_\_

**What does the farm pay annually to the following government agencies?**

<u>Agency</u>	<u>2001 Amount (Ush)</u>
1. Uganda Revenue Authority (payroll)	
2. Uganda Revenue Authority (non-payroll)	
3. National Social Security Fund	
4. Local/District Council	

**What does the farm pay annually (Ush) for the following services? Please list all suppliers and provide contact information as appropriate**

<u>Utilities</u>	<u>2001 Amount</u>
1. Electricity	
2. Telephone	
3. Water	

<u>Farm Supplies</u>	<u>2001 Amount</u>
----------------------	--------------------

- |                              |  |
|------------------------------|--|
| 1. Packaging Materials       |  |
| 2. Fertilizers/Agrochemicals |  |
| 3. Fuel                      |  |
| 4. Greenhouse materials      |  |
| 5. Irrigation equipment      |  |

6. Capital Equipment Procured Locally

Non-Employee Service Providers

2001 Amount

1. Airfreight
2. Freight handling
3. Construction
4. Transportation
5. Maintenance/Repair
  - a. Vehicle
  - b. Farm infrastructure
6. Clearing Agents
7. Association Dues
8. Other outsourced services not covered above (Please list below)

**Annex 4**

**Questionnaire No. 3  
Surrounding Community  
Development/Environmental  
Safeguard Questionnaire**

**IDEA Project  
Flower Industry Impact Study  
Community Development/Environmental Safeguard  
Questionnaire**

Farm I.D.: \_\_\_\_\_

Farm Location: \_\_\_\_\_

Principal Trading Centres Surrounding Farm: \_\_\_\_\_

**The following questions attempt to determine what efforts the farm has made to develop the communities surrounding the farm and safeguard the environment.**

Community Development

1. Does the farm provide financial assistance to local schools?

If yes, please describe all past and present programs (i.e. building construction, paying teacher salaries, providing text books, scholarships, etc.).

2. Has the farm helped establish or renovate any clinics/hospitals in the surrounding community?

If yes, please provide detail of past and ongoing programs (building construction, paying medical staff salaries, providing essential medicines, etc.).

3. Has the farm dug any wells/bore holes that provide water to the residents in the surrounding communities?

If yes, please provide detail. Are existing wells/boreholes regularly maintained?

4. When the farm was established was it necessary to extend the power grid to reach the farm?

If yes, how far was it extended and what local communities now have access to power?

If surrounding communities are accessing power is it mainly for business or residential use?

5. Does the farm pay to maintain local feeder roads?

If yes, how often?

Is the work done using casual labour or heavy equipment?

What are the annual costs to maintain the road?

#### Environmental Safeguards

1. How does the farm dispose of pesticides and other crop chemicals?

Are the disposal areas routinely tested to ensure their integrity? Please provide detail.

2. What methods does the farm employ to limit the run-off of chemicals and fertilizers to ensure that fresh water sources are not polluted?

3. How often does the farm conduct soil and water tests to determine the levels of pesticide and chemical residues in the areas around the farm?

How far from the farm are these tests conducted?

4. Does the farm recycle organic waste?

If yes, what are its uses?

5. Does the farm recycle rainwater?

6. Does the farm have any programs to help reforest the surrounding areas?

If yes, please describe. Do the programs encourage planting of indigenous plants?

7. How does the farm dispose of solid waste?

8. Does the farm recycle used greenhouse plastic?

If yes, how is it used?

**Annex 5**

**Questionnaire No. 4**  
**Service Provider Questionnaire**

**IDEA Project  
Flower Industry Impact Study  
Service Provider  
Questionnaire**

Organization Name: \_\_\_\_\_

Type of Organization: \_\_\_\_\_

Year of Incorporation: \_\_\_\_\_

Number of Employees: \_\_\_\_\_

Women: \_\_\_\_\_

1. What are the average monthly salaries for the following positions?
  - a. Managers/Accountants \_\_\_\_\_
  - b. Supervisors/Administrators \_\_\_\_\_
  - c. General Laborers \_\_\_\_\_
2. What specific farm supplies/services do you provide to the flower industry?
3. How many flower farms do you supply/service?
4. Did you establish your business specifically to service the growing flower industry?
5. How has the business expanded its product lines/services to accommodate growth in the flower sector?
6. What are your average monthly/annual sales (based on 2001 numbers) to the flower industry?
7. What percent is that of total sales?
8. Have these figures increased/decreased since 1994 or the year of incorporation (if after 1994)?

Category	1994(or year of incorporation)	2001	Increase/Decrease
Annual Sales to Flower Industry			
Percentage of Overall Sales			

9. Are any of your products manufactured locally?

If yes, please list below.

If no, where are your products manufactured?

10. Do you employ university graduates?

If yes, how many and in what capacities? Please provide detail.

## **Annex 6**

### **Questionnaire No. 5 Surrounding Community Enterprise Questionnaire**

**IDEA Project  
Flower Industry Impact Study  
Surrounding Community Enterprise  
Questionnaire**

Farm I.D.: \_\_\_\_\_

Organization Type: \_\_\_\_\_

Date Established: \_\_\_\_\_

Location: \_\_\_\_\_

Distance from farm: \_\_\_\_\_

Do you know the name of the flower farm nearest your business? \_\_\_\_\_

**Please respond to the questions targeting your specific organization type and provide as much detail as possible**

Retail Shop

1. How many people are employed in your shop?
  - a. Women
2. What is the average monthly salary for an employee?
3. What goods do you sell?
4. Why did you select this location?
5. Was the shop located somewhere else before \_\_\_\_\_?
6. What are your average monthly sales figures?
  - a. 50,000-100,000
  - b. 100,000-150,000
  - c. 150,000-200,000
  - d. 200,000+
7. Have sales increased since \_\_\_\_\_?
8. Do most of your customers work at the flower farm?
9. What are the three best selling items in your shop?
  - 1.
  - 2.
  - 3.

10. Do you sell condoms or other reproductive health products (i.e. birth control pills)?
11. Have you seen an increase in condom sales since \_\_\_\_\_?

School

1. Is your school publicly funded (UPE) or privately funded?
2. How many people does the school employ full time?
  - a. Teacher:
  - b. Administrator:
  - c. Casual:
  - d. Women
3. What is the average monthly salary for the following positions?
  - c. Teacher:
  - d. Administrator:
  - e. Casual:
4. What is the current enrolment?
5. What was the enrolment prior to \_\_\_\_\_?
6. How many students are female?
7. Has the number of female students increased since \_\_\_\_\_?
8. Are most of your students' parents employed by the flower farm?
9. Has the school received any direct assistance from the flower farm?  
If yes, please describe the type of assistance.
10. What are the school fees per term per child?
11. Have the school fees increased since \_\_\_\_\_?
12. Do parents pay fees on time?
13. Have you noticed a difference in payment timeliness since \_\_\_\_\_?
14. Have the average first/second division passes increased since \_\_\_\_\_?  
If yes, please provide data substantiating claim.
15. Has the school been able to build any new buildings or renovate any old ones since \_\_\_\_\_?

16. Is the school better able to provide its students with current education materials than it was prior to \_\_\_\_\_?
17. Do parents take a more active interest in their children's education when compared to \_\_\_\_\_?
18. Do more students have school uniforms since \_\_\_\_\_?
19. Do more students eat meals during school since \_\_\_\_\_?

Church/Mosque

1. How many people do you employ?
  - a. Women
2. What is the average monthly salary of your employees?
3. Have you noticed an improvement in the general financial well being of the congregation since \_\_\_\_\_?
4. How many people are in your congregation?
5. How many people from your congregation are employed by the flower farm?
6. What are your average monthly donations from the congregation?
7. Has this amount increased since the establishment of the flower farm?
8. Has the increase in donations enabled you to begin new programs to help develop the community?
9. Have you received any direct financial assistance from the nearby flower farm?  
  
If yes, what were the funds used for?
10. Has the flower farm worked with your church/mosque on community development programs?

If yes, please describe the programs.

Clinic/Health Centre/Drug Shop

1. Is your facility publicly or privately funded?
2. How many people are employed by the clinic/shop?
  - a. Doctor:

- b. Nurse:
  - c. Casual:
  - d. Women
3. How many staff members are full-time and fully accredited?
- a. Doctor:
  - b. Nurse:
4. What is the average monthly salary for the following positions?
- a. Doctor:
  - b. Nurse:
  - c. Administrator
  - d. Clerk
5. On average, how many patients/customers visit the clinic/shop in a month?
6. Are most of your patients/customers employed by the nearby flower farm?
7. Are your patients/customers able to afford the medication prescribed by the doctors?
8. Is that medication regularly in stock at the clinic or a nearby pharmacy?
9. Is that an improvement from before the establishment of the flower farm?
10. Are your patients more knowledgeable when it comes to health matters than they were before \_\_\_\_\_?

**Please feel free to add any general observations not addressed above in the space provided below**

**Annex 7**

**Questionnaire No. 6  
Employee Questionnaire**

**IDEA Project  
Flower Industry Impact Study  
Employee Questionnaire**

Farm I.D.: \_\_\_\_\_

Job Title: \_\_\_\_\_

Age: \_\_\_\_\_

Male            Female

Employment Questions

1. How long have you worked at the farm?
2. Do you have an employment contract with the farm?

If yes, does the agreement address the following topics?

- |    |                      |   |          |
|----|----------------------|---|----------|
| a. | Position description | Yes _____   | No _____ |
| b. | Compensation         | Yes _____   | No _____ |
| c. | Employment Terms     |   |          |
|    | 1. Hours/day         | Yes _____   | No _____ |
|    | a.                   | How many hours do you work each day? _____                          |          |
|    | 2. Days/week         | Yes _____   | No _____ |
|    | a.                   | How many days do you work each week? _____                          |          |
|    | 3. Vacation/holidays | Yes _____   | No _____ |
|    | a.                   | How many vacation/holidays do you receive each year?<br>_____       |          |
|    | 4. Sick leave        | Yes _____   | No _____ |
|    | a.                   | How many days of paid sick leave do you receive each year?<br>_____ |          |
| d. | Salary increments    | Yes _____   | No _____ |
|    | a.                   | How often do you receive a salary increment?                        |          |
| e. | Dismissal Conditions | Yes _____   | No _____ |

3. What is your monthly salary?
4. Have you ever been promoted?

If yes, what was/were your past job title(s)?

5. During your employment have you ever received a pay increase?

If yes, how often?

6. If you have received a pay increase, what was your salary when you first started working at the farm?

7. Were you employed before you started work at the farm?

If yes, what was your job?

8. What was your monthly salary at your previous job?

9. Does the farm have any medical facilities?

10. Does the farm provide you with medical insurance or reimburse you for medical expenses?

If yes, does that cover you and your family?

11. Does the farm pay NSSF or provide other retirement benefits?

If yes, what do you contribute each month?

12. Does the farm provide you with meals while you are at work?

If yes, how many per day?

13. Does the farm provide you with housing or a housing allowance?

14. Does the farm assist with transport to and from work?

15. Has the farm ever provided you with any job-related training?

16. Has the farm conducted any HIV/AIDS awareness or reproductive health programs?

17. Does the farm provide you with a mobile phone?

18. Does the farm provide maternity leave?

Personal/Family-Related Questions

1. What District are you from originally?

2. Are you married?

- If yes, is your spouse employed?
3. How many children do you have (Please list their sex and ages)?
  4. Does your family stay with you near the farm or do they live in the village?
  5. Do your children attend school?
  6. What are the school fees per child per term?
  7. Could you afford to pay school fees prior to employment by the farm?
  8. Are you able to send your children to better quality schools as a result of your employment by the flower farm?
  9. Do all your children have school uniforms?
  10. Does the farm assist you with school fees?
  11. Since your employment by the farm have you bought land or built a house?  
If yes, how long did it take you to save the money for the purchase?
  12. What materials did you use to build your house (i.e. mud, bricks, cement, iron sheets, etc.)?
  13. Have you made any improvements to your house since you began working at the farm?  
If yes, please describe.
  14. How far is your house from the farm (kilometres)?
  15. Does your house have electricity?
  16. How far away is the nearest water supply (metres)?  
What is the water source (i.e. borehole, well, tap, etc.)?  
When was it installed?
  17. Do all members of your household have beds and mattresses?  
If yes, did everyone have mattresses before you began working at the farm?
  18. Does your family sleep under mosquito nets?  
If yes, did you sleep under mosquito nets before you began working at the farm?

19. When was the last time someone in your family had malaria?
20. Is there a clinic/hospital near your home?
21. How far is it from your house (kilometres)?
22. Are you able to afford medical treatment as needed?  
  
If yes, were you able to afford treatment before you began working at the farm?
23. Have you had any medical problems since you started working at the farm (please describe)?
24. Are you able to save money each month?  
  
If yes, how much do you save?
25. Do you have a savings account with a bank?
26. Does the farm offer a savings scheme?
27. What are you saving your money for?
28. In general, do you feel that you and your family are better off than you were before you began working at the farm?

## **Annex 8**

# **Employer Questionnaire Summary Data**

Uganda's Investment in Developing Export Agriculture (IDEA) Project  
 Socio-Economic Impact Study of Uganda's Floriculture Industry  
 Employer Questionnaire (Questionnaire No. 1)

Question	Information Requested		Farm No. 1		Farm No. 2		Farm No. 3		Farm No. 4		Farm No. 5		ALL SURVEY	
	Number	Average/Percentages	Number	Average/Percentages	Number	Average/Percentages	Number	Average/Percentages	Number	Average/Percentages	Number	Average/Percentages	Aggregates	Averages/Percentages
A. Total No. Employees	255	78.61%	242	22.73%	380	15.79%	179	4.47%	702	54.13%	1758	351.6	1758	351.6
	203	20.38%	187	71.27%	60	84.21%	8	95.53%	380	45.67%	706	141.2	706	141.2
	52				320		171		522		1062	210.4	1062	210.4
B. No. of Women Employees	52	71.16%	131	25.86%	260	14.62%	88	3.41%	418	43.75%	847	168.4	847	168.4
	37	26.85%	31	76.34%	38	85.35%	3	96.56%	192		281	56.2	281	56.2
	15		100		222		85		234		686	137.2	686	137.2
C. Employment by Position	3		7		2		0		11		23	4.6	23	4.6
	2		4		1		1		8		15	65.22%	15	65.22%
	1		3	33.33%	1	42.86%	1	50.00%	3	27.27%	8	34.76%	8	34.76%
	27		13		56		8		41		147	29.4	147	29.4
	17		5		21		5		22		70	47.82%	70	47.82%
	10		8	37.04%	37	61.54%	3	37.50%	19	46.34%	77	92.38%	77	92.38%
General Laborers	225		222		320		171		850		1589	317.8	1589	317.8
	185		20		98		85		255		845	40.92%	845	40.92%
	40	17.78%	15	6.76%	222	69.38%	85	48.71%	394	60.62%	756	47.61%	756	47.61%
D. Average Monthly Salaries		2,000,000		1,200,000		850,000		650,000		500,000		1,137,500		1,137,500
	Managers	400,000		250,000		300,000		300,000		100,000		258,620		258,620
	Supervisors	71,427		70,000		67,000		64,000		52,915		91,658		91,658
	All Farm Average	129,396		112,460		86,144		61,505		62,621		82,676		82,676
E. Employment Agreements Provided (Yes/No)	1		1		1		1		1		1		1	80%
	1		1		1		1		1		1		1	100%
	0		1		1		1		1		1		1	100%
	1		1		1		1		1		1		1	75%
	1		1		1		1		1		1		1	100%
	1		8		8		8		8		8		8	100%
	1		1		1		1		1		1		1	100%
	1		6		6		6		6		6		6	100%
	1		1		1		1		1		1		1	100%
	1		21		21		21		21		21		21	76%
	1		12		12		12		12		12		12	100%
	1		1		1		1		1		1		1	100%
1		6%		6%		6%		6%		6%		6%	75%	

Uganda's Investment in Developing Export Agriculture (IDEA) Project  
 Socio-Economic Impact Study of Uganda's Floriculture Industry  
 Employer Questionnaire (Questionnaire No. 1)

Question	Farm No. 1		Farm No. 2		Farm No. 3		Farm No. 4		Farm No. 5		ALL SURVEY	
	Number	Averages/Percentages	Aggregates	Averages/Percentages								
F University Graduates Employed (Yes/No) Total No.	0		1	7	0		0		1	4	2	40%
G Medical Facilities on farm (Yes/No)	1		1		1		0		1		4	80%
H Medical Insurance/Medical Cost Reimbursement (Yes/No) Total No. of Employees Covered	1		1		1		0		1		4	80%
Employee Only	203		242		25				7		3	75%
Employee and Family	1		1		1				1		1	25%
I NSSF/Retirement Benefits (Yes/No)	1		1		1		1		1		6	100%
J Meals (Yes/No) No. meals per person per day	1		1		1		1		1		5	100%
Monthly cost per person	3		2		2		1		2			
Total Monthly Cost to Farm	39,000		10,500		15,000		2,000		15,000			16,300
	9,945,000		2,541,000		5,700,000		355,000		10,530,000			
K Housing Allowances (Yes/No) No. of employees receiving on-farm housing	35		45		20		43				143	8.13%
No. of employees receiving housing allowance	158								380		548	274
Housing Allowance Per employee	5,000								8,135		13,135	6,568
Total Monthly Housing Allowance Costs	840,000								3,091,300		3,931,300	1,965,650
L Transportation Allowances (Yes/No) No. of employees receiving transportation each day	0		0		1		0		0		1	20%
Cost per person per day					300							
Total monthly cost					250							2,250,000
M Education Allowances (Yes/No) No. of employees receiving education allowances	0		0		0		1		0		1	20%
Annual average per recipient							16					20,000
N Savings Programs (Yes/No)	0		1		1		0		0		2	40%
O Training Programs (Yes/No)	1		1		1		0		1		4	80%
P Sports and Recreation Facilities (Yes/No)	1		1		1		1		1		5	100%
Q HIV/AIDS Awareness Programs (Yes/No)	1		1		1		1		1		5	100%
R Mobile Phones for Management (Yes/No)	1		1		1		1		1		5	100%

**Annex 9**

**Direct Costs  
Summary Data**

Uganda's Investment in Developing Export Agriculture  
 Socio-Economic Impact Study of Uganda's Floriculture  
 Direct Costs Questionnaire (Questionnaire No. 2) ROE=\$1:Ush1750

Question	INDIVIDUAL FARM DATA					ALL SURVEY			
	Information Requested (Ush)	Farm No. 1	Farm No. 2	Farm No. 3	Farm No. 4	Farm No. 5	Aggregates	Average	Average Per Hectare
<b>A Annual Payments to Government Agencies</b>									
1. URA (payroll)	21,000,000	8,181,690	10,000,000	96,000	11,788,800	51,066,490	10,213,298	1,230,518	
2. URA (non-payroll)	100,000,000		24,000,000		5,478,300	129,478,300	25,895,660	3,119,959	
3. NSSF	33,000,000	16,000,000	8,000,000	777,000	16,565,500	74,342,500	14,868,500	1,791,386	
4. Local/District Council	500,000		1,000,000	1,210,000	400,000	3,110,000	622,000	74,940	
<b>TOTAL</b>	<b>154,500,000</b>	<b>24,181,690</b>	<b>43,000,000</b>	<b>2,083,000</b>	<b>34,232,600</b>	<b>257,997,290</b>	<b>51,599,458</b>	<b>6,216,802</b>	
<b>B Annual Payments for Utilities</b>									
1. Electricity	42,000,000	42,961,261	48,000,000	34,275,600	28,626,000	195,862,861	39,172,572	4,719,587	
2. Telephone	34,000,000	22,595,475	31,500,000	11,232,000	33,008,000	132,335,475	26,467,095	3,188,807	
3. Water					370,000	370,000	74,000	8,916	
<b>TOTAL</b>	<b>76,000,000</b>	<b>65,556,736</b>	<b>79,500,000</b>	<b>45,507,600</b>	<b>62,004,000</b>	<b>328,568,336</b>	<b>65,713,667</b>	<b>7,917,309</b>	
<b>C Annual Payments for Farm Supplies</b>									
1. Packaging Materials	106,000,000	93,860,242	217,000,000	55,357,350	86,805,000	559,022,592	111,804,518	13,470,424	
2. Fertilizers/Agrochemicals	475,000,000	273,220,527	483,000,000	237,079,500	190,000,000	1,658,300,027	331,660,005	39,959,037	
3. Fuel	40,000,000	30,000,000	18,200,000	15,470,400	25,818,000	129,288,400	25,857,680	3,115,383	
4. Greenhouse Materials	160,000,000	115,539,562	47,040,000			322,579,562	64,515,912	7,773,001	
5. Irrigation Equipment	120,000,000	3,170,800	31,500,000			154,670,800	30,934,160	3,727,007	
<b>TOTAL</b>	<b>901,000,000</b>	<b>515,791,131</b>	<b>736,740,000</b>	<b>307,507,250</b>	<b>302,423,000</b>	<b>2,823,861,381</b>	<b>564,772,276</b>	<b>68,044,853</b>	
<b>D Non-Employee Service Providers</b>									
1. Airfreight	1,070,000,000	124,521,795	2,143,750,000	628,873,000	762,089,000	4,729,233,795	945,846,759	113,957,441	
2. Freight Handling			183,750,000	18,495,750	30,346,000	232,591,750	46,518,350	5,604,620	
3. Construction	70,000,000		43,750,000	45,300,000		159,050,000	31,810,000	3,832,530	
4. Transportation			27,000,000	1,124,000	9,688,200	37,812,200	7,562,440	911,137	
5. Maintenance/Repairs									
a. Vehicle	40,000,000	98,724,562	31,500,000	7,854,500	32,475,000	210,554,062	42,110,812	5,073,592	
b. Farm Infrastructure	130,000,000		70,000,000	2,671,600	8,912,000	211,583,600	42,316,720	5,098,400	
6. Clearing Agent	5,000,000		3,000,000	15,671,850	3,897,600	27,569,450	5,513,890	664,324	
7. Association Dues	3,500,000	3,510,000	3,500,000	4,500,000	3,296,000	18,306,000	3,661,200	441,108	
8. Other outsourced services									
a. Meals	119,340,000	30,492,000	68,400,000	4,296,000	126,000,000	348,528,000	69,705,600	8,398,265	
b. Clinic	6,000,000				19,200,000	25,200,000	5,040,000	607,229	
c. Rubbish Disposal			4,800,000			4,800,000	960,000	115,663	
d. Day Care Center					13,550,000	13,550,000	2,710,000	326,506	
e. Bicycle Program					10,000,000	10,000,000	2,000,000	240,964	
<b>TOTAL</b>	<b>1,440,040,000</b>	<b>257,245,357</b>	<b>2,670,450,000</b>	<b>726,765,700</b>	<b>1,019,453,800</b>	<b>8,028,778,867</b>	<b>1,205,755,771</b>	<b>145,271,780</b>	
<b>GRAND TOTAL</b>	<b>2,575,340,000</b>	<b>862,777,914</b>	<b>3,498,690,000</b>	<b>1,084,284,550</b>	<b>1,418,113,400</b>	<b>9,439,205,864</b>	<b>1,887,841,173</b>	<b>227,450,744</b>	

**Annex 10**

**Surrounding Community  
Development/Environmental  
Safeguard  
Summary Data**

Uganda's Investment in Developing Export Agriculture (IDEA) Project  
 Socio-Economic Impact Study of Uganda's Floriculture Industry  
 Surrounding Community Development/Environmental Safeguard Questionnaire (Questionnaire No. 3)

Question	Information Requested	Individual Farm Data					ALL SURVEY	
		Farm No. 1	Farm No. 2	Farm No. 3	Farm No. 4	Farm No. 5	Aggregates	Averages/Percentages
<b>Surrounding Community Development</b>								
A	Assistance to Area Schools	1	1	0	0	0	2	40%
	1. Programs						2	
	a. Building Construction	1	1				1	
	b. Paying Teacher Salaries	1					2	
	c. Providing Text Books/Supplies	1	1					
B	Financial Assistance to Area Clinics/Hospitals	0	0	0	0	0	0	0% *Farm 5 has built a clinic on farm
C	Water Supply Installation	0	0	0	1	1	2	40%
	1. How many?				1	1	2	1
	2. Are they maintained by the farm?				1	1		
D	Power Grid Extension	0	1	1	1	1	4	80%
	1. How far was it extended? (km)		3	2		6.5	11.5	2.88
	2. Primarily Business or Residential Use?	RESIDENTIAL	RESIDENTIAL	RESIDENTIAL	BOTH			
E	Does the Farm Maintain Local Feeder Roads?	0	1	1	0	1	3	60%
	1. How often are they graded?	OFTEN	BOTH	OFTEN	BOTH	ONCE		
	2. Is the work performed by casual labour or contracted out?	BOTH		BOTH		CONTRACTED OUT		
	3. Cost?		41,000,000	4,000,000		30,000,000	75,000,000	25,000,000
<b>Environmental Safeguard</b>								
A	Disposal of Chemicals and Pesticides*	1	1	1	1	1	5	100%
	1. Disposal Method	SOAK PIT	SOAK PIT	SOAK PIT	SOAK PIT	SOAK PIT		
	2. Disposal Area Testing	N	N	N	N	N		
B	Chemical/Pesticide Run-Off Prevention*	1	1	1	1	1	5	100%
	1. Methods	SOAK PIT	SOAK PIT	SOAK PIT	SOAK PIT	SOAK PIT		
C	Soil and Water Testing (Yes=1)	0	0	1	1	0	2	40%
	1. Frequency			TWICE A YEAR	ANNUALLY			
	2. Number of Sites Tested			1	1			
	3. Distance from Farm			ON-FARM	ON-FARM			
D	Organic Waste Recycling (Yes=1)*	1	1	1	0	1	4	80%
E	Rainwater Recycled	0	0	0	0	0	0	0%
F	Reforestation Programs	1	1	0	0	1	3	60%
G	Solid Waste Disposal	1	1	1	1	1	5	100%
	1. Method	DUMP SITE	SEWAGE SYSTEM	LATRINES	BURNING	PIT		
H	Greenhouse Plastic Recycled	1	0	0	0	1	2	40%
	1. Uses	GIVEN TO EMPLOYEES				GIVEN TO EMPLOYEES		

\*Supplemental information obtained from the National Code of Practice audits conducted by IDEA/UFEA staff

## **Annex 11**

# **Service Provider Summary Data**

Uganda's Investment in Developing Export Agriculture (IDEA) Project  
 Flower Industry Impact Study  
 Service Provider Questionnaire (Questionnaire No. 4)

Question	Information Requested	Organization 1	Organization 2	Organization 3	Organization 4	Organization 5	Count	Aggregate	Average/Percentage
		Chemical	Freight Handling	Greenhouse Materials/Chemicals	Association	Packaging			
	Type of Organization								
	Year of Incorporation	1999	1999	1996	1995	1994			
A	No. of Permanent Employees	7	26	52	28	142		255	51
	Casuals	5		150				155	31
B	No. of Women	2	3	6	21	11		45	17.65%
	Percentage of Permanent	28.57%	11.54%	15.38%	75.00%	7.75%			
C	What are the average monthly salaries?								
	a. Managers/Accountants	1,000,000	800,000	1,200,000	600,000			3,600,000	900,000
	b. Supervisors/Administrators	500,000	200,000	500,000	100,000	500,000		1,800,000	360,000
	c. Permanent General Laborers	100,000	140,000	350,000	60,000	150,000		800,000	160,000
	d. Casuals	160,000		150,000	50,000			360,000	120,000
D	How many flower farms do you supply/service?	19	19	19	19	13		89	17.80
E	Did you establish your business specifically to service the growing flower industry?								
	YES	1	1	1	1		4		80.00%
	NO					0	1		20.00%
F	What are your average annual sales (2001) to the flower industry?	2,100,000,000	29,165,500	4,725,000,000	87,500,000	595,000,000		7,536,665,500	1,507,333,100
G	What percent is that of total sales?	80.0%	100.0%	67.5%	70.0%	15.0%		332.50%	66.50%
H	Have these figures increased (1)/decreased since 1994 or Year of incorporation?	1	1	1	1	1	5	5	100.00%
	a. Annual sales to flower industry								
	1994 or Year of incorporation	1,275,000,000	125,400,000					1,400,400,000	700,200,000
	2001	2,160,000,000	360,000,000					2,520,000,000	1,260,000,000
	Increase/Decrease	40.87%	65.17%						44.4%
	b. Percentage of overall sales								
	1994/Year of incorporation	100%			0%			100.00%	50.00%
	2001	80%			70%	16%		166.00%	55.33%
	Increase/Decrease	-25%			100%	100%			9.6%
I	Are any of your products manufactured locally?								
	YES				1	1	2		50.00%
	NO	0		0			2		50.00%
	If yes, please list.			Roses	Carton Boxes				
J	Do you employ university graduates?								
	YES	1	1	1	1	1	5		100.00%
	NO						0		0.00%
	If yes, in what capacity?								
	a. General Manager		1					1	1.0
	b. Stores Manager	1						1	1.0
	c. Sales Manager	1		2				3	1.5
	d. Sales Administrator	1				3		4	2.0
	e. Operations Manager		1		1			4	2.0
	f. Administrator		1		1			2	1.0
	g. Supervisor					3		3	3.0
	h. Agronomist			1				1	1.0
	i. Engineer			1				1	1.0
	j. Accountant			2				2	2.0
	k. Researcher				1			1	1.0
	TOTAL	3	3	6	3	10	0	25	5.0
	Percentage of Total Employees	42.86%	11.54%	11.54%	10.71%	7.04%			9.80%

## **Annex 12**

# **Surrounding Community Enterprise Summary Data**

Uganda's Investment in Developing Export Agriculture (IDEA) Project  
 Socio-Economic Impact Study of Uganda's Floriculture Industry  
 Surrounding Community Enterprise Questionnaire (Questionnaire No. 5)  
 All Farm Summary

Question	Farm No. 1		Farm No. 2		Farm No. 3		Farm No. 4		Farm No. 5		ALL SURVEY	
	Count	Averages/Percentages	Count	Averages/Percentages	Count	Averages/Percentages	Count	Averages/Percentages	Count	Averages/Percentages	Count	Averages/Percentages
Distance from farm		1.51		3.91		2.41		0.51		3.75		2.41
Do you know the name of the nearest flower farm?	13		13		12		11		12		61	100.00%
<b>RETAIL SHOPS</b>												
1 How many people are employed in the shop? No. Women	6 4	2 66.67%	11 6	2.2 54.55%	6 4	1.2 66.67%	7 6	1.4 85.71%	15 11	3 73.33%	45 31	1.96 69.39%
2 What is the average monthly salary for an employee? Owner Laborer	1 1	5,000 5,000	3 0	38,867 0	4 1	22,500 45,000	3 1	38,867 10,000	4 0	40,000 0	15 3	28,567 12,000
3 What goods do you sell? Foodstuffs Household Supplies (soap, etc.) Hardware Clothes	4 4 2 2	80.00% 80.00% 40.00% 40.00%	4 3 2 1	80.00% 80.00% 40.00% 20.00%	5 5 1 2	100.00% 100.00% 20.00% 40.00%	5 5 3 1	100.00% 100.00% 60.00% 20.00%	5 5 1 1	100.00% 100.00% 20.00% 20.00%	23 22 9 7	92.00% 88.00% 36.00% 28.00%
4 Why did you select this location? (Anecdotal responses. See individual farm surveys)												
5 Was the shop located somewhere else before? YES NO	1 4	20.00% 80.00%	1 4	20.00% 80.00%	1 4	20.00% 80.00%	2 3	40.00% 60.00%	3 2	60.00% 40.00%	8 17	32.00% 68.00%
6 Average monthly sales figures 50,000-99,999 100,000-149,999 150,000-199,999 200,000-499,999 500,000-999,999 1,000,000+	0 0 1 2 0 2	0.00% 0.00% 20.00% 40.00% 0.00% 40.00%	0 1 0 0 2 2	0.00% 20.00% 0.00% 0.00% 40.00% 40.00%	1 0 1 1 2 0	20.00% 0.00% 20.00% 20.00% 40.00% 0.00%	1 0 0 2 2 0	20.00% 0.00% 0.00% 40.00% 40.00% 0.00%	0 0 0 0 1 4	0.00% 0.00% 0.00% 0.00% 20.00% 80.00%	2 1 2 5 7 8	8.00% 4.00% 8.00% 20.00% 28.00% 32.00%
7 Have sales increased since the establishment of the flower farm? YES NO N/A	5 0 0	100.00% 0.00% 0.00%	4 1 0	80.00% 20.00% 0.00%	0 4 1	0.00% 80.00% 20.00%	3 0 2	60.00% 0.00% 40.00%	4 1 0	80.00% 20.00% 0.00%	16 6 3	64.00% 24.00% 12.00%
8 Do most of your customers work at the flower farm? YES NO	4 1	80.00% 20.00%	3 2	60.00% 40.00%	3 2	60.00% 40.00%	0 5	0.00% 100.00%	1 4	20.00% 80.00%	11 14	44.00% 56.00%
9 What are the best selling items? (luxury=1 or essential=0) 1. 2. 3.  Total No. luxury/non-essential items Percentage of luxury/non-essential items	4 5 5  1	80.00% 100.00% 100.00%  6.67%	5 5 5  0	100.00% 100.00% 100.00%  0.00%	5 4 4  1	100.00% 80.00% 80.00%  6.67%	5 5 5  0	100.00% 100.00% 100.00%  0.00%	5 5 5  0	100.00% 100.00% 100.00%  0.00%	24 24 24  2	96.00% 96.00% 96.00%  2.67%
10 Does the shop sell condoms/reproductive health products? (YES=1)	3	80.00%	3	60.00%	2	40.00%	1	20.00%	5	100.00%	14	56.00%
11 Has there been an increase in condom sales since the establishment of the flower farm? YES NO	3 0	100.00% 0.00%	2 1	66.67% 33.33%	0 2	0.00% 100.00%	0 1	0.00% 100.00%	3 2	60.00% 40.00%	8 6	57.14% 42.86%

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Question	Farm No. 1		Farm No. 2		Farm No. 3		Farm No. 4		Farm No. 5		ALL SURVEY	
	Count	Averages/Percentages										
<b>SCHOOLS</b>												
1 Total No. Employees	4	11.00	4	13.00	4	17.50	3	11.33	3	37.67	80.50	18.10
Teacher	4	8.25	4	9.00	4	10.75	3	8.00	3	21.33	57.33	11.47
Administrator	3	2.67	4	2.50	3	2.67	3	2.33	3	3.00	13.17	2.63
Casual	2	1.50	4	1.50	4	4.75	3	1.67	3	13.33	22.75	4.55
Women	4	4.25	4	4.75	4	9.75	3	6.87	3	15.00	40.42	8.08
Percentage of total		38.64%		38.54%		55.71%		58.82%		39.62%		44.66%
2 Average Monthly Salary												
Teacher	4	90,000	4	91,250	4	94,250	3	101,667	3	146,667	18	104,767
Administrator	3	100,000	4	160,000	3	266,667	3	178,667	2	250,000	15	190,667
Casual	2	22,500	4	36,250	4	52,500	3	51,667	3	65,000	16	45,583
3 Current Enrolment	4	259	4	360	4	451	3	297	3	775	2,141	428
4 Enrolment prior to establishment of flower farm	4	212	4	307	4	308	3	289	3	633	1,750	350
Net Increase/(Decrease)	4	46	4	53	4	143	4	6	4	106	354	71
Percent Increase	0	21.79%	0	17.09%	0	46.15%		2.17%		16.74%		20.20%
5 No. female students	4	125	4	175	3	213	3	166	3	397	1,075	215
Percentage of total		48.26%		48.51%		35.35%		55.89%		51.20%		50.19%
6 Has that number increased since the establishment of the flower farm? YES	3	75.00%	4	100.00%	4	100.00%	2	66.67%	3	100.00%	16	66.69%
NO	1	25.00%	0	0.00%	0	0.00%	1	33.33%	0	0.00%	2	11.11%
7 Are most students' parents employed by the flower farm? YES	1	25.00%	0	0.00%	2	50.00%	0	0.00%	2	66.67%	5	27.78%
NO	3	75.00%	4	100.00%	2	50.00%	3	100.00%	1	33.33%	13	72.22%
8 Has the school received any direct assistance from the flower farm? YES	2	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	11.11%
NO	2	50.00%	4	100.00%	4	100.00%	3	100.00%	3	100.00%	16	88.89%
9 Average per term school fees	4	20,500	4	22,500	4	46,250	2	60,250	3	49,633	17	39,827
10 Have school fees increased since the establishment of the flower farm? YES	0	0.00%	1	25.00%	2	50.00%	2	100.00%	3	100.00%	8	47.06%
NO	4	100.00%	3	75.00%	2	50.00%	0	0.00%	0	0.00%	9	52.94%
11 Do parents pay fees on time? NO	4	100.00%	4	100.00%	4	100.00%	2	100.00%	3	100.00%	17	100.00%

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Question	Farm No. 1		Farm No. 2		Farm No. 3		Farm No. 4		Farm No. 5		ALL SURVEY	
	Count	Averages/Percentages										
12 Have the average first/second division passes increased?												
D1 (2001)	4	0	4	1	4	7	3	4	3	28	37.67	8
D2 (2001)	4	5	4	8	4	31	3	18	3	54	115.50	23
Total Number Sitting	4	16	4	22	4	59	3	31	3	89	216.17	43
D1 and D2 as % of total		29.69%		39.77%		64.96%		72.83%		89.14%		70.86%
D1 (Year Farm Established)	4	1	2	1	3	3	2	3	3	26	36.33	7
D2 (Year Farm Established)	4	5	2	17	3	18	2	10	3	31	77.58	16
Total Number Sitting	4	21	2	47	3	36	2	29	3	81	212.67	43
D1 and D2 as % of total		28.05%		38.71%		53.27%		43.10%		72.43%		53.57%
D1 Increase/Decrease	4	-100.00%	4	50.00%	4	180.00%	4	100.00%	3	-8.33%		3.87%
D2 Increase/Decrease	4	0.00%	4	-5.88%	4	161.70%	4	189.47%	3	75.00%		48.87%
Total Number Sitting Increase/Decrease		-21.95%	4	-5.38%	4	118.69%	4	58.62%	3	9.88%		1.65%
13 Has the school built any new buildings/remodeled old buildings? YES	3	75.00%	3	75.00%	3	75.00%	3	100.00%	3	100.00%	15	83.33%
NO	1	25.00%	1	25.00%	1	25.00%	0	0.00%	0	0.00%	3	16.67%
14 Is the school better able to provide current education materials? YES	3	75.00%	4	100.00%	4	100.00%	2	66.67%	3	100.00%	16	88.89%
NO	1	25.00%	0	0.00%	0	0.00%	1	33.33%	0	0.00%	2	11.11%
15 Do the parents take a more active interest in their children's' education? YES	2	50.00%	3	75.00%	3	75.00%	2	66.67%	2	66.67%	12	66.67%
NO	2	50.00%	1	25.00%	1	25.00%	1	33.33%	1	33.33%	6	33.33%
Do more students have school uniforms since the establishment of the flower												
16 farm? YES	4	100.00%	4	100.00%	4	100.00%	3	100.00%	3	100.00%	18	100.00%
NO	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
17 Do more students eat meals during school? YES	1	25.00%	3	75.00%	2	50.00%	2	66.67%	3	100.00%	11	61.11%
NO	3	75.00%	1	25.00%	2	50.00%	1	33.33%	0	0.00%	7	38.89%

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Question	Farm No. 1		Farm No. 2		Farm No. 3		Farm No. 4		Farm No. 5		ALL SURVEY	
	Count	Averages/Percentages										
<b>CHURCHES</b>												
1 How many people does the church employ?	2	12	2	1	2	4	2	12	2	4.5	10	2
Women	2	5	0	0	1	2.5	1	2.5	1	2.0	5	50.00%
Percentage of Total		41.87%		0.00%		62.50%		20.83%		44.44%		
2 Average Monthly Salary												
Minister	70,000	70,000	40,000	20,000	209,000	209,000	150,000	150,000	65,000	32,500	534,000	96,300
Casuals			0	#DIV/0!								
3 Have you noticed an improvement in the general financial well being of the congregation since the establishment of the flower farm? YES	2	100.00%	2	100.00%	1	50.00%	0	0.00%	1	50.00%	6	60.00%
NO	0	0.00%	0	0.00%	1	50.00%	2	100.00%	1	50.00%	4	40.00%
Are most of the people in your congregation employed by the flower farm?												
4 YES	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
NO	2	100.00%	2	100.00%	2	100.00%	2	100.00%	2	100.00%	10	100.00%
5 What are the average monthly donations from the congregation?	2	40,000	2	27,500	2	47,500	2	17,500	2	185,000	317,500	63,500
6 Has that amount increased since the establishment of the flower farm? YES	2	100.00%	2	100.00%	1	50.00%	0	0.00%	0	0.00%	5	50.00%
NO	0	0.00%	0	0.00%	1	50.00%	1	50.00%	2	100.00%	4	40.00%
N/A	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	1	10.00%
7 If yes, has the increase in donations enabled you to undertake new community development programs?	0	0.00%	1	50.00%	1	100.00%	0	0.00%	0	0.00%	2	40.00%
8 Has the church received direct financial assistance from the flower farm? YES	1	50.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	2	20.00%
NO	1	50.00%	1	50.00%	2	100.00%	2	100.00%	2	100.00%	8	80.00%
If yes, what were the funds used for?												
9 Has the flower farm worked with your church on community development programs? YES	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	1	10.00%
NO	2	100.00%	1	50.00%	2	100.00%	2	100.00%	2	100.00%	9	90.00%

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Question	Farm No. 1		Farm No. 2		Farm No. 3		Farm No. 4		Farm No. 5		ALL SURVEY	
	Count	Averages/Percentages	Count	Averages/Percentages	Count	Averages/Percentages	Count	Averages/Percentages	Count	Averages/Percentages	Count	Averages/Percentages
<b>CLINICS/DRUG SHOPS</b>												
1 Is your facility publicly or privately funded? Private	1	50.00%	1	50.00%	2	100.00%	0	0.00%	2	100.00%	6	60.00%
Public	1	50.00%	1	50.00%	0	0.00%	1	100.00%	0	0.00%	3	40.00%
2 How many people are employed by the clinic?	2	3.50	2	3.50	2	2.50	1	2.00	2	2.00	14	2.70
Doctor	2	1.00	0	0.00	2	1.50	1	1.00	1	1.00	5	0.90
Nurse	2	2.00	2	3.00	2	1.00	1	1.00	2	1.00	8	1.60
Casual	1	1.00	1	1.00	0	0.00	0	0.00	1	1.00	3	0.60
Women (percentage of total employment)	2	2.50	2	2.00	2	1.00	1	1.00	2	1.50	8	1.60
Percentage of Total		71.43%		57.14%		40.00%		50.00%		75.00%		59.26%
3 How many staff are full time/fully accredited?												
Doctor		50.00%		0.00%		33.33%		0.00%		0.00%		16.67%
Nurse		100.00%		100.00%		0.00%		100.00%		100.00%		80.00%
4 Average monthly salary												
Doctor	2	190,000	0	0	0	0	1	300,000	1	400,000	4	296,667
Nurse	2	110,000	2	75,000	0	0	1	60,000	2	95,000	7	85,000
Casual	1	30,000	1	15,000	0	0	0	0	1	70,000	3	38,333
5 On average, how many patients visit the clinic/drug shop each month?	2	570	2	344	2	500	1	900	2	255	2,569	513.8
6 Are most of your patients employed by the flower farm? YES	2	100.00%	0	0.00%	1	50.00%	0	0.00%	2	100.00%	5	55.56%
NO	0	0.00%	2	100.00%	1	50.00%	1	100.00%	0	0.00%	4	44.44%
Are your patients able to afford the medication prescribed by the doctors?												
7 YES	2	100.00%	0	0.00%	1	50.00%	1	100.00%	1	50.00%	5	62.50%
NO	0	0.00%	1	50.00%	1	50.00%	0	0.00%	1	50.00%	3	37.50%
N/A	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	1	11.11%
8 Is that medication regularly in stock? YES	2	100.00%	2	100.00%	2	100.00%	1	100.00%	2	100.00%	9	100.00%
NO	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Have you seen an improvement since the establishment of the flower farm?												
9 YES	2	100.00%	1	50.00%	1	50.00%	1	100.00%	2	100.00%	7	77.78%
NO	0	0.00%	1	50.00%	1	50.00%	0	0.00%	0	0.00%	2	22.22%
10 Are your patients more knowledgeable when it comes to health matters than they were before the establishment of the flower farm? YES	2	100.00%	2	100.00%	1	50.00%	0	0.00%	2	100.00%	7	77.78%
NO	0	0.00%	0	0.00%	1	50.00%	1	100.00%	0	0.00%	2	22.22%
	Full Survey		Full Survey		1 Clinic/Drug Shop Surveyed		3 Schools Surveyed 1 Clinic/Drug Shop Surveyed		3 Schools Surveyed			

## **Annex 13**

# **Employee Questionnaire Summary Data**

Uganda's Investment in Developing Export Agriculture (IDEA) Project  
 Socio-Economic Impact Study of Uganda's Floriculture Industry  
 Employee Questionnaire (Questionnaire No. 6)  
 All Farm Summary

		=Average				=Percentage				=Standard Deviation			
Question	Information Requested	FARM NO. 1				FARM NO. 2				FARM NO. 3			
		AVERAGES/PERCENTAGES/STANDARD DEVIATIONS				AVERAGES				AVERAGES			
		Manager	Supervisor Average	Laborer Average	Farm Average	Manager	Supervisor Average	Laborer Average	Farm Average	Manager	Supervisor Average	Laborer Average	Farm Average
A	Age	35.00	27.25	25.00	29.00	35.00	27.25	25.00	29.00	35.00	27.25	25.00	29.00
B	Sex (MALE) (FEMALE)	100.00% 0.00%	75.00% 25.00%	85.00% 35.00%	88.00% 32.00%	100.00% 0.00%	50.00% 50.00%	45.00% 55.00%	48.00% 52.00%	0.00% 100.00%	75.00% 25.00%	65.00% 35.00%	64.00% 36.00%
C	Period of Employment (Years) Permanent Staff (employed > 1 Year) Casual Laborers (non-managers/supervisory staff employed < 1 year)	5.00 100.00% 0.00%	2.75 100.00% 0.00%	2.50 100.00% 0.00%	3.25 100.00% 0.00%	5.00 100.00% 0.00%	2.75 100.00% 0.00%	2.50 100.00% 0.00%	3.25 100.00% 0.00%	5.00 100.00% 0.00%	2.75 100.00% 0.00%	2.50 100.00% 0.00%	3.25 100.00% 0.00%
D	Employment Contract (YES=1) 1. Position Description 2. Compensation 3. Employment Terms a. Hours per Day b. Days per Week c. Vacation/Holidays d. Sick Leave 4. Salary Increments 5. Dismissal Conditions	100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00%	100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 75.00% 75.00% 50.00% 100.00%	90.00% 100.00% 94.44% 100.00% 100.00% 100.00% 100.00% 94.44% 61.11% 83.33%	92.00% 100.00% 95.65% 100.00% 100.00% 100.00% 95.65% 91.30% 60.87% 86.96%	100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00%	100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00%	100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00%	0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00%	75.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 66.67% 100.00% 100.00%	10.00% 10.00% 10.00% 10.00% 10.00% 10.00% 10.00% 10.00% 10.00% 10.00%	1.4 1.4 1.4 1.4 1.4 1.4 1.4 1.4 1.4 1.4	20.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 40.00% 80.00% 100.00%
E	Monthly Salary	500,000	587,500	547,500	545,000	500,000	587,500	547,500	545,000	500,000	587,500	547,500	545,000
F	Promotions (YES=1) Past Positions	100.00%	100.00%	40.00%	52.00%	0.00%	75.00%	25.00%	32.00%	100.00%	50.00%	20.00%	28.00%
G	Salary Increase (YES=1)	100.00%	50.00%	90.00%	84.00%	0.00%	75.00%	90.00%	84.00%	100.00%	75.00%	90.00%	88.00%
H	Starting Salary Percentage Increase	0	91,924	15,032	35,278	0	25,166	5,621	15,219	0	101,705	23,692	50,380

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		=Average				=Percentage				=Standard Deviation			
Question	Information Requested	FARM NO. 1				FARM NO. 2				FARM NO. 3			
		AVERAGES/PERCENTAGES/STANDARD DEVIATIONS				AVERAGES				AVERAGES			
		Manager	Supervisor Average	Laborer Average	Farm Average	Manager	Supervisor Average	Laborer Average	Farm Average	Manager	Supervisor Average	Laborer Average	Farm Average
I	No. Employment Before Farm (NO=1) No. Women among unemployed prior to farm 1. If yes, job title	0.00%	50.00%	60.00%	56.00%	0.00%	50.00%	80.00%	72.00%	0.00%	0.00%	55.00%	44.00%
		0.00%	0.00%	33.33%	28.57%	0.00%	50.00%	62.50%	61.11%	0.00%	0.00%	63.64%	63.64%
	Monthly Salary at previous job	110,000	105,000	61,375	66,458	0	0	0	0	70,000	188,500	104,889	129,429
K	On-Farm Medical Facilities (Y=1)												
L	Farm provided Medical insurance/Reimbursement (Y=1) 1. Does it cover employee or employee (1) Family (2)	100.00%	75.00%	90.00%	88.00%	100.00%	75.00%	50.00%	56.00%	100.00%	100.00%	25.00%	40.00%
		0.00%	100.00%	94.44%	90.91%	0.00%	75.00%	50.00%	52.00%	0.00%	50.00%	60.00%	50.00%
		100.00%	0.00%	5.56%	9.09%	0.00%	0.00%	0.00%	4.00%	100.00%	50.00%	40.00%	50.00%
M	NSSF/Retirement benefits	100.00%	100.00%	90.00%	92.00%	0.00%	100.00%	5.00%	24.00%	0.00%	75.00%	15.00%	28.00%
N	Farm-provided meals (Y=1) 1. No./day (1 Meal) (2 Meals) (3 Meals)	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
		0.00%	25.00%	50.00%	44.00%	100.00%	25.00%	40.00%	40.00%	0.00%	50.00%	0.00%	8.00%
		100.00%	50.00%	45.00%	48.00%	0.00%	75.00%	55.00%	56.00%	100.00%	50.00%	90.00%	84.00%
		0.00%	25.00%	5.00%	8.00%	0.00%	0.00%	5.00%	4.00%	0.00%	0.00%	10.00%	8.00%
O	Housing (1) Housing Allowance (2)	0.00%	75.00%	15.00%	28.00%	0.00%	50.00%	15.00%	24.00%	0.00%	100.00%	5.00%	24.00%
		0.00%	25.00%	65.00%	56.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
P	Transport to/from work (Y=1)	0.00%	25.00%	35.00%	32.00%	0.00%	25.00%	5.00%	8.00%	0.00%	50.00%	95.00%	84.00%
Q	Job-related training (Y=1) Describe	0.00%	75.00%	95.00%	92.00%	0.00%	75.00%	80.00%	80.00%	0.00%	100.00%	90.00%	92.00%
R	HIV/AIDS/Reproductive Health Programs (Y=1)	0.00%	0.00%	15.00%	12.00%	0.00%	0.00%	10.00%	12.00%	0.00%	25.00%	30.00%	28.00%
S	Mobile Phone (Y=1)	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%

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Question	Information Requested	FARM NO. 1				FARM NO. 2				FARM NO. 3			
		AVERAGES/PERCENTAGES/STANDARD DEVIATIONS				AVERAGES				AVERAGES			
		Manager	Supervisor Average	Laborer Average	Farm Average	Manager	Supervisor Average	Laborer Average	Farm Average	Manager	Supervisor Average	Laborer Average	Farm Average
<b>PERSONAL/FAMILY QUESTIONS</b>													
A	What District are you From outside Wakiso/Mpigi	0.00%	25.00%	65.00%	56.00%	100.00%	0.00%	25.00%	24.00%	100.00%	75.00%	65.00%	68.00%
B	Does your family stay near the farm or in the village from outside and family lives in village	0.00%	0.00%	53.85%	50.00%	100.00%	0.00%	60.00%	66.67%	100.00%	66.67%	30.77%	41.16%
C	Married (Y=1) 1. Is spouse employed (2 income household) (Y=1)	100.00%	50.00%	65.00%	64.00%	100.00%	50.00%	25.00%	32.00%	100.00%	75.00%	80.00%	80.00%
		0.00%	0.00%	38.46%	31.25%	100.00%	50.00%	40.00%	50.00%	100.00%	0.00%	50.00%	45.00%
D	Do you have children	100.00%	25.00%	75.00%	68.00%	100.00%	75.00%	60.00%	64.00%	100.00%	100.00%	90.00%	92.00%
	No children	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Total No. of Immediate Family	0.00	2.60	1.67	1.79	0.68	1.61	1.50	1.50	3.3	1.0	1.6	1.6
	Total No. of Extended Family	0.00	2.22	1.65	1.98	1.26	1.98	1.82	1.82	3.6	1.2	1.8	1.8
E	Do Children attend school. 1. YES	100.00%	100.00%	66.67%	70.59%	100.00%	33.33%	83.33%	75.00%	100.00%	75.00%	38.89%	47.83%
	2. Children too young	0.00%	0.00%	26.67%	23.53%	0.00%	66.67%	16.67%	25.00%	0.00%	25.00%	55.56%	47.83%
	3. No school	0.00%	0.00%	6.67%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.56%	4.35%
	Total No. of Children	75.000	30.000	33.850	36.792	154.280	475.000	19.280	105.000	350.000	75.000	25.760	98.600
	Total No. of Children	225.000	30.000	74.000	81.250	1088.750	340.000	48.000	235.000	350.000	75.000	55.640	122.000
	Total No. of Children	1.04%	1.79%	6.42%	6.88%	3.11%	26.11%	3.90%	5.28%	2.62%	6.81%	7.62%	6.89%
G	Could you afford school fees prior to working at farm--YES --NO	100.00%	0.00%	80.00%	71.43%	100.00%	0.00%	57.14%	55.56%	0.00%	50.00%	60.00%	57.14%
		0.00%	100.00%	20.00%	28.57%	0.00%	100.00%	42.86%	44.44%	0.00%	50.00%	40.00%	42.86%
H	Are your children attending better schools than before--YES --NO	100.00%	0.00%	44.44%	45.45%	100.00%	100.00%	50.00%	58.33%	100.00%	100.00%	71.43%	81.82%
		0.00%	100.00%	55.56%	54.55%	0.00%	0.00%	50.00%	41.67%	0.00%	0.00%	28.57%	18.18%
I	Do all children have school uniforms--YES --NO	100.00%	0.00%	80.00%	75.00%	100.00%	100.00%	70.00%	75.00%	100.00%	100.00%	85.71%	90.91%
		0.00%	100.00%	20.00%	25.00%	0.00%	0.00%	30.00%	25.00%	0.00%	0.00%	14.29%	9.09%
J	Does the farm assist with school fees--YES --NO	100.00%	0.00%	0.00%	8.33%	100.00%	0.00%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%
		0.00%	100.00%	100.00%	91.67%	0.00%	100.00%	100.00%	91.67%	100.00%	100.00%	100.00%	100.00%

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		FARM NO. 1				FARM NO. 2				FARM NO. 3			
		AVERAGES/PERCENTAGES/STANDARD DEVIATIONS				AVERAGES				AVERAGES			
	Manager	Supervisor Average	Laborer Average	Farm Average	Manager	Supervisor Average	Laborer Average	Farm Average	Manager	Supervisor Average	Laborer Average	Farm Average	
K	Since ... have you bought land or built a house												
	1. Bought land--YES	100.00%	25.00%	25.00%	28.00%	0.00%	0.00%	25.00%	20.00%	0.00%	0.00%	25.00%	20.00%
	--NO	0.00%	75.00%	75.00%	72.00%	100.00%	100.00%	75.00%	80.00%	100.00%	100.00%	75.00%	80.00%
	2. Built a house--YES	100.00%	50.00%	15.00%	24.00%	0.00%	25.00%	5.00%	8.00%	0.00%	0.00%	15.00%	12.00%
	--NO	0.00%	50.00%	85.00%	76.00%	100.00%	75.00%	95.00%	92.00%	100.00%	100.00%	85.00%	88.00%
	3. How long did it take to save for the purchase (months)		0.71	1.47	1.43	0	0.00	2	1.21			2	2
	4. Do you own or Rent house	100.00%	0.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	100.00%	75.00%	20.00%	32.00%
	5. What is the monthly rent?			10,917	10,917	545,000	20,000	5,423	37,735			12,438	12,438
L	What materials did you use to build your house?(YES)												
	1. Mud	0.00%	0.00%	33.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	33.33%
	2. Bricks	100.00%	100.00%	66.67%	83.33%	0.00%	100.00%	100.00%	100.00%	0.00%	0.00%	66.67%	66.67%
	3. Cement	100.00%	0.00%	66.67%	50.00%	0.00%	100.00%	100.00%	100.00%	0.00%	0.00%	33.33%	33.33%
	4. Iron sheets	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%
	5. Thatch	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	33.33%
M	Have you made any improvements to house since...(YES)	100.00%	0.00%	15.00%	16.00%	0.00%	0.00%	5.00%	4.00%	100.00%	50.00%	5.00%	16.00%
N	Electricity (YES)	100.00%	75.00%	35.00%	44.00%	100.00%	75.00%	30.00%	40.00%	100.00%	75.00%	45.00%	52.00%
	NO	0.00%	25.00%	65.00%	56.00%	0.00%	25.00%	70.00%	60.00%	0.00%	25.00%	55.00%	48.00%
O	How far to nearest water source (metres)?	100.00	328.73	821.32	754.48	0	1	356	361	0	1	427	379
	1. Type	0.00	468.27	1332.09	1221.41		130.64	328.07	323.18				
	a. Borehole	100.00%	25.00%	10.00%	16.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	50.00%	44.00%
	b. Well	0.00%	50.00%	80.00%	72.00%	0.00%	50.00%	55.00%	52.00%	0.00%	25.00%	30.00%	28.00%
	c. Tap	0.00%	25.00%	10.00%	12.00%	100.00%	50.00%	45.00%	48.00%	100.00%	50.00%	20.00%	28.00%
P	Beds and Mattresses (YES)	100.00%	100.00%	70.00%	76.00%	100.00%	100.00%	70.00%	76.00%	100.00%	100.00%	95.00%	96.00%
	1. Did everyone before...(NO)	0.00%	0.00%	57.14%	42.11%	0.00%	50.00%	57.14%	52.63%	0.00%	0.00%	36.84%	29.17%
Q	Mosquito nets (YES)	100.00%	50.00%	20.00%	28.00%	100.00%	100.00%	60.00%	68.00%	100.00%	50.00%	40.00%	44.00%
	1. Did you sleep under nets before...(NO)	0.00%	50.00%	100.00%	71.43%	0.00%	75.00%	50.00%	52.94%	0.00%	50.00%	62.50%	54.55%
R	When was the last time someone in your family had malaria (MONTHS AGO)	1	2	5	5	2	14	11	11	0	2	5	5

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		AVERAGES/PERCENTAGES/STANDARD DEVIATIONS				AVERAGES				AVERAGES			
		Manager	Supervisor Average	Laborer Average	Farm Average	Manager	Supervisor Average	Laborer Average	Farm Average	Manager	Supervisor Average	Laborer Average	Farm Average
S	Is there a clinic/hospital near your home? (YES) (NO)	100.00%	100.00%	95.00%	96.00%	100.00%	50.00%	100.00%	92.00%	100.00%	50.00%	85.00%	80.00%
		0.00%	0.00%	5.00%	4.00%	0.00%	50.00%	0.00%	8.00%	0.00%	50.00%	15.00%	20.00%
	How far is it away (km)		1.43	2.43	2.27								
U	Can you afford medical treatment as needed?(YES) 1. Could you afford it before... (NO)	100.00%	100.00%	80.00%	84.00%	100.00%	75.00%	80.00%	80.00%	100.00%	100.00%	85.00%	88.00%
		0.00%	0.00%	55.00%	52.00%	0.00%	25.00%	40.00%	36.00%	0.00%	50.00%	45.00%	44.00%
V	Have you had any major medical problems since... (NO) (YES) Major Minor	100.00%	100.00%	55.00%	64.00%	100.00%	100.00%	80.00%	84.00%	0.00%	100.00%	80.00%	80.00%
		0.00%	0.00%	45.00%	36.00%	0.00%	0.00%	20.00%	16.00%	100.00%	0.00%	20.00%	20.00%
		0.00%	0.00%	11.11%	11.11%	0.00%	0.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%
		0.00%	0.00%	88.89%	88.89%	0.00%	0.00%	75.00%	75.00%	100.00%	0.00%	100.00%	100.00%
W	Are you able to save money each month? (NO) (YES)	0.00%	100.00%	35.00%	44.00%	0.00%	50.00%	5.00%	12.00%	0.00%	50.00%	35.00%	36.00%
		100.00%	0.00%	85.00%	56.00%	100.00%	50.00%	95.00%	88.00%	100.00%	50.00%	65.00%	64.00%
	How much?	100.00%	0	21,823	27,500	100.00%	30,000	20,842	62,132	200,000	0	25,000	50,000
X	Do you have a savings account with a bank? (YES) (NO)	0.00%	100.00%	30.00%	44.00%	100.00%	75.00%	90.00%	88.00%	100.00%	50.00%	10.00%	20.00%
		0.00%	0.00%	70.00%	56.00%	0.00%	25.00%	10.00%	12.00%	0.00%	50.00%	90.00%	80.00%
Y	Does the farm offer a savings scheme (NO)	100.00%	100.00%	100.00%	100.00%	0.00%	50.00%	45.00%	44.00%	100.00%	100.00%	100.00%	100.00%
Z	What are you saving your money for? 1. House 2. School Fees 3. Support Relatives 4. Retirement 5. Business 6. Other	0.00%	0.00%	30.77%	28.57%	100.00%	100.00%	47.37%	54.55%	0.00%	100.00%	46.15%	50.00%
		0.00%	0.00%	38.46%	35.71%	0.00%	50.00%	31.58%	31.82%	100.00%	0.00%	23.08%	25.00%
		0.00%	0.00%	30.77%	28.57%	0.00%	0.00%	5.26%	4.55%	0.00%	0.00%	15.38%	12.50%
		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	10.53%	9.09%	0.00%	50.00%	23.08%	25.00%
		100.00%	0.00%	30.77%	35.71%	0.00%	50.00%	36.84%	36.36%	0.00%	0.00%	46.15%	37.50%
		0.00%	0.00%	30.77%	28.57%	0.00%	0.00%	47.37%	40.91%	0.00%	0.00%	15.38%	12.50%
AA	Do you feel you and your family are better off than (YES) you were before... (NO)	100.00%	100.00%	85.00%	88.00%	100.00%	100.00%	100.00%	100.00%	100.00%	75.00%	90.00%	88.00%
		0.00%	0.00%	15.00%	12.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	10.00%	12.00%

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Question	Information Requested	FARM NO. 4 AVERAGES				FARM NO. 5 AVERAGES				TOTAL SURVEY AVERAGES			
		Manager	Supervisor Average	Laborer Average	Farm Average	Manager	Supervisor Average	Laborer Average	Farm Average	Manager	Supervisor Average	Laborer Average	Farm Average
		A Age	31.0	34.3	18.1	26.2	27.0	30.0	19.0	26.2	31.60	30.60	18.77
B Sex	(MALE) (FEMALE)	0.00% 100.00%	75.00% 25.00%	45.00% 55.00%	48.00% 52.00%	100.00% 0.00%	75.00% 25.00%	45.00% 55.00%	52.00% 48.00%	60.00% 40.00%	70.00% 30.00%	53.00% 47.00%	56.00% 44.00%
C Period of Employment (Years)		4.6	5.9	1.9	3.0	2.0	4.7	1.0	1.7	3.48	4.11	1.98	2.78
Permanent Staff (employed > 1 Year)		100.00%	100.00%	85.00%	88.00%	100.00%	100.00%	70.00%	75.00%	100.00%	100.00%	95.00%	88.00%
Casual Laborers (non-managerial/supervisory staff employed < 1 year)		0.00%	0.00%	15.00%	12.00%	0.00%	0.00%	30.00%	24.00%	0.00%	0.00%	15.00%	12.00%
D Employment Contract (YES=1)		0.00%	1.9	1.5	2.0	100.00%	2.5	0.9	1.8	60.00%	2.29	1.45	1.84
1. Position Description		0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	70.00%	76.00%	60.00%	75.00%	43.00%	48.80%
2. Compensation		0.00%	0.00%	0.00%	0.00%	100.00%	75.00%	100.00%	94.74%	60.00%	75.00%	80.00%	78.95%
3. Employment Terms		0.00%	0.00%	0.00%	0.00%	100.00%	75.00%	100.00%	94.74%	60.00%	75.00%	78.89%	78.08%
a. Hours per Day		0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	100.00%	100.00%	60.00%	80.00%	80.00%	80.00%
1. No. Hours per Day		0.00	0.00	0.00	0.00	8.50	8.00	8.98	8.74	8.17	8.29	7.62	8.42
b. Days per Week		0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	100.00%	100.00%	60.00%	60.00%	60.00%	60.00%
1. No. Days per Week		0.00	0.00	0.00	0.00	6.50	6.50	5.93	5.97	6.17	5.91	5.41	5.99
c. Vacation/Holidays		0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	100.00%	100.00%	60.00%	75.00%	80.00%	79.13%
1. No. Days per year		0.00	0.00	0.00	0.00	21.00	21.00	21.00	21.00	22.00	20.25	16.12	18.35
d. Sick Leave		0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	100.00%	100.00%	60.00%	68.33%	58.89%	66.26%
1. No. days per year		0.00	0.00	0.00	0.00	12.00	12.00	12.00	12.00	13.00	10.75	10.20	10.33
4. Salary Increments		0.00%	0.00%	0.00%	0.00%	100.00%	75.00%	42.86%	52.63%	80.00%	65.00%	59.79%	58.76%
5. Dismissal Conditions		0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	92.86%	94.74%	40.00%	60.00%	55.24%	55.34%
E Monthly Salary		290,000	243,075	55,333	101,972	500,000	350,000	54,727	118,556	1,078,000	270,885	88,353	140,337
F Promotions (YES=1)		0.00%	75.00%	40.00%	44.00%	100.00%	50.00%	5.00%	16.00%	60.00%	70.00%	26.00%	34.40%
G Salary Increase (YES=1)		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	45.00%	56.00%	80.00%	80.00%	83.00%	82.40%
H Starting Salary		150,000	64,250	11,500	49,480	300,000	97,500	49,289	77,114	120,000	69,457	44,257	57,940
I Percentage Increase		93.33%	279.38%	64.56%	188.08%	66.67%	258.97%	26.42%	51.15%	298.33%	175.11%	54.85%	142.21%
			57,552	4,685	30,680		23,979	5,295	69,938		60,085	10,905	40,301

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		Manager	Supervisor Average	Laborer Average	Farm Average	Manager	Supervisor Average	Laborer Average	Farm Average	Manager	Supervisor Average	Laborer Average	Farm Average
		T	No. Employment Before Farm (NO=1) No. Women among unemployed prior to farm 1. If yes, job title	0.00%	25.00%	85.00%	72.00%	100.00%	0.00%	45.00%	40.00%	20.00%	25.00%
		0.00%	100.00%	58.62%	61.11%	0.00%	0.00%	77.78%	70.00%	0.00%	30.00%	59.21%	56.89%
K	On-Farm Medical Facilities (Y=1)									60.00%	60.00%	60.00%	60.00%
L	Farm provided Medical Insurance/Reimbursement (Y=1) 1. Does it cover employee or employee (1) Family (2)	0.00%	0.00%	0.00%	0.00%	100.00%	50.00%	40.00%	44.00%	80.00%	60.00%	41.00%	45.60%
		0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	87.50%	90.91%	25.00%	83.33%	90.24%	84.21%
		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%	9.09%	75.00%	16.67%	9.76%	15.79%
M	NSSF/Retirement benefits	0.00%	100.00%	15.00%	32.00%	0.00%	100.00%	70.00%	76.00%	100.00%	95.00%	39.00%	50.40%
N	Farm-provided meals (Y=1) 1. No./day (1 Meal) (2 Meals) (3 Meals)	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
		100.00%	100.00%	90.00%	92.00%	0.00%	0.00%	40.00%	32.00%	40.00%	40.00%	44.00%	43.20%
		0.00%	0.00%	10.00%	8.00%	100.00%	100.00%	60.00%	68.00%	60.00%	55.00%	52.00%	52.80%
		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.00%	4.00%	4.00%
O	Housing (1) Housing Allowance (2)	0.00%	75.00%	25.00%	38.00%	0.00%	0.00%	0.00%	0.00%	0.00%	60.00%	12.00%	22.40%
		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	50.00%	60.00%	0.00%	25.00%	23.00%	23.20%
P	Transport to/from work (Y=1)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.00%	8.00%	20.00%	20.00%	28.00%	26.40%
Q	Job-related training (Y=1) Describe	0.00%	50.00%	95.00%	84.00%	0.00%	100.00%	55.00%	64.00%	0.00%	80.00%	83.00%	82.40%
R	HIV/AIDS/Reproductive Health Programs (Y=1)	0.00%	25.00%	5.00%	8.00%	0.00%	100.00%	95.00%	96.00%	0.00%	30.00%	31.00%	31.20%
S	Mobile Phone (Y=1)	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	35.00%	0.00%	0.00%

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		AVERAGES				AVERAGES				AVERAGES			
		Manager	Supervisor Average	Laborer Average	Farm Average	Manager	Supervisor Average	Laborer Average	Farm Average	Manager	Supervisor Average	Laborer Average	Farm Average
<b>PERSONAL/FAMILY QUESTIONS</b>													
A	What District are you From outside Wakiso/Mpigi	0.00%	100.00%	80.00%	64.00%	0.00%	75.00%	75.00%	72.00%	40.00%	55.00%	58.00%	58.80%
B	Does your family stay near the farm or in the village from outside and family lives in village	0.00%	50.00%	86.67%	62.50%	0.00%	33.33%	40.00%	38.89%	40.00%	45.45%	48.28%	49.30%
C	Married (Y=1) 1. Is spouse employed (2 income household) (Y=1)	100.00%	75.00%	40.00%	48.00%	100.00%	75.00%	65.00%	68.00%	100.00%	65.00%	55.00%	58.40%
D	Do you have children	100.00%	100.00%	60.00%	68.00%	100.00%	100.00%	75.00%	80.00%	100.00%	80.00%	72.00%	74.40%
E	Do Children attend school 1. YES 2. Children too young 3. No school	100.00%	100.00%	66.67%	76.47%	100.00%	50.00%	40.00%	45.00%	100.00%	68.75%	56.94%	61.29%
G	Could you afford school fees prior to working at farm--YES --NO	0.00%	100.00%	100.00%	100.00%	100.00%	0.00%	33.33%	33.33%	60.00%	30.00%	66.10%	63.49%
H	Are your children attending better schools than before--YES --NO	0.00%	50.00%	50.00%	46.15%	0.00%	0.00%	33.33%	22.22%	60.00%	50.00%	49.84%	50.80%
I	Do all children have school uniforms--YES --NO	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	80.00%	87.14%	88.18%
J	Does the farm assist with school fees--YES --NO	0.00%	100.00%	25.00%	46.15%	0.00%	0.00%	0.00%	0.00%	40.00%	36.36%	4.88%	14.04%

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		Manager	Supervisor Average	Laborer Average	Farm Average	Manager	Supervisor Average	Laborer Average	Farm Average	Manager	Supervisor Average	Laborer Average	Farm Average
K	Since ... have you bought land or built a house												
	1. Bought land--YES	100.00%	25.00%	5.00%	12.00%	100.00%	25.00%	5.00%	12.00%	60.00%	15.00%	17.00%	18.40%
	--NO	0.00%	75.00%	95.00%	88.00%	0.00%	75.00%	95.00%	88.00%	40.00%	85.00%	83.00%	81.60%
	2. Built a house--YES	0.00%	0.00%	0.00%	0.00%	100.00%	25.00%	5.00%	12.00%	40.00%	20.00%	8.00%	11.20%
	--NO	100.00%	100.00%	100.00%	100.00%	0.00%	75.00%	95.00%	88.00%	60.00%	80.00%	92.00%	88.80%
	4. Do you own or												
	Rent house	0.00%	25.00%	10.00%	12.00%	0.00%	25.00%	10.00%	12.00%	40.00%	25.00%	12.00%	15.20%
		0.00%	25.00%	50.00%	44.00%	100.00%	80.00%	75.00%	72.00%	40.00%	20.00%	68.00%	59.20%
L	What materials did you use to build your house?(YES)												
	1. Mud	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	13.33%	10.00%
	2. Bricks	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	100.00%	100.00%	40.00%	60.00%	66.67%	70.00%
	3. Cement	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	100.00%	100.00%	40.00%	40.00%	60.00%	66.67%
	4. Iron sheets	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	100.00%	100.00%	40.00%	60.00%	60.00%	60.00%
	5. Thatch	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.67%	6.67%
M	Have you made any improvements to house since...(YES)	0.00%	25.00%	5.00%	8.00%	100.00%	0.00%	0.00%	4.00%	60.00%	15.00%	6.00%	9.60%
N	Electricity (YES)	100.00%	100.00%	55.00%	64.00%	0.00%	75.00%	35.00%	40.00%	80.00%	80.00%	40.00%	48.00%
	NO	0.00%	0.00%	45.00%	36.00%	100.00%	25.00%	65.00%	60.00%	20.00%	20.00%	60.00%	52.00%
	1. Type												
	a. Borehole	0.00%	0.00%	25.00%	20.00%	0.00%	25.00%	20.00%	20.00%	20.00%	15.00%	21.00%	20.00%
	b. Well	0.00%	0.00%	15.00%	12.00%	100.00%	25.00%	50.00%	48.00%	20.00%	30.00%	46.00%	42.40%
	c. Tap	100.00%	100.00%	60.00%	68.00%	0.00%	50.00%	30.00%	32.00%	60.00%	55.00%	33.00%	37.60%
P	Beds and Mattresses (YES)	100.00%	100.00%	90.00%	92.00%	100.00%	75.00%	60.00%	64.00%	100.00%	95.00%	77.00%	80.80%
	1. Did everyone before...(NO)	0.00%	25.00%	44.44%	39.13%	0.00%	100.00%	25.00%	37.50%	0.00%	31.58%	44.16%	39.60%
Q	Mosquito nets (YES)	100.00%	25.00%	20.00%	24.00%	100.00%	75.00%	30.00%	40.00%	100.00%	60.00%	34.00%	40.80%
	1. Did you sleep under nets before...(NO)	0.00%	100.00%	100.00%	83.33%	0.00%	33.33%	50.00%	40.00%	0.00%	58.33%	64.71%	56.86%
R	When was the last time someone in your family had malaria(MONTHS AGO)	0	5	5	5	0	4	4	4	1	5	8	6

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S	Is there a clinic/hospital near your home? (YES) (NO)	100.00% 0.00%	100.00% 0.00%	95.00% 5.00%	96.00% 4.00%	100.00% 0.00%	100.00% 0.00%	95.00% 5.00%	96.00% 4.00%	100.00% 0.00%	80.00% 20.00%	94.00% 5.00%	92.00% 8.00%
U	Can you afford medical treatment as needed?(YES) 1. Could you afford it before...(NO)	100.00% 0.00%	100.00% 25.00%	65.00% 40.00%	72.00% 36.00%	100.00% 100.00%	50.00% 0.00%	70.00% 30.00%	68.00% 28.00%	100.00% 20.00%	85.00% 35.29%	76.00% 55.26%	78.40% 50.00%
V	Have you had any major medical problems since... (NO) (YES) Major Minor	100.00% 0.00% 0.00% 0.00%	100.00% 0.00% 0.00% 0.00%	70.00% 30.00% 16.67% 83.33%	76.00% 24.00% 16.67% 83.33%	0.00% 100.00% 0.00% 100.00%	75.00% 25.00% 0.00% 100.00%	80.00% 20.00% 50.00% 50.00%	76.00% 24.00% 33.33% 66.67%	60.00% 40.00% 0.00% 100.00%	95.00% 5.00% 0.00% 100.00%	73.00% 27.00% 18.52% 81.48%	76.00% 24.00% 16.67% 83.33%
W	Are you able to save money each month? (NO) (YES)	100.00% 0.00%	75.00% 25.00%	30.00% 70.00%	40.00% 60.00%	100.00% 0.00%	25.00% 75.00%	55.00% 45.00%	52.00% 48.00%	40.00% 60.00%	60.00% 40.00%	32.00% 68.00%	38.80% 63.20%
X	Do you have a savings account with a bank? (YES) (NO)	100.00% 0.00%	50.00% 50.00%	0.00% 100.00%	12.00% 88.00%	100.00% 0.00%	75.00% 25.00%	0.00% 100.00%	16.00% 84.00%	100.00% 0.00%	70.00% 30.00%	26.00% 74.00%	36.00% 64.00%
Y	Does the farm offer a savings scheme (NO)	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	80.00%	90.00%	89.00%	88.80%
Z	What are you saving your money for? 1. House 2. School Fees 3. Support Relatives 4. Retirement 5. Business 6. Other	0.00% 0.00% 0.00% 0.00% 0.00% 0.00%	100.00% 0.00% 0.00% 0.00% 0.00% 0.00%	35.71% 7.14% 7.14% 7.14% 57.14% 28.57%	40.00% 6.67% 6.67% 6.67% 53.33% 26.67%	0.00% 0.00% 0.00% 0.00% 0.00% 0.00%	66.67% 33.33% 0.00% 0.00% 33.33% 0.00%	11.11% 33.33% 0.00% 0.00% 44.44% 0.00%	25.00% 33.33% 0.00% 16.67% 41.67% 25.00%	20.00% 20.00% 0.00% 0.00% 20.00% 0.00%	73.33% 16.67% 0.00% 10.00% 16.67% 0.00%	34.22% 26.72% 11.71% 12.59% 43.07% 31.09%	39.62% 26.51% 10.46% 11.48% 40.92% 26.73%
AA	Do you feel you and your family are better off than (YES) you were before... (NO)	0.00% 100.00%	75.00% 25.00%	100.00% 0.00%	92.00% 8.00%	100.00% 0.00%	100.00% 0.00%	90.00% 10.00%	92.00% 8.00%	80.00% 20.00%	90.00% 10.00%	93.00% 7.00%	92.00% 8.00%