



TV

# UNITED NATIONS NATIONS UNIES

## UN IN ACTION

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Length: 3'02"

Languages: English, French, Spanish, Russian

### UGANDA: MATERNITY LEAVE

#### VIDEO

SECURITY GUARD OFFICERS LINE  
UP

JANE CONTROLS TRAFFIC

ALLIBHAI ON CAMERA

GUARDS ON TRUCK

CANDIRU ON CAMERA

#### AUDIO

##### NARRATION

The private security industry is growing fast in Africa. Some 15,000 guards work in Uganda's cities alone. Very few are women. (9")

Jane is one. She quit her last job when her baby was born. Now she works for Tight Security. Mohamed Allibhai, Owner. (8")

ALLIBHAI: (English) **M**

*"We are trying to get more female guards to join us, but probably because of cultural reasons here, many cannot join us."* (8.5")

##### NARRATION

Security Guard Evelyn Candiru has been with the company five years. She says her husband was against her work in security. That led to their separation. (8.5")

CANDIRU: (Local language) **F**

*"I am very interested in this job, especially because I am naturally physically fit. I think I*

*am in the right job.” (10”)*

NARRATION

CANDIRU LOADS GUN

When Candiru found out she was pregnant, her fears about being fired were laid to rest. (5”)

CANDIRU AT WORK / WITH FAMILY

Instead of asking for her resignation, Tight Security simply asked for her due date ... to figure out her maternity leave as set out in the contract. (7.5”)

Forty-five days after the birth, Candiru was back at work. Kabagambe Sebastian, a guard at Tight Security, is pleased. (7.5”)

KABAGAMBE ON CAMERA

KABAGAMBE: (English) **M**

*“I feel very happy to see my fellow workers, especially the ladies, get maternity leave.” (5”)*

SECURITY GUARDS AT WORK

NARRATION

Kabagambe Sebastian worked with the International Labour Organization, ILO, to help establish work rights for all employees. (7.5”)

KABAGAMBE ON CAMERA

KABAGAMBE: (English) **M**

*“This time we have the right of expression. If you have a problem, you raise up your hand, you ask the operations manager, or even the managing director himself.” (9”)*

ALLIBHAI ON CAMERA

ALLIBHAI: (English) **M**

*“All these things remove the negative pictures we had about the unions and the Ministry of Labour and industrial inspectors and all that. We had a good interaction; I think we understood their jobs functions a lot better.”*  
(16”)

GUARDS BEING TRAINED

NARRATION

Tight Security is now training 25 women as supervisors and managers. Joseph Katende, ILO project coordinator. (7.5”)

KATENDE ON CAMERA

KATENDE: (English) **M**

*“If you went to Tight Security, they will have no bad words against the unions as of now, because they are regarded as partners.”* (7”)

CANDIRU WITH BABY AND FAMILY

NARRATION

While Candiru works, baby Moses is being cared for in her village by some 20 relatives whom she helps to support.

Her dream: to help her family set up a small store, to keep baby Moses always fed, and to be able to send him to school one day. (7”)

UN LOGO

This report was prepared by the United Nations.