Govt to introduce e-recruitment system for jobs

BY ISMAIL BATEGEKA

MASINDI. The government is set to introduce an online recruitment system for civil servants in a move aimed at curbing corruption and bribery that have long affected job seekers across the country.

The State Minister for Public Service, Ms Grace Mary Mugasa, said the new system aims to promote fairness and transparency by reducing physical contact during the recruitment process. She said the system is expected to take effect in the Financial Year 2026/2027.

Speaking to the *Daily Monitor* in Masindi District yesterday, Ms Mugasa said many Ugandans had fallen victim to fraudsters and corrupt officials who demand money in exchange for jobs.

"Many job seekers have fallen victim to fraudsters, paying money but failing to secure employment, but this system will enable job seekers to apply online and attend interviews without direct interaction," Ms Mugasa said.

Under the new arrangement, applicants will submit documents online, be shortlisted digitally and attend interviews through a more structured and transparent process conducted electronically.

The minister said the system will be used for all new government recruitments beginning next financial year.

For years, Ugandans have complained about unfair recruitment practices in which jobs are allegedly awarded on the basis of money and connections rather than merit. A 2024 report by the Inspectorate of Government highlighted the scale of the problem.

82%
JOB SEEKERS WHO REPORTED BRIBERY

According to the report, 82 percent of job applicants identified bribery as the most common form of corruption in recruitment, with many saying they had been asked to pay money before being considered for employment.

The report further revealed that between 2018 and 2022, job seekers were asked to pay up to Shs78b in bribes, of which about Shs29b was actually paid.

Ms Mugasa said the online system will restore fairness and ensure recruitment is based on qualifications and ability rather than money.

She added that government was also considering salary enhancement for LC1 chairpersons, Resident District Commisioners and teachers in the next financial year.

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