

HIGHLIGHTS

- 91,089,645 UGX WAS RECOVERED FOR AND ON BEHALF OF 123 CLIENTS
- SUPPORTED BUGIRI AND MOROTO DISTRICTS TO DRAFT THE CHILD PROTECTION LAW AND BY-LAW.
- FIVE GIRLS WERE RESCUED FROM EXPLOITATIVE EMPLOYMENT AND 29 YOUTH RECEIVED VOCATIONAL TRAINING
- MINISTRY OF PUBLIC SERVICE COMMITS TO PRESENT THE NEED FOR DISTRICTS TO HAVE SUBSTANTIVE LABOUR OFFICERS.
- 5,299 WORKERS, EMPLOYERS AND COMMUNITY MEMBERS SENSITIZED ON THE WORK PLACE POLICIES
- COMMEMORATION OF WORLD DAY AGAINST CHILD LABOUR

PROVISION OF LEGAL AID SERVICES

A total of 2,494 including 1,841 (824 female and 1,017 male) new and 653 (148 female and 505 male) old) poor persons, vulnerable and marginalized workers received primary legal aid through the toll free lines, during community, work based and labour legal aid camps, offices as well as PLA CBO partners and trained HRAs across the districts of operation. Of the overall total, 972 clients were female and 1,522 were male translating into a 61.02% male clientele and 39% female, registering a 3.4% increase in the number of female clients reporting, seeking and accessing PLA services from last quarter to 35.6% female clientele. The target for this quarter was exceeded by 311 more clients. Some of the services offered to these clients include but not limited to legal advice, counseling, represented in mediations, conciliations, arbitrations and in courts of law.

Key Results under this area

UGX. 91,089,645/= (Uganda Shillings: Ninety one Million Eighty nine thousand Six Hundred forty five only) was recovered for and on behalf of 123 clients (32 female and 91 male) including domestic workers, teachers, casual workers, machine operators, cashiers, security guards, farmers, house wives, agricultural instructors, cleaners, sales officers, mechanics, drivers, cooks, chefs, nurses, among others.

Some of our clients who were helped to recover their money.



The Lira legal officer (lady) handing over the recovered salary arrears payment for Otoo Daniel a clinic officer.



Adongo Annet after receiving her money at PLA Iganga office

CASE STORIES

Ojuka Santaa, 34 year old single mother of three in Amolata district who recovered her bicycle from a one Ogwang Geoffrey her brother in-law. He had taken away the bicycle from her following her husband passing on. She reported the case to PLA partner CBO in Amo

lata in March 2018 to which the paralegal intervened resulting into Geoffrey returning Santas bicycle. Ogwang was educated on the rights of women/ widows to inherit and manage their late husbands properties without disturbance which he appreciated.



The PLA paralegal witnessing the handover of food items, mattress to Akide. Akide Conny (middle) of Amolatar district was enabled to access basic needs from the father of her one year old baby.

Ojuka Santa a lady holding bicycle after receiving the same from the brother in law standing on the left hand side in white shirt.



MULTIMEDIA APPROACH TO AWARENESS CREATION ON THE RIGHTS OF VULNERABLE AND MARGINALIZED WORKERS

5,299 (3,026 female and 2,273 male) workers, employers, community members, students from high institutions of learning, school going children were reached with awareness information on rights and responsibilities at the work place, the role of district Labour Officers, safe options of going to work abroad, rights of children, parental responsibilities, land and tenant relationships, domestic violence, rights of a suspect, and procedure of accessing and

processing police bond, These were reached in Dokolo, Amolatar and Kaliro Iganga Municipality, Mukono District, Wakiso, Bugiri and Busia districts. Of the overall total, 586 (474 female and 112 male) were domestic workers registering unprecedented reach out DWs; 791 (610 female and 181 male) employers of domestic workers; 953 (468 male and 485 female)



Pictorial of sensitization meetings in Iganga and Kampala Districts

Media engagements

A total of 14 radio talk shows were in the Central, Eastern and Northern regions; Voice of Africa (3) Bukkede FM (4), Simba FM (2) Joy FM (4) Jogo FM (1) with the aim of awareness creation and information sharing. They mainly focused on the domestic work sector and their challenges, employment of children, rules on payment of wages, channels of redress of domestic workers, economic contributions of

domestic workers both at the house-hold and national level and the importance of domestic workers creating mutual support groups. The talk-shows were conducted in collaboration with local leaders, leaders of mutual support groups and representatives from Women Rights Organisations including Centre for Domestic Violence Prevention (CEDOVIP)



The PLA Legal Officer and the local leader Nsambya during a talk-show on Joy FM

FORMAL AND INFORMAL CHILD EDUCATION TO PREVENT CHILD LABOUR

5 cases of child labour were reported by local leaders, community members and others referred by the Uganda police. The 5 cases involved girls working as domestic workers. PLA worked tirelessly to rescue them, demand for the thier wages, rehabilitate and reunite the them with their families.

Case stories

Esther Achom, a 16 year old orphaned girl was brought to Kampala to work as a domestic worker at an amount of 30,000/= per month. However, she worked for 2 months without payment and in addition she received sexual advances from the male employer. When she demanded for her wages, the employer refused to pay. She decided to escape and report the matter to the nearby police station. The police tried to engage the employer but she failed to pay the wages. The police called upon PLA to represent the girl and also provide shelter. The employer was engaged by PLA lawyers and as result, the employer paid her wages totaling to Ugx. 90,000/=, paid repatriation fee to Soroti district. The police sensitized and cautioned the employer to stop employing children as domestic workers.

Kakayi Deborah, a 15 year old domestic worker was working for a one Hajat from Kawempe division in Kampala district. The case was brought to PLAs attention by one of the trained Secretaries for Women who withdrew the girl from domestic work and ordered the employer to pay her outstanding wages of 200,000shs for the 4 month she had worked without pay. The Secretaries for Women s affairs received reports from community members that Deborah was being mistreated by the employer including denying her food, and locking her outside in the night case Deborah was resettled back to her family in Mukono district, Mawato village.

Supported Rupa Sub County to draft a by-law on Child Labour

A meeting with the Technical Working Group for Moroto district to review the bye-law on addressing the problem of child-labour in the mining sector in relation to existing conventions, laws and policies concerning child labour. The meeting sought to ensure that the by-law is consistent with the international and national legal provisions on vulnerable children. It was agreed that the Sub county Chief and the councilors of Rupa conduct consultative meetings in the communities of Rupa in the near future before the By- law can be further discussed and approved.

Secure internship placements for vocational school beneficiaries

29 (27boys 2girls) beneficiaries with certificates in welding beneficiaries, carpentry, motor vehicle and motor cycle mechanics from Nile Vocational Institute were linked to St. Padre Pio Vocational Skills training Centre, LM Service garage, saloon clouds, wonder tailors centre and Makansa and sons garage for internship training.. This provided an opportunity for the beneficiaries to practice the skills and acquire more practical skills that would enable them to access better and meaningful employment opportunities. As a result 3(1 boy and 2 girls) were retained as full time paid employees at places of internship.



Some of the beneficiaries at their internship placement in a motor cycle garage in Ntinda Kampala

Engagement meeting with Ministry of Public Service technocrats on the need to support local governments to recruit substantive Labour Officers

One engagement meeting with the Ministry of Public Service was held on the need to recruit sub stative labour officers in Uganda. The officials committed with immediate effect to stop acceptng requests from districts to trade off positions of Labour Officers for other positions at Local Governments, to put in place the



Above: A photo taken during the engagement meeting with the Ministry of Public Service Officials.

scheme of services for Labour Officers to ensure that persons recruited as labour officers are qualified for the job and include the recruitment of district labour officers as a prioty area on the wage bill for the financial year 2018/2019. In addition, the Ministry committed to present the need for the districts to have substantive Labour Officers in the upcoming quarterly forum for the Chief Administrative Officers and Town Clerks

Engagement meeting with the Ministry of Gender Labour and Social Development on the need to increase of budget allocation for Labour Officers

A meeting was held with MGLSD, ILO, Federation for Uganda Employers to advocate and lobby for increased the budget allocation for labour officers to enable them carry out their mandate effectively including monitoring and combating child labour and exploitation of workers at their work place in Uganda. Key recommendations from the meeting were the need to engage Ministry of Education and Sports to address issues limiting children from going to school and the Ministry of Public Service to not only recruit labour officers but also lobby Ministry of Finance to increase the Wage Bill to accommodate labour officers.

Commemoration of World Day against Child Labour.

PLA participated in the planning meetings by Ministry of Gender, Labour and Social Development, contributed 3 tents, 100 chairs for the celebrations in Gulu district. 60 children (36 girls, 24 boys) who are PLA beneficiaries were supported to take part in the national celebrations and they presented poems and songs with awareness messages on the causes, effects of child labour and also called upon the different stakeholders to fight the vice. In addition, PLA published a press release on child labour in Uganda in the New vision news paper calling upon the government to increase the efforts to combat child labour in Uganda.



PLA Manager RSPA facilitatng on the importance of providing written contracts of employment to workers in Moroto District

Review of the mining Act of 2003

PLA reviewed the Mining Act of 2003 to identify the existing gaps and enforce the protection of children in the mining activities and employment of women in the mines. This was also meant to inform the ongoing policy and legal reforms in the mining legislations. The findings were shared with members of the Directorate of Geological Survey and Mines in the Ministry of Energy. At the meeting PLA was hailed for its contribution towards the elimination of Child labour.



Above is a PLA communications volunteer sharing about PLAs work with the participants at the national Celebrations in Gulu District.

Review of the Child Protection Bill

The draft Child Protection Bill was reviewed and approved by Bugiri District Technical Planning Committee which comprised of 10 (4 female, 6 male) members including Chief Administrative Officer, Labour Officer, Probation Officer, representative from health department, representative from production

department, District Inspector of Schools, Senior District Community Development Officer and Community Development Officer Budhaya Sub County. The Bill is ready for presentation in the district council for the first reading and debating.



Above: The photos showing the technical planning committee during the review of the draft ordinance

PERFORMANCE REVIEWS RESEARCH, EVALUATION OF PROGRAMS AND DOCUMENTATION

4 review meetings with local council leaders, secretaries for women affairs, trained leaders of domestic workers mutual support groups, the police and recruitment agencies from Nakawa, Central, Kawempe and Makindye Divisions of Kampala were conducted. A total of 226 (53 male, 173 female) participants attended these review meetings. The stakeholders agreed that there is need to pilot the domestic workers registrar at the local level

CAPACITY BUILDING OF PLA PARTNERS, STAFF, STAKEHOLDERS AND DUTY BEARERS

PLA supported LATEK Stay Alliance to evaluate Proposals from 10 social entrepreneurial organizations that would help them secure funds from Stay Foundation. 7 organizations that included Youth Empowerment in Enterprise Development, Giving Hope Foundation, Balikyeuwuya Farmers Group, Save the Street Children Uganda, Peer Link initiative, Love of the Child Organization and Masanafu Child and Family Support whose proposal met the criteria were selected and LATEK forwarded them to Stay Foundation. These have already received funding and are already implementing their projects.



Labour Officer Moroto District Facilitating the training for the Private Sector Actors

Key Results under this strategy

The Ministry of Public Service committed with immediate effect to trade off positions of Labour Officers for other positions at Local Governments, to put in place mechanisms for Labour Officers to ensure that persons recruited as labour officers are qualified for the jobs given priority area in the Wage Bill for the Financial Year 2018/2019.

3(1 boy and 2 girls) PLA beneficiaries that attained certificates in motor mechanics, tailoring and hairdressing were retained as full time paid employees at the work places where they undertook their internship training. A draft of the Child Labour By-law for RupaSub County in Moroto is placed with political will from the leadership of the sub county to pass it into law as a means of protecting children from child labour activities that hinder them from realizing their rights to education and thus leading to low literacy levels in the district.

Supported our development partner Stay Foundation to select a partner to work with in Kenya and recruit a Country Manager for Stay Foundation in Kenya.

PLA participated and supported the process of recruiting a country manager to represent Stay Foundation in Kenya and selected a new partner for Stay Foundation to work with in Kenya. PLA was able to share with the selected partners on the movement of social entrepreneurs and how to organize them into an Umbrella organization.

Supported LATEK stay alliance Uganda to develop a volunteer Policy

PLA supported the Program Manager Latek to draft a Volunteer Policy to guide the recruitment and employment of Volunteers at Latek Stay Alliance Uganda.

Train 50 Secretaries for Women Affairs at the local councils in Kampala

A total of 55 Women Secretaries from divisions of Kawempe, Central, Makindye and Nakawa in Kampala were trained on rights and responsibilities of domestic workers, their roles and roles of other stakeholders in protecting rights of domestic workers, the relevancy of domestic and international laws protecting domestic workers, importance of domestic work at both the household level and to the country, employment contracts and its importance, gender and domestic work. The trained Secretaries for Women were tasked to convene employers meetings within their areas of operation to sensitize them on the knowledge acquired and also encourage the employers to register their domestic workers with the local council leaders.



One of the participants presenting during a training session in Kampala District

PLA built capacities of domestic work mutual support group leaders

4 mentoring sessions with 150 (8 male, 142 female) domestic workers mutual support group leaders were convened. During the sessions, DWs leaders were oriented on the importance of domestic work at the household level. The leaders were able to reflect and appreciate their work more. As a result, some of the leaders have been able to support their fellow DWs to secure fair wages and recover unpaid wages from employers.

Case stories

Ssanyu Hadija, a domestic worker and mutual support group leader from Makindye who helped fellow domestic worker recover 80,000shs as unpaid wages. Ssanyu had reached the domestic worker with awareness messages about her rights and responsibilities and when her employer violated her right to be paid the domestic worker contacted the mutual support group leader for help.

Ms. Nakalema Jennipher a domestic worker from Kisenyi thanked PLA training domestic workers mutual support group leaders because she was helped by one of the trained domestic workers mutual support group leaders Ms. Nakibugwe Jane to get a one day off and also to ensure that her employer pays the domestic worker directly instead of giving the money to the recruiter who had placed her because he was deducting 10,000/= from her salary every month.



Mentoring sessions for domestic workers

What to look out for next quarter

- ◆ The Legal aid camps
- ◆ National and regional Radio talk shows
- ◆ Bio-annual dialogues with the stakeholders in the Labour and migration sector.....and much more

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