

2021



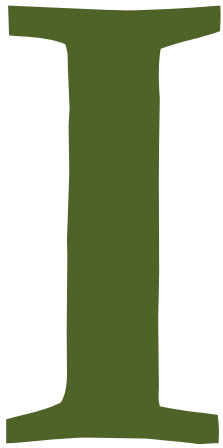
[PLATFORM FOR LABOUR ACTION: ANNUAL REPORT]

ABOUT US: Platform for Labour Action is a national Non-government organization founded in 2000 that promotes and protects the human rights of vulnerable and marginalized workers in Uganda.

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PLATFORM FOR LABOUR ACTION

MESSAGE FROM CHAIRPERSON BOARD OF DIRECTORS



Am honored to present to you our annual report for the year 2021 on behalf of the Board of Directors Platform for Labor, the Secretariat and on my own behalf.

Like the previous year, this was full of uncertainties. As the Country went to the general polls, Human rights violations targeted to Human rights defenders heightened; the operating environment narrowed further. This delicate environment was worsened by the second National Lock Down which further dented the already struggling economy. As a Board we are proud to state that PLA was courageous and played its role of promoting and protecting the rights of vulnerable and marginalized workers. This year, as aboard we focused on ensuring that the organization remained a going concern, viable, relevant to the target groups and strategically positioned within our niche of operation even with the challenging circumstances.

I therefore welcome you to our courageous Journey of 2021. Within this Annual Report you will find brief highlights of our efforts and contributions in 2021 as well as some of the most heartwarming stories and voices of transformation you can imagine from our beneficiaries.

I take this opportunity to thank my fellow Board Members for the support and invaluable commitment we made together to serve PLA and its constituencies. On behalf of the Board members and on my own behalf, I thank the Executive Director and the Staff at the secretariat for their commitment, dedication and resilience exhibited during the year despite the challenging circumstances to deliver services to the target groups and contribute to the attainment of PLA's mission and vision.

Our work as NGO cannot be possible without an enabling environment and therefore allow me extend our appreciation to the Government of Uganda. The support of our Development partners; Democratic Governance Facility, Hope for Justice, Global Fund to End Modern day Slavery, Global Giving, Action on Poverty, Norwegian Agency for Development Cooperation, International Organization for Migration- Uganda Mission, Food and Agriculture Organization, Global Alliance Against Trafficking of Women cannot be understated and we are grateful for your support to PLA's programmes that aim at enhancing social justices for poor, vulnerable and marginalized persons in Uganda.

MS. Patricia Atim O'Podong
CHAIRPERSON - BOARD OF DIRECTORS
FOREWORD FROM THE EXECUTIVE DIRECTOR

The year 2021 started with the general elections and accordingly the country once gain ushered in new leaders for the next five years. Congratulations to you all country men and women!

This period however was characterized with political tensions, arbitrary arrests especially the youths, country wide internet shutdown which affected online communications, engagements and economic activities not until early February when Government lifted the shutdown on internet connection and some online social media platforms. Overall, during this period, the country remained politically charged and civil society operating environment was highly scrutinized by security agencies and operatives.

While PLA maintained her non partisan position, the political tension had spillover impact on PLA work for instance, the organization was forced to close offices during the election period due to the uncertainties and security risks what were prevailing at the time, most of the community activities were halted during thereby directly impeding on programme progress. More so, these political tensions also extended to the funding basket as well particularly the Democratic Governance Facility.

In addition, the context was worsened by the spark in COVID-19 community infections during the first half of year which led to the second country wide lock down starting in the month of June. This affected the implementation of program activities particularly for the new projects. However, following the lifting of the lockdown, the program teams are fast tracking the activities to stabilize the implementation of the projects.

On a positive note, four new projects were secured and on boarded during this year. These included projects entitled: 'Strengthening National Network of Domestic Worker to Promote Decent Work for Domestic Workers in Uganda' with funding from Global Alliance Against Trafficking of Women; 'Eradication of Child labour in Uganda' with funding from the Norwegian Agency for Development Cooperation; and two new short term intervenes from two funding UN Agencies. These included; Promoting Ethical Recruitment and Safe Migration in Uganda funded by International Organization for Migration (IOM) and Livelihood and employment support services to Ugandan return migrants' funded by the Food and Agriculture Organization. The overall goal is to strengthen the Socio-economic reintegration of Ugandan return migrants affected by COVID-19 through orientation, legal counseling and business coaching.

This particular project has boosted the organizational social protection thematic programme interventions targeting the children at risk and those exploited as well as vulnerable households.

We are eternally grateful to our development partners for the continued support both financial and technical over the years; we do not take this for granted.

To our Board of directors, thank you for the oversight that you offered throughout the year and to the Staff at the Secretariat who are committed to contributing to the social justice and provided services to the target beneficiaries, thank you and continue with the commitment.

PLA remains committed to the vision of a world where social justice and democratic values are observed in the world of work. I welcome you to this collective ray of achievements in the year 2021

Grace Mukwaya -Lule
Executive Director

ABOUT PLA

Platform for Labour Action (PLA) is a certified National Non- Government Organization that was founded in the year 2000 to promote and protect the rights of vulnerable and marginalized workers in Uganda.

Our Vision

A society where economic rights and social justice are respected, promoted and observed in the world of work

Our Mission

Promoting and protecting the rights of vulnerable and marginalized workers through empowerment of communities and individuals.

Strategic Goal

To protect the Human Rights and improved livelihoods for the vulnerable and marginalized Workers in Uganda

PLA's CORE VALUES

- ❖ **Professionalism** – PLA is a learning organization that listens to its target group, be flexible, be responsive to the external and internal environment, and ensure that interventions effectively reach the target group in a timely and valuable way; resource allocation system that considers the vulnerable and promotes equity.
- ❖ PLA staff are committed to providing high quality service; exhibit high levels of competence, honor, and integrity in all we do; respect organization's principles and values, communicate effectively, search for and apply knowledge in our work.
- ❖ **Transparency and Accountability** –PLA conforms to the ethical behavior and generally accepted standards of effectiveness, responsibly utilize available resources according to what it plans and promises to deliver and openly share the information with relevant key stakeholders.
- ❖ **Commitment** – We put the best interests of the organization first, believe in the work we do and do our best for the satisfaction of our key stakeholders, persevere, and appreciate hardship and challenges in our work.
- ❖ We invest time and resources towards the welfare of the most vulnerable, marginalized and undocumented workers in the informal sector in the focus areas of PLA.

- ❖ **Teamwork** – PLA appreciates that every staff person’s opinion matters, every achievement is the achievement of the team; satisfaction is a mutual reward as everyone is a link in chain that leads to our goals.
- ❖ **Respect for human rights and justice:** PLA upholds the dignity of all without discrimination and respect the fundamental human rights as enshrined in the Universal Declaration of Human Rights and the Constitution

PLA Target population

PLA interventions target vulnerable and marginalized workers including:

- Children in exploitative forms of work and those at risk of exploitation
- Informal sector worker (market vendors, street vendors and those in precarious forms of work),
- Women (domestic workers, family workers, women in rural subsistence agriculture, unpaid care workers),
- Youth and low income earners (below 600,000 Uganda Shillings per month)

Our Geographical Operation

PLA’s programmes are implemented at the National and District level.

Currently, we are in three Regions of Uganda namely; Eastern, Northern and Central Regions of Uganda.

Districts;

Central Region: PLA operates in the Kampala Capital City, Wakiso Mukono, Mpigi

Eastern Region: Kalio, Bugiri, Iganga, Busia, Tororo, Jinja, Namayingo and Bugweri

Northern Region: Lira City, Dokolo, Amolatar

Our Programme Portfolios

1. Human Rights and Accountability

PLA undertake strategic interventions including fostering legal and policy reforms, implementation and accountability, provision of legal aid and increased access to rights information for the vulnerable and marginalised workers in Uganda.

2. Social Protection

PLA undertakes strategic interventions: Rehabilitation and Reintegration, Provision of children education initiatives, vocational Skills Development; School to work transition programmes; safe and productive migration for women and youth; Livelihood programmes for vulnerable households; advocacy and lobbying for enhanced social protection coverage; promotion of gender equality and access to sexual rights and services for women, young people and adolescent.

3. Research and knowledge management

PLA develops research agendas on current labour and employment emerging issues and conduct operational research in order to generate credible information related to labour and employment sector with particular focus on the vulnerable and marginalized workers. This research informs our strategic interventions.

4. Institutional Development.

We believe that a sustainable organization is one that is able to continue operations and implement relevant programs using its own resources in addition to the donations and grants.

In this respect, PLA engages in social enterprise interventions to raise resources to support the fulfillment of its mandate. It is highly accountable to its internal and external stakeholders, has developed a solid reputation over the years, it is consistently raising its standards of service enabling it to attract more development partners.

SERVICES DELIVERED IN 2021



Provision of free legal aid services



Capacity building of stakeholders



Sensitization and awareness creation



Education for vulnerable children



Safe and productive labour migration for women and youth



Advocacy (Legal and Policy advocacy)



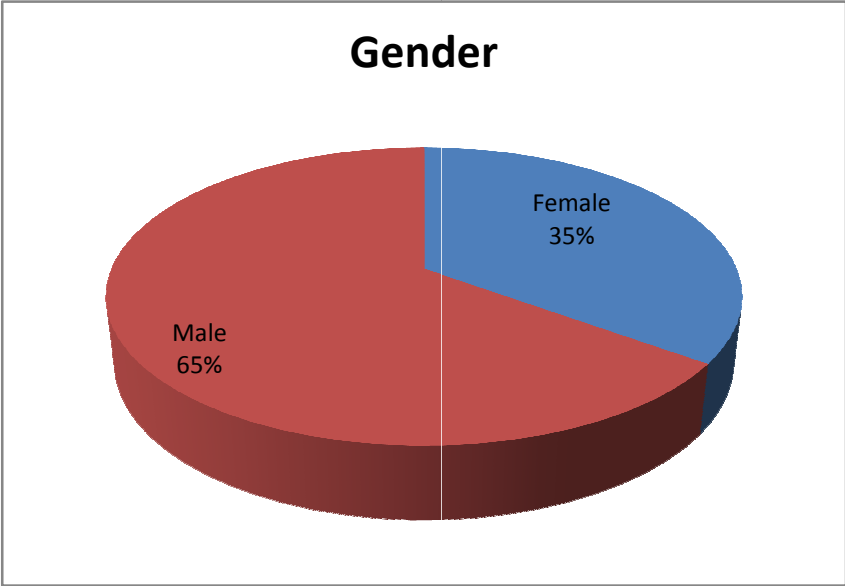
Social Protection for the vulnerable groups

PLA 2021 ACHIEVEMENTS

The achievements are presented in accordance with the strategic objectives and intended outcomes under each of the strategic objective within the current Strategic Plan.

STRATEGIC OBJECTIVE 1: TO PROMOTE HUMAN RIGHTS AND ACCOUNTABILITY AMONG COMMUNITIES AND DUTY BEARERS ON THE RIGHTS OF VULNERABLE AND MARGINALIZED WORKERS BY 2024

In 2021, a total of 2,740 Poor, Vulnerable and Marginalized Persons accessed legal support services to address their various justice needs/challenges. 84.3% of the annual clientele target was achieved. They received legal aid services such as legal advice, legal counseling, and representation in mediations, negotiations, quasi- Judicial Courts like the Labour offices and courts of law especially the Industrial Court.

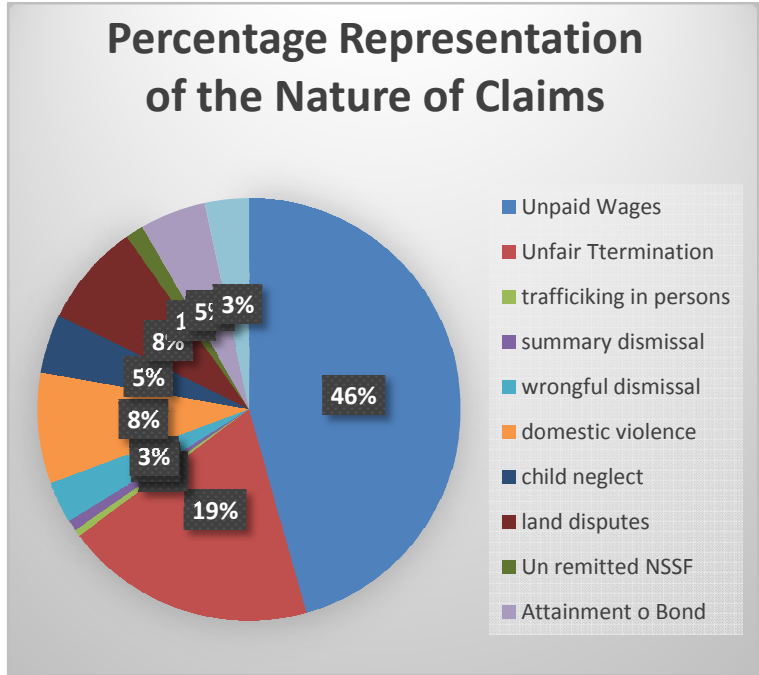


Like it has been trend, majority 65% of the poor, vulnerable and marginalized persons that access our legal aid services and were support were male.

The youths in the age brackets of 18-30 years were the majority with a percentage share of 48.25%. This category of target groups struggled to cope with reduced economic and

livelihood activities and this in effect increased their resort to crime to sustain themselves. It is therefore no surprising that 78% of the police suspects at the police stations partnered with in Bugiri, Kaliro, Dokolo, Lira and Amolatar were youths. The justice needs of youths throughout the year rotated around incidents of crime, land disputes, family matters and labour disputes.

The slow economic recovery continued to affect the workers as employers defaulted on payment of their wages thereby making majority of the complaints received during the year being unpaid wages representing 46% of the total claims for the period. Employers also continued to resort to unlawful means and procedures of terminations and dismissals and a combination of which represented 23% of the claims. Domestic violence disputes remained common through out the year representing 8%. Land as a Factor of Production particularly in the upcountry districts of operation in Eastern and Northern part of the country remained a hot cake to scramble for and thus land disputes also among the common justice issues representing 8% of the claims in the year.



The Lira Legal Associate conducting mediation between Aguma Thompson and (in blue shirt) and representatives of Rafnet Company Limited).



Community mediation at Bugada village in Kaliro involving a land dispute

UGX 304,788,310/= RECOVERED FOR 367 POOR, VULNERABLE AND MARGINALIZED PERSONS

As a result of successful representation of the target groups a sum of **UGX 304,788,310/= (Three Hundred Four million, Seven Hundred Eighty Eight Thousand Three Hundred ten shillings)** was recovered on behalf of 367 (107 female and 260 male)clients through amicable means of settlement, consent Judgments and court awards.

The clients included drivers, teachers, casual labourers, security guards, health workers, panel beaters, painters among others.

This money was paid as unpaid wages,



loan repayments, NSSF savings, compensation for unfair termination/ dismissal, workers compensation, medical treatment among others. For many of the workers the money recovered is used to pay off debts, cater for medical expenses for their families and other dependants, send financial assistance to relatives in the villages, start up for small businesses purchase of land and other assets such as motorcycles.



80 young and single mothers accessed child and family support for their children

80 young and single women/ mothers were enabled to access child and family support from the fathers of their children. These women were mostly from the eastern and northern regions of operations. PLA's relevance in the districts of operation continues to go beyond the labour niche.



A young Mother at PLA offices in Northern region after collecting her family support money paid by the father of her child.

174 POLICE SUSPECTS ENABLED TO ACCESS POLICE BOND IN THE DISTRICT OF OPERATION

174(36 female and 138male) clients were enabled to access police bond free of charge at Kaliro, Bugiri, Iganga, Dokolo and Amolatar central police stations while others on simple and minor charges were supported to engage the complainants to mediate and resolve their disputes to logical conclusion.

2021 VOICE OF VICTORY

“ 23 years of Waiting on Justice to prevails”

60 year old Nakuya Betty shares the hurdle of land justice in Uganda. Betty starts narrating her 23 years struggle to justice by noting “ *Ntambulinde Emyaka abiri mwesatu okutuga kubuwanzi buno; Tebibade byangu!*” Translated to mean, “ I have walked back and forth for 23 year to get justice, it was not easy’. Betty started having a land dispute with Banda Moslem Community when they encroached on her piece of land which she inherited from her parents in 1998. Since then Nakuya wondered around and tried all offices including magistrate courts, Local council courts, office of the president, and Mayor’s office until when she participated in labour legal aid Camp that was held at Nakawa in 2019 by PLA. PLA immediately engaged the respondents who exhibited adamancy until court documents were served on them that they agreed

to a series of mediations through which they acknowledged trespass and agreed to compensate the Complainant was paid UGX. 7,000,000/= as full and final settlement of the claim. She was grateful to PLA for the services and restoring her hope.



The caption above shows the Complainant in the middle with her family members with joy after recovering money for their piece of land after 23 years.

“I am now a millionaire, Thank you PLA for fighting for me”

Tibenkena Edith a 45 year old female who was employed as a Human Resource Manager at London Distillers for the past five years reported a claim of unfair termination against the Respondent. Mediations were conducted at the labour office, however these were not successful thus the matter was referred to Industrial court. All efforts to have the matter settled out of court were futile as the Respondent was adamant to acknowledge that the procedure of terminating the Claimant was faulted. The matter was heard *ex parte* in the Claimant’s favor upon which court awarded her a lump sum of UGX 9,625,000/=The Respondents failed to honor the award to which execution proceedings were issued. A consent settlement was entered into by the parties to which it was agreed that the decretal sum would be paid in three

installments. Therefore on 12th October the first installment of UGX 3,000,000/= was paid to the Claimant, she was overwhelmed with excitement as it has been a journey she bragged with pride *“these people thought PLA was a joke they have showed them fire i am a millionaire”*. Edith intends to use the monies recovered to boost her poultry and piggery farm.



A delighted Tibenkana receiving her money from the Legal Officer

Agweng Milly recovers stolen land

One acre of land was recovered for and on behalf of **Agweng Milly** a cleaner who reported to PLA Amolatar C.B.O office a case of trespass to land against Chong



Jeremiah. The respondent had trespassed on the claimant’s customary land measuring approximately one acre and denied her rights to use the same. The claimant had made several attempts through cultural leaders to recover the same but respondent has not been cooperative. She sought PLA legal aid services for purposes of recovering the said land from respondent. Upon mediation, we sensitized respondent on property right and implored him to settle our

client’s claims amicably. It was therefore resolved that our client’s land be handed back by end of December 2020 after respondent harvesting his crops. A follow up was made

and Milly reported that the respondent had since handed the said land to her and the preparation for 1st season cultivation is under way.

2.2 OUTCOME 2: INCREASED AWARENESS ABOUT THE RIGHTS OF VULNERABLE AND MARGINALIZED WORKERS AMONG COMMUNITIES AND DUTY BEARERS

65,292 people including workers, children, employers community members were reached with awareness information on the Work place Standard operating procedures which were developed by the Ministry of Gender, Labour and Social Development which are aimed at controlling the spread of COVID-19 at work places, rights and responsibilities in an employment relationship, rights of a police suspect, procedure for applying police bond, domestic violence, rights of children and responsibilities of parents and guardian in the protection of children, child labour, health risks of COVID-19 and how to combat the spread of the virus, land among others.

These were reached through a range of awareness strategies including work based awareness, employer- employee work place dialogue, legal aid at police, peer education and targeted awareness raising to groups, social media platforms on face book and twitter.





WE INDIRECTLY REACHED APPROXIMATELY 2 MILLION PEOPLE WITH AWARENESS MESSAGES

In additionally, we indirectly reached an estimated 2million people through different media approaches. These included Television, Mainstream radio talk shows, Community radio mega platforms and social media platforms. Television awareness raising was conducted on UBC Star and Bukedde Televisions as free airtime;



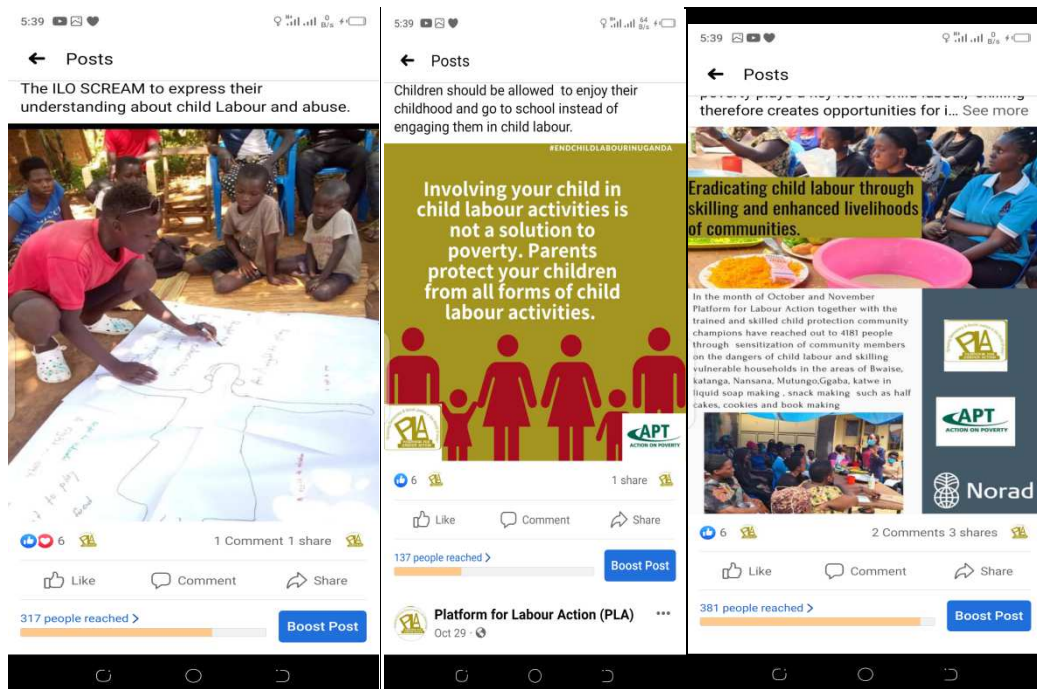
talk show awareness sessions were held this period. In the central region talk shows were held on Simba radio, Bukedde Radio, Prime radio, Tiger FM and in Eastern region talk shows were held on Eastern Voice in Bugiri, R FM, Eye FM, Impact FM Iganga and Voice Lango in Lira. These awareness sessions were facilitated by project staff and probation officers, Labour officers, Child and Family Protection Police. Socail media

platforms, 91 awareness sessions trough community radio mega platform across the districts of operation. All these leveraged PLA's geographical coverage and reach of

her services. The shows focused on the impact of the suspension of pre-primary education on women's economic development, the emerging issues in labour in the context of the Covid-19 pandemic with special interest on the manner in which employers should handle cases should termination be an option and understanding child labour and its impact and role of family, community, private sector, children and law enforcement officers in preventing it.



The awareness focused on safe labor migration covering topics such as understanding trafficking in persons, schemes used and safe ways of participating in labour migration by emphasizing what information one needs to know before seeking employment outside Uganda.



PROMOTING COMPLIANCE WITH THE LABOR AND EMPLOYMENT STANDARDS

PLA worked in partnership with the district labor officers to conduct 49 workplace inspections in Kampala and Eastern region. These were targeted child labour inspections conducted in markets, stone quarries, rice mills, scrap collection centres, restaurants, timber and sugar cane factories. As a result 1030 (334 female, 696 male) community members were reached with awareness messages.

Some of the private sector players heeded to the orders and guidance issued by the labour officers regarding the employment of children. One such player was Nature International Wood Company. The company has adhered to the guidelines from the Labour officer and provided protective gadgets, stopped the employment of children and has put in place measures to ensure that no children are employed by the company including a requirement for National Identity Cards. The management of the company also requested PLA to guide them in the development of codes of conduct against child labour such as information fliers, poster cards and stickers



The above photos show the different sessions held with the community members at Bagaga kwagalana and Mende stone quarry

PLA informed the ongoing legal reforms in the social security pillar of social protection in Uganda

PLA was invited by Parliament of Uganda to provide inputs and expert opinions on the proposed National Social Security Fund Amendment Bill 2021. Accordingly, PLA presented a policy analysis of the Bill and made recommendations. It important to note that all the recommendations made to parliament, were adopted in the final Bill that was passed by parliament that currently that was assented to by the Presidential.



On the left is the manager programme addressing media after meeting with the parliamentary committee of gender labour and social development on the NSSF Bill 2021.

PLA also contributed to the development of Employment (Apprenticeship) Regulations organized by the Ministry of Gender, Labour and Social Development. These regulations are aimed at regulating the employment of apprentices in the Country as a means of providing the youth with employability skills through work-based/practical learning. The meeting also unveiled the Uganda National Apprenticeship framework.

In addition PLA informed the development process of the national counseling and guidance framework for promoting school to work transition. The guidelines are aimed at providing an operations framework on how to provide career guidance to young people in the country.

OUTCOME 3: STRENGTHENED DISTRICT, NATIONAL, REGIONAL AND GLOBAL PLATFORMS FOR ADDRESSING THE RIGHTS OF VULNERABLE AND MARGINALIZED WORKERS

196 MEMBERS OF THE LOCAL COUNCIL CHILD PROTECTION COMMITTEES TRAINED

196 Local Council Leaders and their vice chair persons from Iganga, Bugiri, Kaliro, Wakiso districts and greater Kampala were trained about child Labour, children's

rights, the laws and regulations in line with child protection, child abuse and how they can best respond to such cases in their communities. The local council leaders committed to take action to address child exploitation within their areas of operation. By close of the year through the monitoring exercise 96% of the sampled trained local council leaders had raised awareness on the dangers of child labour, 94% on positive parenting, 2% had identified the employers engaging children and engaged them to stop the practice.



The above photos show the project team and participants during the training of local leader

153 local, religious, youth councils and cultural leaders from Amolatar and Dokolo oriented and trained to promote ethical recruitment practices and safe labor migration.

153 religious leaders, youth councils, cultural leaders, local leaders, community development officers and some police officers in Amolatar and Dokolo districts were sensitized and equipped with information on ethical recruitment practice, safe labour migration and their role in promoting these in their communities. In addition, the leaders were also sensitized on the key provisions in the 2021 Employment (Recruitment of Ugandan Migrant Workers) regulations. Overall, the leaders committed to always monitor the recruitment activities within their communities including taking necessary steps to verify recruitment companies and their representatives who present themselves to their offices as well as caution community members especially when seeking for introductory letters.



Dokolo District Commander Mr. Bushieja Hannington Kanim and A religious Leader Amolatar



The participants of the sensitization meeting on ethical recruitment and safe labour migration facilitated by Lira Legal Officer – Bridge Kusemererwa (third from right in maroon dress) at Dokolo Parish Hall on 27th September 2021.

Domestic Workers supported to develop a petition paper as an engagement and advocacy tool.

PLA supported the Executive leadership of Domestic Workers Associations to develop a petition paper calling upon the Speaker and the 10th Parliament at large to expedite the passing of the Employment Amendment Bill 2019. The Bill seeks to among others recognise and regulate the employment of domestic workers in Uganda. The petition paper was used as an engagement and advocacy tool by the domestic workers to rally support of National Women organisations and engage with the Speaker of parliament.



National Women Organizations and Labour unions committed and rallied their support to Domestic Worker’s Call to Parliament of Uganda.

An engagement and strategizing meeting for National Women Organisations and labour Unions was convened with aim at providing a platform for domestic workers to engage and solicit for support of the National women organisations and labour unions to petition and beseech the 10th Parliament to expeditiously pass the Employment Amendment Bill 2019 that seeks among others to legally recognise and regulate the employment of domestic workers in Uganda. The meeting was attended by 32) representatives from women organisations including Akina Mama Wa Afrika , Center for Domestic Violence Preventions, Restless Development, Uganda , Mentoring and Empowerment Programme for Young Women, Women of Uganda Network (WOUGANET), Strategic Imitative for Women in the Horn Africa (SIHA), Confederation of Free Trade Unions Organisations, Uganda Women Parliamentary Association among others.

Photo Gallery for the meeting



PLA SUPPORTS DOMESTIC WORKERS TO PETITION SPEAKER OF PARLIAMENT

PLA supported Domestic workers through their umbrella body Domestic Workers Association (DOWA) to develop a petition paper which they presented to the speaker of parliament to expedite the passing of the Employment Amendment Bill 2019. The Speaker in response promised to pass the Bill.



From Left; Executive Director PLA, Leaders of Domestic workers, Right Honorable speaker of Parliament, Rebecca Kadaga, Chairperson of UWOPA and two Hon.



Domestic workers and allies congregated with their allies after presentation of the petition to the speaker of parliament to further amplify their voices
 Members of Parliament and Representatives from National Women and Youth Organizations joined Domestic workers at the press conference after delivering the Petition to the Speaker of Parliament.



On the Left is Hon. Pamela the Chairperson of UWOPA with Domestic workers at press conference at Parliament of Uganda

Ugandan Parliament passes the Employment Amendment Bill 2019

The parliament of Uganda debated and passed the Employment Amendment Bill 2019. This came following a petition by domestic workers to the speaker of parliament in which they called upon and beseeched the speaker and the 10th Parliament at large to expedite the passing of the Employment Amendment Bill 2019 before the end of term of office. The speaker committed to steer parliament to discuss and passing of the Bill. The Bill is now waiting for the president to assent to it to become law. The face book link shows parliamentary plenary session: <https://fb.watch/4BwEDEF3jP/>



DOWA SUPPORTED TO LAUNCH PIONEER STRATEGIC PLAN

The Domestic Workers Association launched and celebrated this milestone of advancing domestic workers rights. Domestic workers Association were joined by strategic partners in a historic moment to launch their pioneer 3 year strategic plan. The participants included civil society organizations, labour unions and domestic workers associations from Uganda and around the world on the online forum.



Above shows the consultant sharing with participants the DOWA strategic plan during the official launch at fairway hotel

STRATEGIC OBJECTIVE 2; TO STRENGTHEN SOCIAL PROTECTION INITIATIVES FOR VULNERABLE

National Launch and Rolled out of the project entitled: Eradication of Child labour in Uganda

4 Inception meetings at the national level and district level with 194 key stakeholders to introduce, popularize and roll out project entitled “Eradicating child labour in Uganda”. The stakeholders who attended the meeting included representative from the Norwegian embassy, officials from the Ministry of Gender and labour and Development, Deputy Resident City Commissioner, Labour Officers, Probation officers, Community Development Officers from the districts and sub counties of operation, Police Officers and representatives from civil society organizations, Resident District Commissioner, Chief Administrative Officer, LC5 Chairperson, district planners. The project was positively received with pledged political and technical support having been launched by the Ministry of Gender Labour and Social Development.



The above photo shows the Assistant Commissioner Mr. Tollea Francis giving his remarks during the inception



209 Community champions trained on entrepreneurship skills

209 community champions were trained from Greater Kampala Area and Busoga sub region with 112 and 97 champions trained respectively in each region. They were empowered with general information about child labour, child right and the topics discussed were; introduction to child labour, definition of child labour, child rights, the different forms of Child Labour Vs light work, parenting principles, laws and policies against child labour, child protection and safe guarding and role of stakeholders in the eradication of child labour. They were further empowered with business and hands on entrepreneurship skills in bakery, snacks making, book making, bar and liquid soap making as well as business management, customer retention, packaging and presentation. The champions were tasked to reach out to community members with the information and skills acquired to reduce the use and demand for child labour in their communities.

Photo Gallery



Photos showing project officer reviewing the client's expectation as client in the other photo pin up their views



The District Chairperson of Iganga District Local Government delivering opening remarks at the training of community champions in Iganga district.

Photos for the Skilling sessions





The above photo show participants during snack practical in Kampala

As a result, the trained community champions formed and created Information sharing and coordination platforms.

Since the training, this pool of knowledgeable champions have been able to reach a total of 4,360(2,870 female and 1,490 male) community members including families with children in child labour activities and sensitised them on child labour issues, parenting, child protection and counselled them to protect the children from child labour.

3,220 COMMUNITY MEMBERS SKILLED IN LIQUID SOAP MAKING AND BAKING SNACKS,

A total of 3,220 (2,707 female and 513 male) community members from Kampala, Wakiso, Mukono, Iganga, Kaliro and Bugiri were skilled in making liquid soap, daddies, mandazi, meat pies, samosas, Crips. These were skilled by the trained pool of 209 community champions. These community members have kick started earning from these skills acquired to increase their sources of livelihoods at the household level.





On the right is Ms. Babirye Viola a trained community champion from Sempa Zone in Kawempe Division of Kampala training a group of community members from her community in liquid soap making.

The community members applauded PLA for the initiative and a section of them started using these skills to increase their household incomes.

Community stories

‘I am now relieved because I can afford to buy some basic needs for my family’

Mr. Mutebi Matiais a 33-year-old male from Kamira Bikomo village, Iganga District. He was one of the community members skilled in snack making (chapattis, mandazi, half cakes, and daddies among others) by a community champion Ms. Dorothy Kwogeza who was aware of Matia’s struggling economic situation which was risking the children into child labour activities on the community. Prior to the skilling, Matia and his family of six members depended entirely on subsistence farming (small scale) and it was always difficult for him to provide basic

necessities. Matia says that after the skilling and having known the requirement, he was positive that he could start with whatever little capital he had to supplement what he gets from the subsistence farming. He immediately started up a chapatti stall in the nearby trading center in his village.

Matia says that since starting the stall, he is always assured of a daily income and he has seen gradual changes particularly his ability to respond and provide basic needs that require money. *“I am now relieved because I can afford to buy some basic needs for my family, which was not the case before the training. I feel like a big load has been put off my head,”* Mutebi said. He was literally grateful for the program and the community champion for instilling such skills to the struggling community members. He is also willing to offer free training to any community member who wants to learn and earn extra. Matia even has plans of expanding the business; *“Now that my wife has equally attained the knowledge and skill, I plan to open up another chapatti stall”* and her has plans in venturing in baking as well.





Matias serving a client at this Chapati stall in Kamira village- Nambale Sub county Iganga district

Convened National stakeholders on labour migration and they dialogued on strategies to promote safe labour migration for all.

We convened a national key stakeholders meeting under the theme of “Promoting fair and ethical recruitment practices in Uganda’s migrant labour sector”. The meeting which aimed at providing a strategic platform to discuss and dialogue on issues emerging and affecting the operations within the industry with ultimate goal of promoting safe and productive labour migration in Uganda for all brought together private sector players in labour migration (recruitment agencies, training institutions, advocates), government ministries and agencies, international development agencies working on migration and civil society organizations. A total of 112 participants attended the meeting surpassing the target number of 100 participants. Key speakers included Mr. Martin Wandera Director Labour, Employment and Occupational Safety Ministry of Gender, Labour and Social Development, Ms. Agnes Igoye Deputy Chair of the National Prevention of Trafficking in Person Office Ministry of Internal Affairs, Ms. Florence Kata, Executive Director Migrant Labour Trainers

Association MILTA and Mr. Baker Akantambira Chairperson Uganda External Recruitment Agencies. The panelists presented measures, emerging issues and challenges faced by the institutions represented in fostering ethical recruitment practices.

Key recommendation from the meeting was the need for massive awareness raising to the public about ethical recruitment practices and safe labour migration pathways including showcasing the benefits that come with it so as for the public to shun illegal means. Continuous support to recruitment companies to onboard and adopt the recommended ethical recruitment practices in their business operations. Ensure to enforce the law on illegal recruiters and illegal practices so as to make illegal practices unprofitable.



Dear Stakeholder,

With great pleasure, Platform for Labour Action invites you to participate in a webinar-zoom engagement meeting with key stakeholders in the migrant labour sector.

THEME

“Promoting fair and ethical recruitment in Uganda’s migrant labour sector”

Speakers



Ms. Florence Kata
Executive Director MILTA



Ms. Agnes Igoye
Deputy chair of the National
Prevention of Trafficking in
Persons Office



Mr. Baker Akantambira
Chairman Uganda Association of
External Recruitment Agencies



Mr. Martin Wandera
Director of Labour, Employment
and Occupational Safety and
Health, Ministry of Gender Labour
and Social Development

Moderator



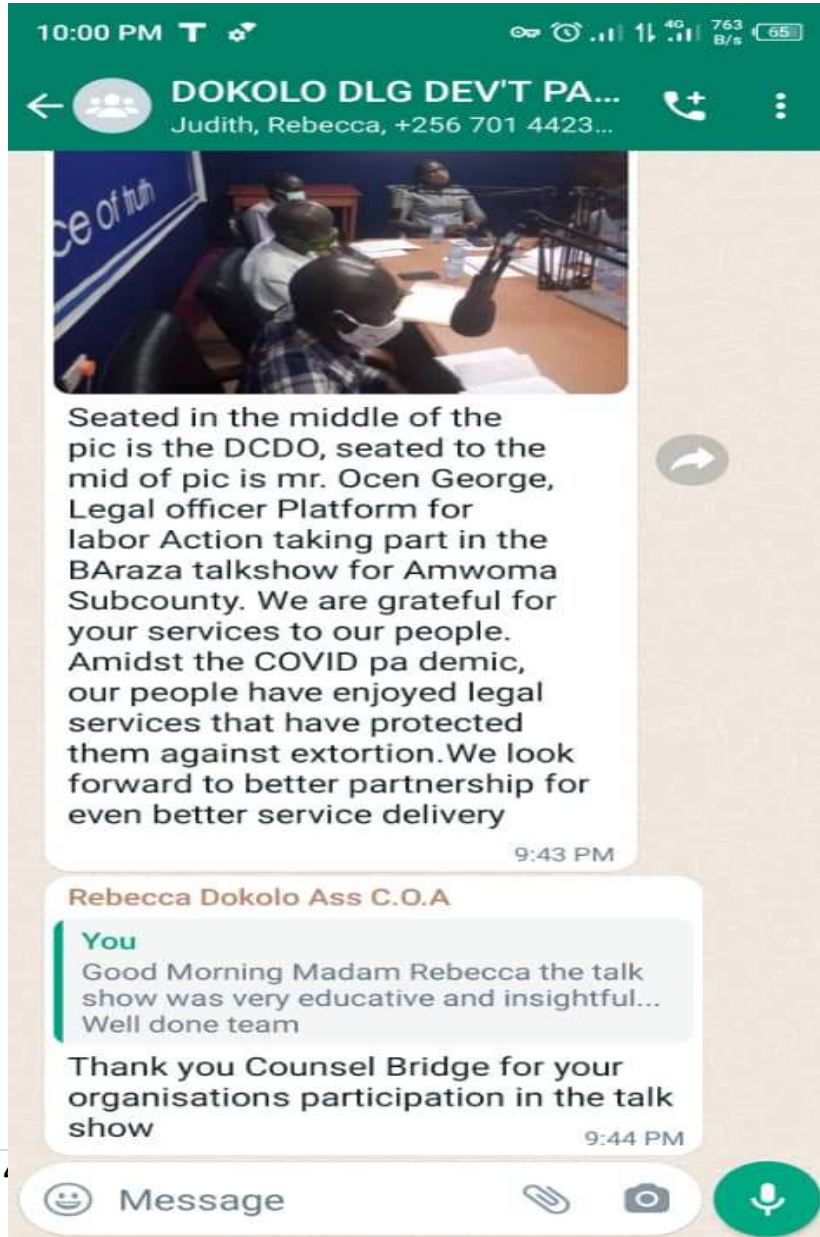
Mr. Tegulle Gawayo

Date: 30th Sept 2021 **Time:** 10:30am

SO 4: TO STRENGTHEN PLA’S INSTITUTIONAL AND ORGANIZATIONAL CAPACITY TO IMPLEMENT THE STRATEGIC PLAN BY 2024

Four new projects were secured and on boarded during this year. These included projects entitled: 'Strengthening National Network of Domestic Worker to Promote Decent Work for Domestic Workers in Uganda' with funding from Global Alliance Against Trafficking of Women; 'Eradication of Child labour in Uganda' with funding from the Norwegian Agency for Development Cooperation; and two new short term intervenes from two funding UN Agencies. These included; Promoting Ethical Recruitment and Safe Migration in Uganda funded by International Organization for Migration (IOM) and Livelihood and employment support services to Ugandan return migrants' funded by the Food and Agriculture Organization. The overall goal is to strengthen the Socio-economic reintegration of Ugandan return migrants affected by COVID-19 through orientation, legal counseling and business coaching.

This particular project has boosted the organizational social protection thematic programme interventions targeting the children at risk and those exploited as well as vulnerable households.



The interventions have strengthened and enhanced PLA's relevance in the districts of operation. Dokolo District leadership provided PLA free airtime on radio to further sensitize the community members on ethical recruitment and safe labour migration. Accordingly, PLA has since received appreciation from District Community Development Officer for taking part in the Baraza talk-show and for the services rendered generally

THE UN HUMAN RIGHTS COUNCIL ADOPTED TWO OF PLA'S RECOMMENDATIONS IN THE LABOUR CLUSTER REPORT.

PLA submitted labor rights cluster report to the United Nations Office of Human Rights a head of Uganda's Universal Peer Review. The report detailed the status of implementation of Uganda's commitments gaps and recommendations particularly in the labor and employment sector of the country. The UN human Rights Council adopted and recognized PLA's recommendations made in the report.

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NCHRDs-UG
@NCHRD_UG

...

"To date, Uganda doesn't have a minimum wage to protect its labor force from exploitation with 18% of the labor force characterized as the working poor" ~ @bwiite (Manager Programs: Platform for Labor Action). #UGUPR2022



Networking and coordination

PLA continued to network and coordinate with other likeminded organizations through attending and participating in meetings o individual organizations and network organizations.

- a) As a member of the industrial Court Users, PLA was invited and participated in the launch of the implementation of the new provisions of the Labour Disputes Arbitration and Settlement Act 2021 particularly the separation of the quorum of the court.
- b) PLA has continued to grow her international positioning to inform the labor and employment sector at the global level. This period PLA attended and led discussions at international convening.

← Tweet



Commonwealth Human Rights Initiative (UK)
@CHRI_UK

...

Our virtual forum is kicking off! Stay tuned for key highlights from our speakers and information about our new report on the importance of ratifying ILO #C189 for #DomesticWorkers across the #Commonwealth.

Join us this Human Rights Day

Domestic Work is Work

Using ILO Convention 189 to Protect Workers' Rights Across the Commonwealth

VIRTUAL FORUM
10 December 2021, 12:00 GMT
Register here: <https://bit.ly/3lew9a>

Moderators

- Marieke Koning**
Policy Advisor, International Trade Union Confederation
- Sneh Aurora**
Director, Commonwealth Human Rights Initiative, UK

Speakers:

- Guy Ryder**
Director General, International Labour Organization (ILO)
- Myrtle Witbooi**
President, International Domestic Workers Federation, South Africa
- Bwite Lydia**
Director of Regulations, Ministry for Labour sector, Uganda
- Hon. Karl Samuda**
Member of Labour and Social Security, Jamaica
- Avril Sharp**
Policy and Campaigns Officer, Glasgow, UK
- Owen Tudor**
Policy General Secretary, International Trade Union Confederation

Logos: CHRI, ILO C189