



# PLATFORM FOR LABOUR ACTION



# 2022 ANNUAL PERFORMANCE REPORT

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# MESSAGE FROM THE CHAIRPERSON BOARD OF DIRECTORS

**MS. Patricia Atim O'Podong**  
CHAIRPERSON - BOARD OF DIRECTORS

I am honoured to present to you our annual report for the year 2022 on behalf of the Board of Directors Platform for Labour, the Secretariat and on my own behalf.

Like the previous year, this was full of uncertainties. The funding sector had just lost one of the biggest donor in the country; the Democratic Governance Facility. The closure of this funding facility did not only affect

PLA's programming but also other service providers particularly the legal aid service providers.

As a Board we are proud to state that PLA remained resilient and courageous in this storm 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 performance for 2022. Within this Annual Report you will find brief highlights of our efforts and

contributions in 2022 as well as some of the most heart-warming 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; Hope for Justice, Global Fund to End Modern day Slavery, Global Giving, Action on Poverty, Norwegian Agency for Development Cooperation, 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**

*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.*



# MESSAGE FROM EXECUTIVE DIRECTOR

**Grace Mukwaya -Lule**  
Executive Director

**O**ur dear stakeholders, I once again welcome you to look at our collective ray of performance for the year 2022 as an organisation.

The year 2022 was a resilience year for us at PLA. We had just lost one of our major funding partner, the Democratic Governance Facility for our core legal aid programme area in 2021. It was a resilience year indeed as we

*Our resource mobilisation efforts resulted into securing and on boarding a new project entitled “Civic and Political Participation of women market vendors in Lira and Kaliro Districts of Uganda” funded by Belgium Agency for Development Cooperation.*

witnessed many organisation equally affected with the same wave close down offices and operations but yet, PLA remained operational amidst this storm. We were only able to survive because of the support we received from you, our stakeholders. Thank you for standing with us!

I am happy to report that the organisation was able to successfully implement all our programs and project including projects entitled: ‘Eradication of Child labour in Uganda’ with funding from the Norwegian

Agency for Development Cooperation; Addressing Child Trafficking and Slavery (ACTS) in Uganda funded by Global Fund to End Modern day Slavery. We successfully completed the Addressing Child Trafficking and Slavery (ACTS) in Uganda project

Our resource mobilisation efforts resulted into securing and on boarding a new project entitled “Civic and Political Participation of women market vendors in Lira and Kaliro Districts of Uganda” funded by Belgium Agency for Development Cooperation.

We remain eternally grateful to our development partners for the continued trust in our ability to deliver on our mandate and support both financial and technical over the years. Thank you!

To our Board of directors, thank you for the oversight that you offered throughout this resilience year 2022 and to the Staff at the Secretariat who are committed to contributing to the social justice and providing 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.

Grace Mukwaya -Lule  
**Executive Director**



# MESSAGE FROM **STAFF**

**Bridge Kusemererwa**  
Legal Officer, Northern Region Field Office.

## **JUSTICE AT LAST!**

**The Year 2022 outlook by: Bridge Kusemererwa - Legal Officer, Northern Region Field Office.**

In my seven years of Practice, the Northern Region has shaped my career both as an Advocate and more so as PLA's Legal Officer. In a unique way, the year 2022 was memorable.

*Despite having an office switch from Lira to Kampala, I was still committed to the desire of representing the marginalized.*

**a. Highlight:**

Having waited for 5 years, we received the long-awaited notification that the Industrial Court of Uganda will be holding a Labor Circuit in Lira.

Despite having an office switch from Lira to Kampala, I was still committed to the desire of representing the marginalized. This commitment enabled me to ensure the proper filing of 22 cases for and on behalf of 54 (16 female and 38 male) Clients. As a result 13 are now consent settlements; 7 cases proceeded to trial; out of which we have received two awards and the remaining 5 are due for judgment.

Bringing smiles to the faces of more than 46 people represented in the labor circuit through recovery of Ugx. 49, 583, 359/= has been the biggest highlight of 2023 that encourages me to push beyond my perceived limits.

**b. Challenges:**

Despite the year being one of hope and fulfilment, it has equally had its downside. We have been operating with a limited budget that affected our outreach capacity thus limiting our service delivery capabilities.

Secondly, the people that we set out to serve have a lot of mistrust more so if you are not one of their own. We would have helped several but for the mistrust based on language, cultural differences, and political affiliations.

**c. Hopeful:**

I am hopeful that the year 2023 will be more rewarding thus enabling my career growth. I look forward to positively impacting on the lives of the Vulnerable and marginalized through Advocacy, legal aid as well as creating more legal awareness on civic rights.



# MESSAGE FROM PARTNERS

## ACTION ON POVERTY -UK

Action on Poverty is delighted to be working with Platform for Labour Action (PLA) on two fantastic programmes in Uganda, continuing our highly successful partnership which dates back over 10 years. Our two current programmes are working towards eradicating child labour by working holistically with children, parents, communities, leaders,

*PLA's strong expertise and experience of dealing with issues of child labour and exploitation and workers' rights is well recognised in Uganda.*

local government and employers; and empowering women market vendors to lead and transform the markets in which they work.

PLA's strong expertise and experience of dealing with issues of child labour and exploitation and workers' rights is well recognised in Uganda. Our project to Eradicate Child Labour in Busoga sub-region and Greater Kampala Metropolitan Area (funded by Norad) has already achieved impressive results: by the end of 2022, 3,640 households had taken positive steps to withdraw their children from child labour, whilst activities are also catalysing wider change at the national

level – with the development of a Child Labour Workplace inspection checklist underway, in addition to a seal to certify employers as free from child labour. It is exciting to think that these changes will influence the child labour landscape throughout Uganda, not just in the target areas that we are working in.

Meanwhile, our project to improve the Civic and Political Participation of Women Market Vendors in Kaliro and Lira districts (funded by Belgian Development Cooperation) has catalysed significant change in its first year: following the training of market women in transformative leadership, 62% of the leaders elected to Kaliro Market Management Committee were women, so women are forming the majority of the market leadership for the first time. The market women's groups are leading the way in engaging local authorities to secure improvements in their respective markets, as well as developing their own flourishing group businesses to diversify and strengthen their income sources.

The success of these programmes is in large part due to the dedication and hard work of PLA's staff team, who are passionate about working collaboratively with marginalised people to claim their rights to safe and lasting work. It is a pleasure to work with PLA and we are immensely proud of what our partnership is able to achieve.

# Acknowledgment and appreciation to our partners and stakeholders!

**P**latform for Labour Action as an entity can only thrive with the collective support of her partners and stakeholders. The achievements we registered and share in this report would not be possible without the financial and technical support of our Development partners; Democratic Governance Facility (DGF), Global Fund to End Modern Day Slavery (GFEMS), Norwegian Agency for Development Cooperation (Norad), Belgian Government, Global Alliance Against Traffic of Women (GAATW), Food and Agricultural Organisation (FAO)

In addition, we acknowledge and appreciate the collaboration and partnership that we enjoyed with Hope for Justice, Action on Poverty UK and The International Labour Organisation (ILO) in the implementation of programmes during the year 2022. It was a pleasure working with you to deliver services to our target groups.

Our sincere appreciation goes to the Government of Uganda in particular Ministry of Gender, Labour and Social Development, Parliament of Uganda, Local Governments of Kaliro,

Bugiri, Iganga, Lira City, Lira District, Amolatar, Dokolo, Wakiso, Mukono, Nakawa, Makindye, Central, Kawempe and Rubaga for the support and active participation in our programming throughout the year. You made our efforts to count!

In a special way we thank our community structures that we worked with in the delivery of the services to the target groups. Your efforts and willingness to serve your communities ensured effective results. Thank you!

To our beneficiaries at all levels, our mandate is to serve you and ensure that you realised your full potential. Thank you for allowing us to make a difference in your life.

To the staff of the organisation, thank you for working collectively, selflessly, and passionately to deliver services to the target groups of the organisation. Your dedication is invaluable.

# 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



## Strategic Goal

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



## Our Mission

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

## 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.

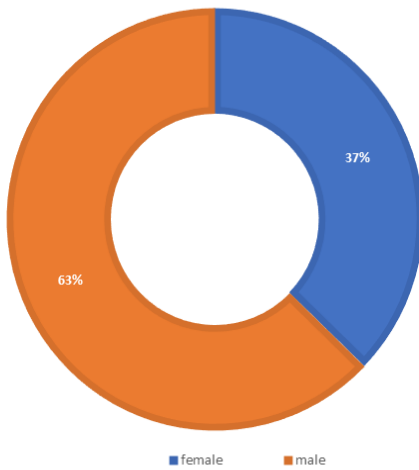
In this respect, PLA engages in social enterprise interventions to raise resources to support the fulfilment of its mandate. It is highly accountable to its internal and external stakeholders, has developed a solid reputation over the years, it is consistently raising its standards of service enabling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

# OUR ACHIEVEMENTS IN 2022

## 1.0

## HUMAN RIGHTS AND ACCOUNTABILITY

CLIENTS GENDER



We enabled a total of **1,178(439 female and 739 male)** poor vulnerable and marginalized persons/ workers accessed legal support services to address their various justice needs/challenges majority 80% were labour and employment related disputes, domestic violence, child and family neglects, land disputes among others . They received legal aid services such as legal advice, legal counselling, and representation in mediations, negotiations, quasi- Judicial Courts like the Labour offices and courts of law especially the Industrial Court.

Overall, a total of **935 (300 female and 635 male)** had their cases handled

and concluded within the year. These were concluded through amicable means of settlement, court hearing and awards, conciliation and reconciliations. Accordingly money was recovered, clients recovered properties and family members and community member were reconciled.

**UGX 337,454,491/=** was recovered for and on behalf of 354(75 female, 279 male) clients as unpaid wages, compensation for unfair termination/ dismissal, debt repayments, child maintenance, medical attention for injuries sustained in the course of employment.

*Mr. Ojok Dennis, Mr. Benard Otanga, Mr Otto Roy and Mr. Otim counting their received payment.*





*The captions above from left to right Okot Raphael and Apio Lilly with cheques of money recovered on their behalf by the Legal Officer Bridge Kusemererwa (in a blue dress)*

**Enabled 19(7 female and 12 male)** clients recovered their pieces of land following PLA intervention in their land and property disputes. This was through mediations with the disputing parties, local council leaders and clan leaders.



*On the left is Etuk Hendry (a gentleman in long sleeved yellow-shirt) whose land was recovered and on the right is Mr.Ocen Daniel (a gentleman in the middle) together with his wife sharing a photo with PLA staff after recovering his land situated at Abarilop village, Alemere west, Agwingiri Sub County in Amolatar District*



## Community empowerment for attitude, behaviour and practice change



*Project officer in Kaliro District sensitizing market women in Kaliro main market*

Over the year, **1,019,083 people** including parents, guardians, employers, employees, children and community members at large were reached and sensitised using a wide range of strategies including community dialogues, peer to peer awareness, work based awareness, work place inspections, school awareness, multimedia spaces including radio stations, Television and social media platforms. They were reached with awareness messages rights of children, effects of child labour and their role in the prevention and protection of child abuse and exploitation; workers' rights and responsibilities, land rights, trafficking in person, safe procedures of labour migration, gender based violence, women property rights among others.

*Project officer in Kaliro District sensitizing market women in Kaliro main market*

The multimedia platforms strategically leveraged the reach of our work and services within and beyond the geographical coverage. In addition, the general public is using the information received to take action against violations within the communities. For instance, a case of child neglect was reported at PLA legal aid clinic by a single mother against the father of the child who can afford to provide but he has deliberately refused.



The media survey further indicates that majority 61% of the people reached with awareness messages through radio talk shows used the information that they received to improve their own practices and perception labour child labour and those of the community members. For example;



*“Doing my duties as a parent, not allowing my children to work since they are underage and keeping my children in safe places”. A male respondent from Namungalwe village, Iganga district stated*



*Another male respondent from Bulesa sub county, Bugiri district stated that; “I have used this message to advise parents to respect their children no matter what they do since am a parent too”.*

## Promoting business and human rights compliance in Uganda.

PLA supported district, divisional and Municipality labour officers to carryout 67 compliance work place inspections particularly child labour specialised inspections in highly industrialised and active business areas in Mukono, Wakiso, Kampala divisions, Iganga, Kaliro and Bugiri districts of operation. The central inspections targeted informal sector employments and were found to be employing children and the eastern region inspections were focused on the sugar and rice supply chains which also were found to be employing children. Labour officers were able to guide employers on the employment of children while other work places were ordered with immediate effect to stop the employment of children below 12

years. In extreme cases, labour officers gave interim orders of close off work places for the employers to rectify the issues identified. **For example Labour officer temporarily suspended the operations of Construction Company for its involvement in Worst Forms of Child Labour!** A Labour officer from Makindye Division one of the Kampala Capital City Authority issued an interim order dated 10<sup>th</sup> May 2022 to discontinue any work progress until the company complied with labour and employment standards under the Employment Act 2006 on the employment of Children. The Company was found employing children in dangerous heights with no protective gears at one of its construction sites in Kampala. In addition the company lacked worker man insurance for the workers with no risk assessment at all. All this happened during a work place inspection conducted by the labour officer in partnership with Platform for Labour Action. The Labour officer is one of the duty bearers who has been engaged under the project entitled Elimination of child labour in Uganda.



*The above photos show the KCCA Labour officer in Pink shirt and PLA Legal Officer in suit during inspection at one of the construction sites.*

## 203 Private sector employers in sugar and rice supply chains and informal sector employers trained on child rights and business principles to eliminate child labour.

In collaboration with the Ministry of Gender, Labour and Social Development and district Labour Officers, a total of 203 (95female, 128 male) members of the private sector were trained on child rights and business principles. Following the training, the private sector players draw due diligence plans to prevent and reduce child labour activities within their supply chains. By close of the year 2022, different private sector players had begun to take positive due diligence steps to address child labour practices within their production and supply chains. **For example;**

An example is the leadership of Busowa rice farmers cooperative that organized an in house awareness session with 81 (10female, 71 male) members of the cooperative. The leadership invited the district labour officers to further guide them on the legal component of employment children to ensure no exploitation. The members of the comparatives welcomed the knowledge and committed to take the due diligence steps to address child labour issues on their farms

Mr. Beyongera Robert a sugar cane farmer under Nambale Farmers Association used knowledge acquired from the training particularly the due diligence steps to withdraw 5 children who were involved in child labour in sugar cane cutting on his farm. He supported the 5 children with school fees and scholastic materials and sent the children back to school at Nabitovu Primary School a government aided school. He draw a plan with the children to only work on the weekends and public holidays because the children were abandoned by their parents.



**100 women market group leaders trained on transformative leadership and governance and are actively participating in the decision making processes and management of markets as their working spaces.**



*being confident to take on issues affecting your area and present it to District authorities, issues such as overcharging market vendors, lack of toilet facilities within the market, corrupt market leaders, conflicts among market vendors,.... I am now elected as the sector leader in our market....."*  
(Main market, Kaliro)

A total of 100 women market group leaders from Lira and Kaliro Districts of operation were trained on leadership, factors affecting women's participation in leadership, how to counteract the challenges to increase participation in leadership. Following the training, the leaders undertook peer to peer awareness reaching 1,117(1,027 female and 90male) fellow market vendors.



Another respondent reiterated;

*"...I was very fearful and people could approach me to take lead on many things like being a group leader, but I could fear, but now I understand that, one of the main principles of leadership is*

**Trained market leader in Kaliro Main Market sensitising fellow market women leadership and calling upon them to participate in decision making processes regarding the markets**



*DPC addressing the market vendors on the issues of security around the market and encouraging them to report to*

## **Women market vendors in Kaliro and Lira Main Markets demand for social services from Leaders!**

Market vendors empowered are actively and meaningfully engaging with the district technical and political leadership to address their concerns that affect operations in and around the markets. For instance, the trained market women in Kaliro central market mobilized fellow market vendors and invited the district and town council leadership to attend a meeting on 6<sup>th</sup> September 2022 to present the issues such as lack of toilets, poor drainage systems, and lack of security lights in the market, poor sanitation, and street vendors which are affecting their operation. The leaders responded

and applauded the actions of vendors for taking the initiative to civically engage with them to make their concerns known after a long time with such engagement. The leaders committed to addressing the issues raised. The leaders called on the vendors to continue with such actions of holding them accountable and ensure that they get the service they ought to be getting. In Lira main market, the city authorities returned electricity in the market following the women engagement with the leaders.

# 2.0

## HUMAN RIGHTS AND ACCOUNTABILITY

**2,867 community members, market vendors, parents/guardians trained and skilled for income generation and diversification.**

2,867 community members, market vendors, parents/guardians have trained and skilled in hands on entrepreneurship skills in liquid soap, bar soap making, shoe making, crafts making, table cloth designing, and snacks making as well as financial literacy, savings, record keeping and group formation. The skilling targeted vulnerable households with at risk or affected children in child labour activities and market vendors to diversify their incomes beyond the stall. This skilling has been majorly through peer to peer skilling from the trained community champions. 26 groups of parents of former child labourers were formed and they are actively undertaking income generating activities to maintain their children in school.

The monitoring and evaluation reports that sample 120 family heads indicated that there are tremendous signs of increase in household incomes emanating from the skills trainings delivered to household heads. **An example is Ms Nanono Nusra a widow and a community member from Bugiri Municipality was trained by Mr Kizito a community champion in skills of liquid soap making and she is currently earning a living with this skill.**

***“.. I currently make 2 Jerri cans of liquid soap and sell them in two days. These days people prefer Liquid soap to Bar soap since bar soap is very costly” said Ms Nanono. I have been able to maintain my children back to school from working on sugar plantations.***

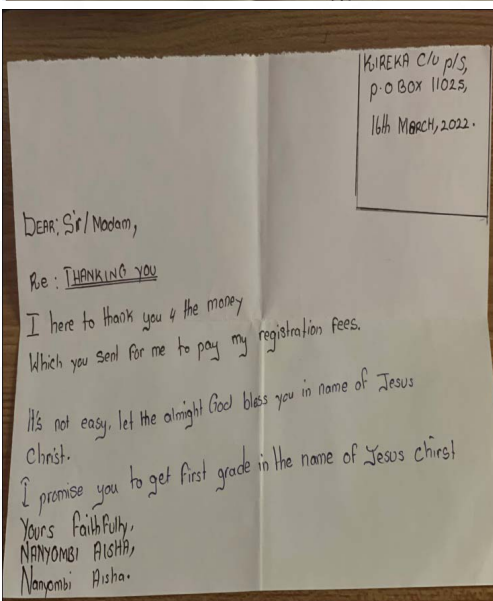
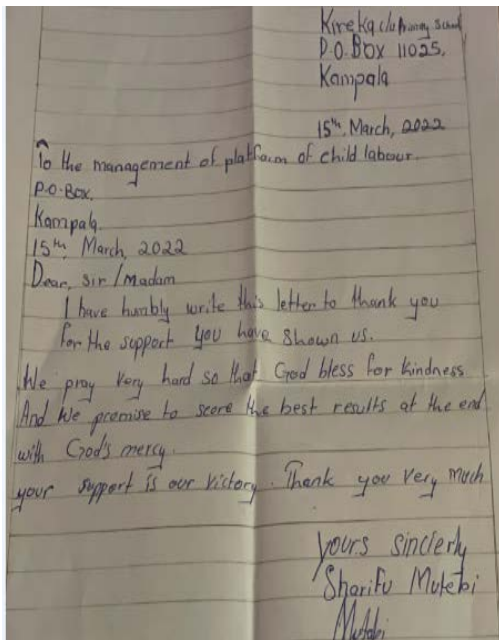


**Oizempola market trader's association members making shoes out of tyre remains as part of raising their income and savings**

## 401 at risk and former child labourers supported with Scholastic materials and school requirements enabling them to realising their rights to education.

401 (239 Female, 162 Male) at risk and child labourers were supported with scholastic materials including books, pens, pencils, toilet papers, rulers, mathematical sets and sanitary pads and payment for extra classes and registration fee for candidate beneficiaries. The children supported were from the following schools St. Jude primary school Naguru, Kireka church of Uganda primary school, St. Joseph Balikuddembe primary school, St John Baptist, St Joseph Bbina Primary school, Valley view primary school, Excel primary school, Katwe Primary school and Liberty Education Centre, Hindocha p/s, St Ann primary school, kibimba

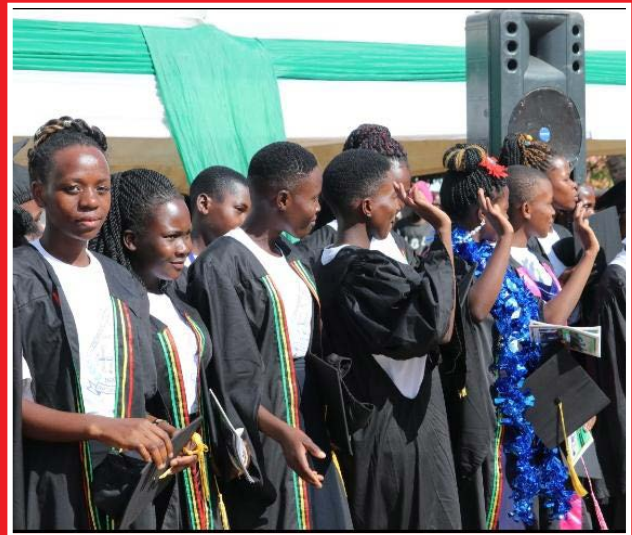
primary school, Namagonjo Primary school, Bulume primary school, Nakaawa Primary school, Bukooli College secondary school, Kasokoso primary school, Kinawanswa Primary school, Bubbaka primary school, Noor primary school, Nawanimji seed Primary school and Buligo Primary school, valley hill p/s, valley hill secondary, Kaliro church of Uganda P/s, Kaliro college, Kaliro High, Bwayuya Primary school, Kasokwe p/s, Zibondo P/s, Butingole P/s, Kanankamba P/S, Namukooge P/s and Igulamubiri P/S. The provision of these scholastic materials has ensured the continued schooling for the children. The children have greatly appreciated the support.



## 680 former child labourers and victims of child trafficking aged 15-17 years supported to attain certified vocational skills and Apprenticeship training

This year, we enrolled 680 former child labourers for vocational skilling at Nile vocational institute, PLA11 training and Skilling Centre, Norfolk, and Pioneer technical institute offering courses of motor vehicle mechanics, hairdressing; fashion, design and tailoring, knitting, plumbing, welding, building and construction, Electrical Installation, catering and hotel management. We attained 98% completion rate and these were graduated from the various institutions. These have further been enrolled for internship training to perfect their skills.

### Photo gallery for the different graduation and certificate awarding ceremonies.



*The above photos show graduation ceremonies at Pionner technical institute and PLA skilling center*

## Political and Technical officials of Local government of Bugiri, Kaliro, Iganga committed to increase resource allocation to probation and labour offices to facilitate their mandate.

Advocacy engagement meetings were convened with top technical and political leaders of Bugiri, Kaliro, Bugiri, wakiso districts, Nakawa and Central Divisions of Kampala Capital City Authority and the KCCA committee on gender and community services to sensitise the leaders on the statutory mandate of the labour and probation offices, the challenges hindering the execution of the mandate, the cost benefit to the local governments and need to facilitate the operations of these offices. A total of 200 (90 female and 110 male) district leaders including Chief Administrative officers, Divisional Mayors, Town Clerks, District Chairpersons, district speakers, District/Division Community Development officers, Chief Finance Officers, District Planners, District/ division councillors, district labour and probation officers.

The leaders welcomed the engagement and appreciated the awareness and sensitization about the role and mandate of the labor and probation offices in the district. They noted that the lack of understanding and appreciation of the role of these offices has been greatly contributing to the non-prioritization of the offices in allocation of resources and for the political wing could not monitor the performance of the offices. This was evidenced with comments made the officials;

**Finance officer Iganga district** *“to my surprise this was my first time, even me I was wondering what the role of a labour officer is and that they needed such expenditure”*

**LC5 chairperson Kaliro** *“I am very happy that you have enlighten me on the roles of the labour and probation officer however they should be more aggressive”.*

**Speaker Kaliro** *“you have come at the right time when we are now planning for the different departments, maybe this time the community services department will be considered”*

The leaders committed to follow up and ensure a gradual increment on the funding for the offices particularly from the locally collected revenue. The district/ divisional council members committed to prioritize the community development service Department which hosts the two offices while allocating funds. They committed to increase funding to the offices from the locally collected revenues within the district in addition to the conditioned grants that the offices receive. The district council members from Kaliro, Bugiri and Iganga committed to also monitor the release and utilization of the resources allocated to the offices to ensure that they carry out their mandate.

These commitments came forth in some districts; in Bugiri, the District council has passed a resolution to allocate 5% of the sector grant to support the work of District council in monitoring the child labour occurrences in the District, and for District labour office to execute activities such as monitoring and workplace inspections, awareness creations and community outreaches etc



*The Senior Legal Officer (PLA) with the Deputy Mayor and Counselors/ community Leaders Nakawa Division*

## 2.1 CHANGE STORIES

### Former child laborers using sports to engage with community members and peers on the need to protect children from child labour

Kisitu Timothy is a 17 year old male who attained electrical installation skills from Nile vocational institute as one of the PLA beneficiaries supported to attain a certified vocational skill. He is currently working and earning from the vocational skill attained. He says he is indebted to PLA for the opportunity the organization provided him to attain a skill which he is using to earn decent living compared to odd casual jobs he was doing at the time when PLA found him. He says 'I only have two things to say, first thank to PLA, it is a genuine organization. I can't believe I am a qualified Electrician and I am actually being employed as such. I recall the odd jobs I used to and tears come to my eyes. All I can say is that Thank you very much. The second thing I want to say is that, I will forever be champion against child labour and I have already started doing it through sports'. Timothy says he now supports his grandmother and step father with home bills and feeding

from the money he earns from the electrical work. Timothy noted that he works less hours and the work is so light with a big pay compared to the former life where he worked so hard for less or even no pay at as he was in most cases exploited. He has since formed a a football team with 8 of the other beneficiaries from their community which has become a platform to talk about child labour and also empowering other peers in his community sharing with on the dangers of child labour and how parents and care givers should come in to support their children attain skills that will elevated the child as well as the family Ever since he returned, boys of his peers see him as pillar of influence and he been able to talk them out of drugs and he hopes PLA can continue with this project so to have these young children also enrolled for the betterment of themselves and their communities



*Timothy posing for a photo with his big 5 football team*

## ' I am proud that I can now providing fees and medical care for my children in case they get sick'

Kabanyoro Daphine is a 28-year-old female resident of Kibuli Cell Kampala district. She is purely a single mother of four children including three boys aged 13, 9, 5 and the girl aged 3 years. She had no source of livelihood to support her and the children. She would send her 13 and 9 year old boys to go and collect scrap and sell it to support her manage the family. .

In October 2022, Daphine say she was fortunate to have been part of the group that was mapped out by a PLA Community Champion to undergo skilling in a number of aspects. The group was trained to make Liquid soap, baking; making chapatis, daddies, shampoo, Vaseline, and awareness on children's rights was created them. She narrats that having had the impact of child labour on children, she felt bad for sending the children into crap collection and she said 'some of the impact of child labor like children developing bad moral characters,, she had started noticing them in her children' . Two weeks after the training, she got a loan from a friend who she used to purchase materials needed for making liquid soap, Vaseline and Shampoo. She packed them into one liter, two liter and five liter measurements. She first hawked them on the village not long, shops started making orders for big quantities. She decided to hire a stall within the community where

she can display the products. From the profits she was able to also diversify the small bsiness with charcoal selling starting with one bag of charcoal. She is in disbelief of the transformation happening to her. In her words she said "I used to lack fees, food and even a good mattress for my children. I used some of the profits to buy a new mattress for my children; I feel so good and paid the school fees. I am proud that I can now providing fees and medical care for my children in case they get sick". Daphine says, was able to pay all the school fees for her children in a government school even if installments. She says she wants her children to study and reach levels she was not able to reach. *She says' for sure as parents, we need to protect our children. When I remember how one day a community member abused my boys when they were collecting scrap, I even shade tears but I glad, I learnt my lessons and I am never going back to those practices. I even see how my children are happier nowadays, I think was putting a lot o pressure on them. I thank PLA for coming out to reach people like us who do certain things in ignorance. I am here also a champion I think...(Laughs)'* She says has actually started also being a champion. I have already trained 8 other community members including 5 female and 3 male in making Vaseline, liquid soap, daddies and Shampoo.



Daphine at her stall with some of her products in Kibuli a kampala suburb in Makindye .

# Case study

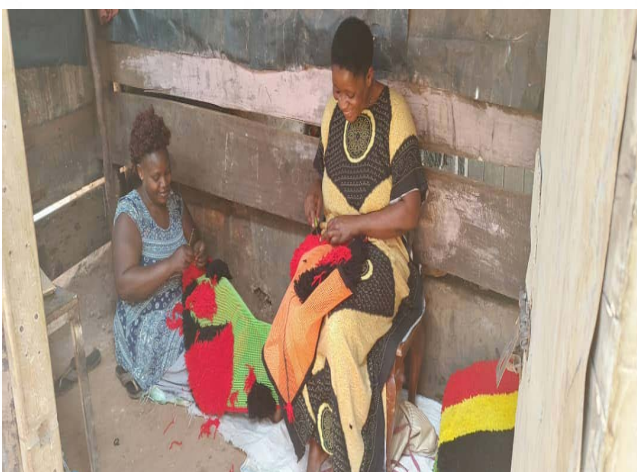
# 03

## Parents in Kampala Suburb are Diversifying sources of income to protect children child labour

Tushemererwe Ruth and Night Rosemary are single mothers aged 37 and 36 years respectively and are both residents of Kibuli zone Kabalagala Kampala district. Ruth revealed that she has three children (two girls aged 14 and 4 years and a boy aged 6) while Rosemary has 2 boys aged 12 and 19 years and a girl aged 15. Some of their children used to engage in child labour during the lock down. Before being part of the project, they were not involved in any business and their families lacked basic needs like food, clothing and were struggling with school fees of their children. In February 2022, one of the PLA communities' champions who work as a Para Social Worker in the community and Village Health Team mobilized them for a community awareness and skills training which was held in their cell. They narrated that they were sensitized on the rights of children, roles of parents in protecting rights of children and also trained to make Liquid soap,

baking cakes, making chapatis, door mats, carpets and daddies.

After the training, Ruth and Rosemary decided to combine their savings plus a joint loan from a village saving and loan group to start the business together of selling sell vegetables and making and selling liquid soap and door carpets and other crafts. *"The training empowered us with skills and we can now support our families. We are making some profits from the business but the current economic situation has reduced our profits because the materials we use are expensive nowadays". All school going children regularly attend school and are comfortably supported with their requirements. They have been able to orient other community members on making door mats. In future they plan to market and expand their door mat and carpet business on a larger scale and participate in exhibitions.*



## Rice Farmers Cooperative in Bugiri District Set pace to addressing Child Labour!

Following the training of Private sector players in the Bugiri district which was attended by the executive leadership of the Busowa Rice Farmers Cooperative, the leadership mobilised its members totalling to 81 (10female, 71 male) farmers and sensitized fellow farmers on child labour and the seven steps of due diligence in addressing child labour in the production and supply chain. The leaders also invited the district labour officer and

PLA project staff to this training to back them up and emphasize technical aspects. The members welcomed the knowledge and testified that they were using children in the production and supply a chain. Together, they developed a road map which also included consultation with children and parents/ guardians to address the need and demand for child labour.



*Above is the district labour officer address the members of Busowa Rice Farmers cooperative and below is the chairperson of the cooperative facilitating a session on the role of private sector in protecting children from exploitation.*



# 3.0

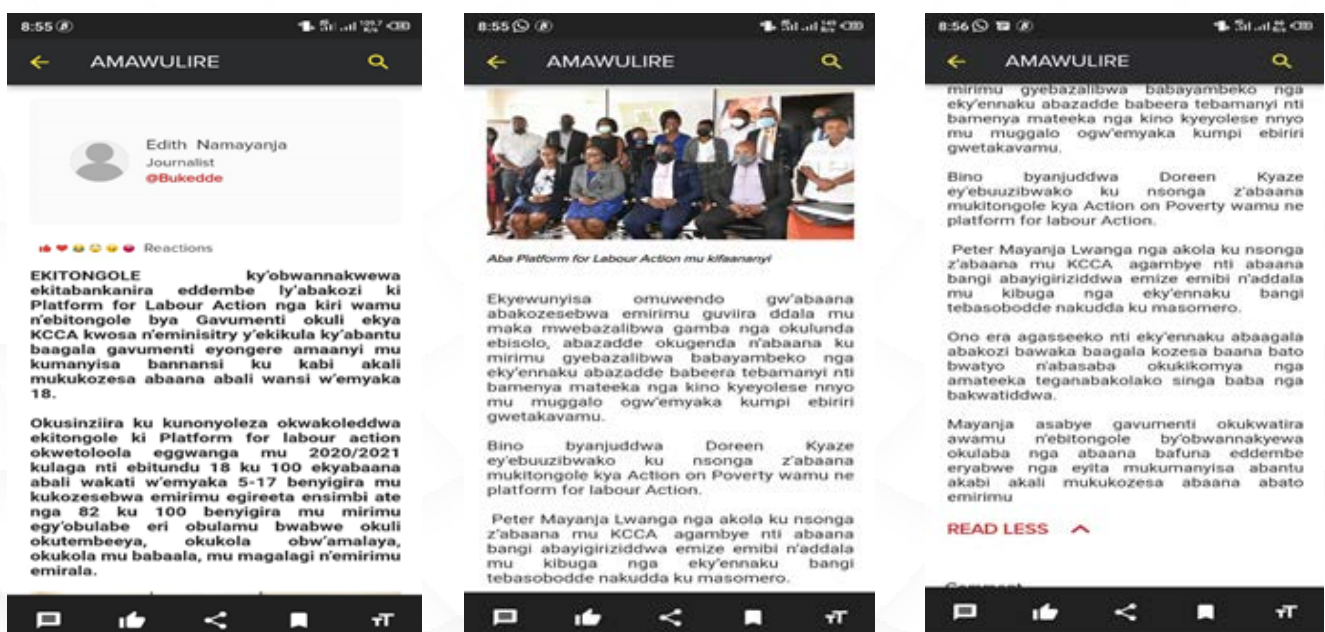
## Performance under Research and Knowledge management

The National Steering Committee on the Elimination of Child Labour adopted the findings of PLA Baseline survey and Rapid assessment and used them to call the government to act.

Engaged and presented the findings from the child labour baseline survey and rapid assessment on the impact of absence and non-facilitation of labour and probation officers in the protection of children from exploitation and child labour to the members of the National Steering Committee on the Elimination of Child Labour. The members of Committee welcomed the findings and agreed with the findings and accordingly, key recommendations on increased funding and resource allocation were included in the committee's call to action statement to Government in the run up to the 5<sup>th</sup> Global Conference on Elimination of Child Labour.

### Valid and Current Data on status of child labour in agriculture and informal sector

Three researches and one assessment including Child Labour Baseline survey in Eastern and Central region, Rapid Assessment on the Impact of non-facilitation of the probation and labour offices on the protection of children, Gender power and leadership analysis in Kaliro and Lira Markets and Assessment of Business Development Services were concluded during providing valid and current data. The findings of these researches are being used a tool of engagement with the policy and duty bearers to enhance the protection of children against abuse and exploitation as well as support women market vendors to actively participate in decision making processes of the markets as their work spaces.



Above shows the media report on buddeke online newspaper of the validation meeting

# 4.0

## Performance under Institutional strengthening

**Fundraising:** Overall. In 2022, our fundraising strategies remained largely through submission of funding proposals to different development agencies that called out for applications.

The organisation on boarded a new project entitled: Civil and Political Participation of women Market Vendors in Uganda under the social protection programming priority area. The project was introduced and popularised among key stakeholders and intended beneficiaries including district leadership, market leadership, women market groups' leadership at the district level and it has been positively received with pledge political and technical support. This enabled the participants get to know more about the project and will make implementation with the PLA team easier since they are already in the know. The participants also shared strategies for the successful and impactful implementation of the project. The implementation of the project progressed on very well throughout the year and anticipated results had started to take shape.



**Continued Strategic position of the organisation at the national level:** The organisation remained a key stakeholder in the labour and employment sector of the country. PLA became a member of the National Technical Working Group inaugurated to lead national efforts to end sexual harassment

in the world of work under the Ministry of Gender, Labour and Social Development. PLA attended and participated in the convening for the National Steering Committee on the Elimination of Child Labour meetings, National Coordination Mechanism on Migration, National Task force on trafficking in Person where PLA is a member, PLA was elected the vice chairperson of Social Protection Platform Uganda among others.

**PLA attended, participate and networked at the Global Forum on the Free the slave.** At the forum, PLA shared her work on promoting safe and productive Labour migration for Ugandan Migrant workers. This networking has since resulted into prospective discussion on possible funding for the organisation from the organisers.



# **OUR FINANCIAL STANDING IN 2022**

## PLATFORM FOR LABOUR ACTION (PLA)

(A Company Limited by Guarantee and not having a Share Capital)

### STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	2022 Actual Ushs.	2021 Actual Ushs.
<b>INCOME</b>			
Grants	3	2,844,146,023	2,013,529,599
Other income	4	116,254,904	199,769,297
<b>Total Income</b>		<b>2,960,400,927</b>	<b>2,213,298,896</b>
<b>EXPENDITURE</b>			
Administrative expenses	5	353,416,087	222,047,006
Personnel expenses	6	1,153,421,768	1,144,973,447
Operating/Activities expenses	7	1,667,059,620	576,143,058
Other expenses	8	32,674,616	11,971,330
Capital expenditure	9	-	83,203,000
<b>Total Expenditure</b>		<b>3,206,572,091</b>	<b>2,038,337,841</b>
<b>Surplus/(Deficit) for the year</b>		<b>(246,171,164)</b>	<b>174,961,055</b>
Balance at 1 January		466,335,940	291,199,115
Opening balance adjustment		-	175,770
<b>BALANCE AT 31 DECEMBER</b>		<b>220,164,776</b>	<b>466,335,940</b>
<b>Represented by:</b>			
Receivables	11	2,600,000	11,897,438
Cash and bank balances	12	257,064,776	474,627,082
Payables and accruals	16	(39,500,000)	(20,188,580)
		<b>220,164,776</b>	<b>466,335,940</b>

## PLATFORM FOR LABOUR ACTION (PLA)

(A Company Limited by Guarantee and not having a Share Capital)

### STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2022

	Note	2022 Ushs.	2021 Ushs.
<b>ASSETS</b>			
<b>NON-CURRENT ASSETS</b>			
Property and Equipment	10	51,679,326	70,913,806
<b>CURRENT ASSETS</b>			
Receivables	11	2,600,000	11,897,438
Cash and bank balances	12	257,064,776	474,627,082
		259,664,776	486,524,520
<b>TOTAL ASSETS</b>		<b>311,344,102</b>	<b>557,438,326</b>
<b>FUNDS AND LIABILITIES</b>			
<b>FUNDS</b>			
Capital Fund	13	51,679,326	70,913,806
General Fund	14	16,219,149	932,031
Restricted Fund	15	203,945,627	465,403,909
		271,844,102	537,249,746
<b>CURRENT LIABILITIES</b>			
Payables and accruals	16	39,500,000	20,188,580
<b>TOTAL FUNDS AND LIABILITIES</b>		<b>311,344,102</b>	<b>557,438,326</b>

These financial statements were approved by the Board of Directors on 16 October 2023 and were signed on its behalf by:

  
 \_\_\_\_\_ CHAIRPERSON

  
 \_\_\_\_\_ EXECUTIVE DIRECTOR





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