



**PLATFORM FOR  
LABOUR ACTION**

# ANNUAL REPORT

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2024

[www.pla-uganda.org](http://www.pla-uganda.org)



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# MESSAGE FROM THE CHAIRPERSON BOARD OF DIRECTORS



**Dear Stakeholders,**

**A**s your Board Chair, it is my pleasure to present this 2024 annual report, highlighting another year of impacting our target beneficiaries and communities and resilience for our organization. We remain committed to our mission of promoting and protection the rights of vulnerable and marginalised workers through empowerment of communities and individuals, and the accomplishments outlined within this report demonstrate the dedication of our staff, volunteers, and the unwavering support of the communities we serve and the Board of Directors

This year 2024 , we focused on the organization remaining strategically positioned within our niche of operation even with the challenging circumstances by ensuring that services that define us remain operational, launching a program of movement building for vulnerable and marginalised workers knowledgeable and able to demand and claim their rights so as to promote self-influencing amongst our target groups;

**To traverse the challenges we** strengthened ; ncommunity and district structures and platforms to address and respond to rights violations of our target groups; and our financial foundation through exploring innovative ways of financing for our mission and collaborating and partnering with likeminded organisations and government agencies in the implementation of our interventions as to leverage on resources. These efforts have enabled us to continue providing our core services such as the legal aid services that enabled over 400 workers to access justice in 2024, scaled up our work with the market women to enhance their civic participation and engagement on issues affecting their work and improved our organizational efficiency; expanded and deepened our reach through working with the community based structures and local

governments took concrete and practical steps to protect children from abuse and exploitation through enactment of locally contextualised laws and policies to supplement the national legal and policy framework.

I extend my heartfelt gratitude to our staff and volunteers at the secretariat under the meticulous leadership of our Executive Director; my fellow board members for their tireless, commitment and sharing your expertise and time towards the vision of PLA.

Furthermore, I would like to thank our donors, partners, and community supporters for their continued belief in our work. Our work as NGO cannot be possible without an enabling environment and therefore allow me extend our appreciation to the Government of Uganda. A combination of your support allows us to make a real difference in the lives of those we serve.

As we look ahead, we remain committed to our vision of a society where economic rights and social justice are respected, promoted and observed in the world of work. We have ambitious goals for the coming year, including developing a new strategic Plan for the next five years, show casing our 25 years of service, expanding our funding base from innovative and sustainable ventures and sources. We are confident that, with your continued support, we will continue to make a significant positive impact.

Thank you for your unwavering commitment to our cause.

Sincerely,

**MS. Patricia Atim O'Podong**  
CHAIRPERSON - BOARD OF DIRECTORS  
Platform for Labour Action

# MESSAGE FROM EXECUTIVE DIRECTOR



**Dear Friends, stakeholders, beneficiaries, partners and Supporters,**

**A**s we reflect on the past year 2024, I am filled with a profound sense of gratitude and pride for the impact we have made together. Platform for Labour Action continues to be a beacon of hope and a support system for the poor, vulnerable and marginalised workers that comprise of children, women, youths, thanks to your unwavering dedication and generosity.

This year, we achieved remarkable milestones, including enabling over 400 poor vulnerable and marginalised workers access legal support and resulted into their compensation, reinstatement to work; societal change in attitude and practice to protect children from abuse and exploitation; launched a successful program of movement building for workers knowledgeable and able to demand and claim their rights; strengthened community based structures to protect and promote the rights of vulnerable and marginalised workers, influenced the enactment of locally contextualised laws at Iganga district local government and last but not least secured four short term grants that scaled up our work in the areas of operations particularly

*We are committed to expanding our reach, developing innovative actions and programs that improve the welfare of our target groups, strengthening our financial stability. Your continued support is crucial to our continued success.*

our work with the Women market vendors in Lira City. These accomplishments are a testament to the power of collective action and the unwavering belief in our mission especially in the midst of a particularly difficult landscape. We were only able to do it because of the support we received from you, our stakeholders and the trust our beneficiaries put in us to make a difference in their lives. Thank you for believing and standing with us!

Looking ahead, we are excited to build on these successes and address emerging challenges. We are committed to expanding our reach, developing innovative actions and programs that improve the welfare of our target groups, strengthening our financial stability. Your continued support is crucial to our continued success.

Thank you for being part of our journey. Together, we are making a difference in the lives of countless individuals and communities in Uganda.

**Grace Mukwaya -Lule**  
Executive Director  
Platform for Labour Action.

# Acknowledgment and appreciation to our beneficiaries, partners and stakeholders!

Platform 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 trust and confidence our beneficiaries bestowed in our work and services; the financial and technical support of our Development partners; Global Alliance Against Traffic of Women (GAATW), Action on Poverty-UK, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, European Union- Uganda Delegation, International Labour Organisation (ILO) in the implementation of programmes during the year 2024. 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, Local Governments of Kaliro, Bugiri, Iganga, Lira City, Lira District, Wakiso, Mukono, Nakawa, Makindye, Central, Kawempe and Rubaga for the support and active participation in the implementation of programmes throughout the year. You made our efforts to count!

In a special way we thank our community based structures coordinated by Community Based organizations of MUNNA Community Based Organization, Kaliro Community Based Organization and Empowering Lives Platform 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 realize your full potential. Thank you for allowing us to make a difference in your lives.

To the staff and volunteers of the organization, thank you for working collectively, selflessly, and passionately to deliver services to the target groups of the organization. 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



## 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



## Our Target Population

We continue to carry our interventions targeting 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.

For the year 2024 we continued to operate in three Regions of Uganda namely; Eastern, Northern and Central Regions of Uganda across 16 districts nameiy;

Central Region: PLA operates in the Kampala Capital City, Wakiso Mukono, Mpigi; Eastern Region: Kalio, Bugiri, Iganga, Busia, Tororo, Jinja, Namayingo and Bugweri and Northern Region: Lira City, Dokolo, Amolatar

**Our Programme Portfolios** is structured under **four thematic areas**

1. **Human Rights and Accountability** which includes legal aid
2. **Social Protection** including stopping child exploitation and livelihood support
3. **Research and knowledge management**
4. **Institutional Development.**

# PERFORMANCE HIGHLIGHTS FOR 2024

## HUMAN RIGHTS AND ACCOUNTABILITY

1.0

### LEGAL AID SUPPORT TO VULNERABLE WORKERS

Legal aid service provision has remained our core service to the vulnerable and marginalized workers for the last 24 years of existence. Rights violations for poor, vulnerable and marginalized workers in Uganda has remained rampant in Uganda and the situation continues to worsen due to increased levels of unemployment and under employment, majority of the labour absorbed in the informal sector which remains insufficiently supported, not regulated and characterised with noncompliance with the labour and employment standards leading to multiple rights violations and abuses of workers. The 2021 global rights index report ranks Uganda at 4 out of 5+ (5+ is worst).

Our legal aid service provision therefore strives to increase access to remedial services by the vulnerable and marginalized workers; increase awareness about the rights of vulnerable and marginalized workers among the workers, communities and duty bearers

In 2024, we supported 457 poor, vulnerable and marginalized workers to access remedial services through our legal aid clinics located in Kampala in central region, Iganga in Eastern region and Lira in Northern region. These services included representation in mediation, negotiation, counseling and reconciliation, before tribunals, labour offices, local council, at police and in courts of law particularly the industrial court of Uganda, a court that handles all labour related matters.

This year, we registered an increase in the number of female beneficiaries reporting and seeking legal support from 25% last year to 39% this year. This was attributed to the concerted awareness raising initiatives that target female workers in markets, at plantations and factories across the districts of operation. Majority 97% of the cases reported were labour and employment related disputes indicating the relevance of PLA's services in the labour and employment sector of the country. There were cases of child labour, domestic violence, child and family neglects, land disputes among others that were handled and concluded at our clinics.

Our legal aid support services emphasized amicable means such as mediation, negotiations and reconciliation to settle clients disputes and only resorted to adjudication when amicable means failed to ensure that there is active participation of the clients in determining the outcome of their cases.

**Table No.1: Number of clients per legal aid clinic**

OFFICE	Female	New	Old	Male	New	Old	Total
KAMPALA	56	13	43	120	44	76	176
LIRA	54	34	20	157	106	51	211
IGANGA	39	36	3	31	19	12	70
TOTAL	58	33	25	211	122	89	457

## Changes in lives of target group through legal aid / Result:

**120 workers** comprising of bar attendants, casual workers, security guards, drivers, teachers, gardeners, care takers, domestic workers, masons among others were compensated for unfair termination, wrongful dismissal, unpaid wages, terminal benefits, and medical support through PLA's legal aid support. A total of **Ugx. 74, 086,407 /=** (Seventy Four Million Eighty six thousand four hundred seven shillings only) was recovered through amicable means of settlement and consent judgements from the industrial court.



*In the caption is AGWENG LILLY on the right and ATYANG BETTY on the left at the Lira City Labour Office after receiving their unpaid wages of Ugx. 100,000/= each from SHYLOCK GROUP LTD where they worked as casual workers.*

## AGOA DORCUS-A Bar Attendants Gets Justice for her hard labour



**DORCUS** worked as a bar attendant for AJOK SARAH at an agreed monthly salary of Ugx. 100,000/= . However, Dorcus was not paid for seven months despite her efforts to recover the same. She sought legal assistance from PLA. PLA engaged the employer in mediation in which the former employer agreed to pay the outstanding dues installments. And the employer paid all her dues of Ugx. 700,000/=.

**Joseph Chemegichi reinstated to his once lost job following PLA intervention with the Employers which resulted into resolution of the issues.**

### Satya Joseph Chemegichi Gets back his JOB

Joseph is a Field Supervisor with NEC Security (SMC) ltd. He sought PLA legal support following his unfair termination from his employment by his immediate supervisor. He tried to seek the audience of the managing director but was blocked. PLA wrote the managing director about the matter and is outstanding salary for two months. The managing director upon receiving our communication, he immediately reinstated Joseph back to his job and also his salary areas of Ugx. 1,400,000/= were cleared.

## 2.0

### Promoting the right to development and education for vulnerable children

Our legal support interventions in cases of child labour resulted into rescued, withdrawal of 67 children (47 boys and 22 girls) from child labour activities and having their parents commit to reintegrating and maintaining them in school

In Bugiri, 3 children were withdrawn from child labour and taken back to school by the partner CBO Leaders. i.e Akaechi Brenda in P.6, Zipora in P.6, Ndikulwange Sadi in P.4 all are in Nabukyima primary school in Nabukalu Subcounty. These were found on rice farms planting rice, weeding and the young one was scaring birds from the rice plantation. It is so sad that their parents were involved in this exploitation but after remediation sessions by the Community champions and the CBO leaders, they agreed to support their children back in schools and they understood the dangers of child labor. In Iganga, 1 boy was withdrawn from child labour in Nambale and is currently at Kamira SDA in primary six

## 3.0

### Strengthening Movement building for workers to demand and claim their rights

50 casual workers empowered with knowledge and skill to advocate, demand and monitor compliance with the labour and employment standards. A total of 50 (25 female and 25 male) casual workers working in Steel Rolling Companies in Iganga and Jinja district were trained as self-help workers advocates at their work places. These were trained on the legal and policy frame work labour

and employment, rights, responsibilities, redress structures. These workers in the steel rolling companies were targeted due the growing reports of violations of labour and human rights of workers.

These were able to mobilize fellow workers and work closely with the district labour officers of the districts to sensitize them reaching 216 (60 female and 156 male) workers that included security guards, loaders, cooks, cleaners, machine operators, drivers, off loaders, among others; The workers welcomed the awareness and were very happy to meet with the labour officer for the first time.

*" I have worked here for over three years but I have never seen the labour officer come and speak to us like today, more all over teaching us about our rights. I thought the government gave up on us but now that he has come, I have hope that if my rights are violated, I can go and get the help I need. Thank you for this program!". Casual worker Tembo Steel*

*" wow, for sure I did not know that even when I do not have a written contract, I can actually report my employer. You know our bosses here have been saying that they can deny us even if we reported them. So now I know very well what to do. I have enjoyed please come back again, we still need more knowledge" Casual worker Tembo Steel*



Caption of the PLA Legal officer during the training of the selected causal workers in Iganga district



One of the trained self-help casual worker sensitising his colleagues at work about their rights.



*The Labour officer (seated in a tie) during one of the awareness sessions at Tembo Steel with the casual workers; the trained self-help casual worker standing leading the sessions*

## Casual Workers from Steel rolling Company engaged the District leaders to take action to address work place rights violations.

The casual workers of Tembo Steel Rolling Company in Iganga district local government in Eastern Uganda were supported by PLA to engage with the top district leadership both technical and political on issues affecting their working environment. The leaders in attendance included the Chief Administrative officer, Resident District Commissioner, District Chairperson, Senior Labour Officer, District Council Speaker, District Workers Representative Councilors, Secretary for Community Services, District Community Development officer. The workers' petition was welcomed and the leaders applauded the workers for using a social dialogue approach as opposed to violence and riots. They committed to take action on the issues raised; the workers councilors committed to present the petition to the district council as an issue of public interest for council to pass a resolution on the same, the district labour officer was tasked to cause a quick engagement meeting with the Tembo management about the issues raised so that management takes action as soon as possible. The labour officer also committed to increase the frequency of the labour inspections per department at the company.



*The Iganga District Senior labour officer in the Suit standing responding to the some of the issues raised by the workers in their petition during the engagement meeting*

## Strengthened community and district based platforms and structures to effectively address the rights of vulnerable and marginalized workers

### A pool of 315 Business and Community based volunteer structures equipped with knowledge to address child labour in the sugar and rice supply chains

A total of 315 (124 female and 191 male) selected representatives from the businesses in the sugar and rice supply chains as well as community based volunteers in the district of Iganga, Kaliro and Bugiri districts were trained and equipped with skills and knowledge on the concepts of human rights, children rights, child labour, legal and policy frame work on child labour, business and human rights concepts and role of businesses in protecting children from abuse and exploitation, parenting guidelines, and monitoring, reporting and handling cases of rights

violations of the marginalized workers. These business and community structures champion rights compliance among business actors along the sugar and rice supply chains. The assessment of the performance of these structures indicated that A significant 80% have sensitized communities on child labour, while 31% have reported cases of child labour. Additionally, 30% have encouraged parents to send their children to school, and 28% have encouraged children to stay in school. Furthermore, 27% have withdrawn children from engaging in child labour 19% have followed up on reported cases.

**“I use community gatherings, such as burials, local council meetings saving groups meetings, to request time to speak and educate community members on the dangers of child labor.”** said A community champion from Iganga

**“After the sensitization sessions about the effects of child labour, I started a small business selling clothes. Now, I am able to support my child in school, who was previously working in the rice mill and not attending school regularly”,** Female respondent from Busowa South A village Busowa Sub county Bugiri district.



*Caption of the Iganga district Labour officer (guest speaker) Mr. Waiswa Abubaker whiling training community champions on child labour and the current trends of child labour in Iganga District.*



*The legal associate facilitating the training of business representatives in Bugiri district*

**We strengthened the capacity of leaders and staff of our Community Based Organizations Partners in project implementation, financial management and documentation**

A total of 31 Leaders from three partners CBOs including Empowering Lives Platform, Kaliro Community Based Organization and MUNNA community Based Organization were oriented and guided on project management, implementation, financial management and documentation and reporting to improve their operations. The partners

have been provided with tools, formats as they embark on receiving funds to participate in the implementation of projects.



*Members pose for a group photo in Bugiri at ELP offices after the CBO leaders training*

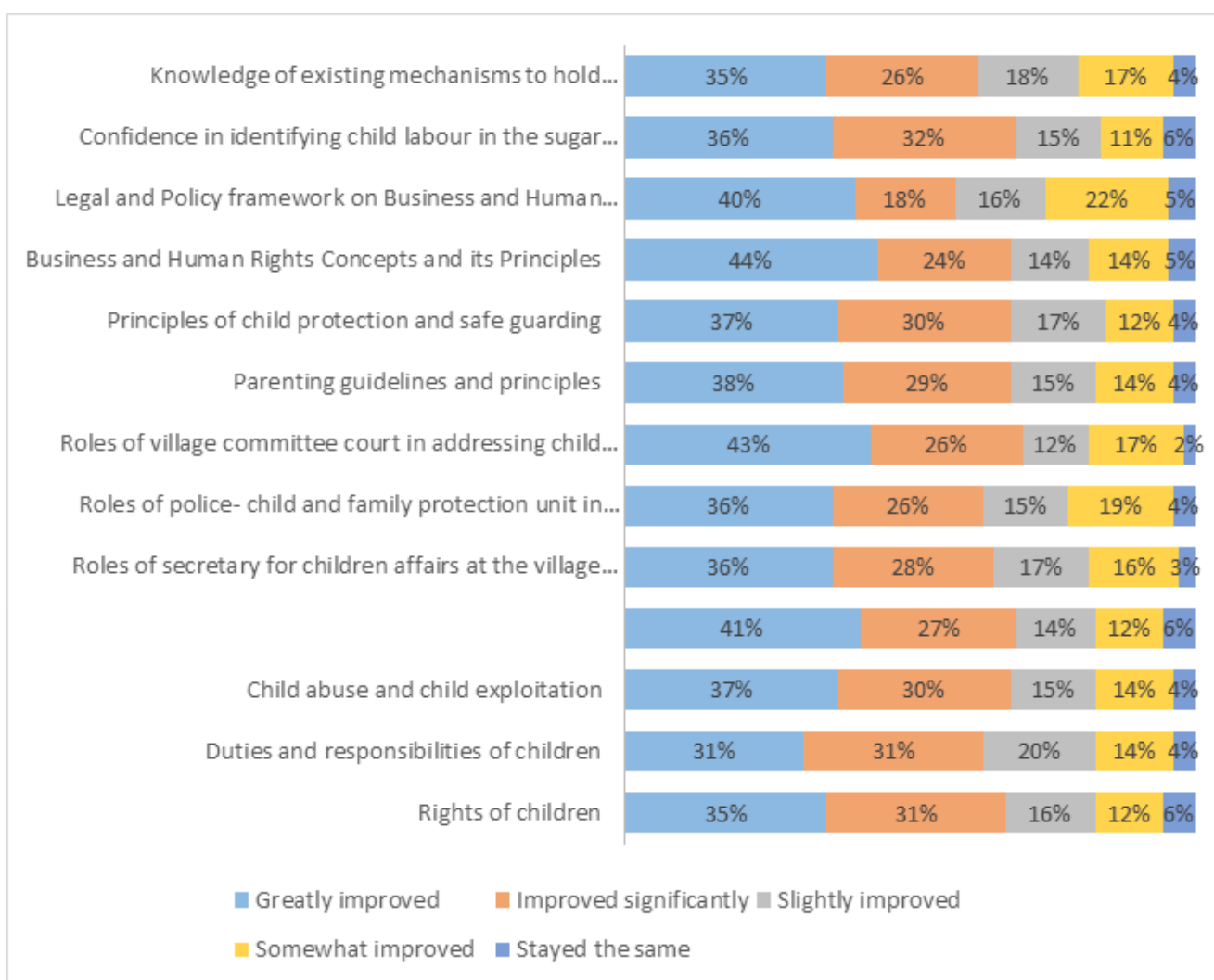


*The above photos were taken during the training of CBO leaders at ELP, MUNA CBO and KCBO in eastern region.*

**Enhanced the knowledge and skill of 248 duty bearers and child protection structures in Kaliro, Bugiri and Iganga district on child labour and their role in prevention, reduction and protection**

A total of 248 (68 female and 180 male) representatives of the district child protection structures were trained and equipped with knowledge and skills on concepts of Human rights, children rights, parenting guidelines and their role in enforcing the guidelines, child labour, legal and policy frame work against Child labour, understanding the business and Human Rights Concepts and principles, roles of secretaries for children affairs in handling children matters, remediation processes and child safe guarding. These structure comprised of 171 (28 female and 143 male) secretaries of children affairs, Local council chairpersons and members of child wellbeing committees and 77 (40 female and 37 male) duty bearers including labour officers, probation officers, community development officers, police from the child and family protection unit, education officers, agricultural extension workers.

The end of the training evaluation indicated that majority of participants reported significant knowledge improvements across different areas on which they were trained about as shown in the table below.



*The above photos show the Manager, Project Officer and Project Assistant during the training of the secretaries for children affairs in Iganga at NV Fort Lugard o 27th/02/2024*



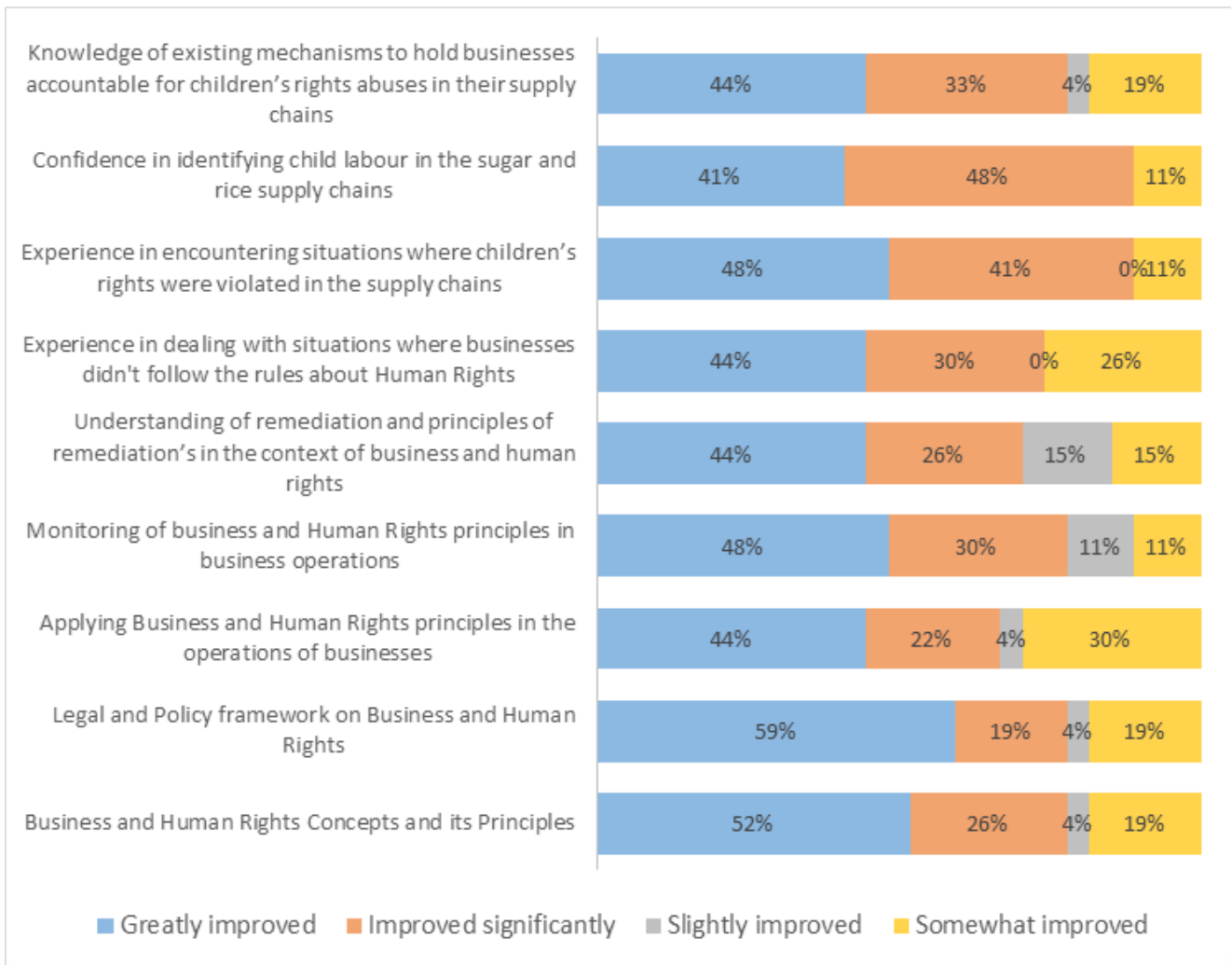
*On the Left is the Manager Programmes and on the Right is the Project Assistant during the training of community champions in Kaliro at Jokers Hotel*



*Ms Nabwire Rebecca Principal Labour officer Ministry of Gender, Labour and Social Development facilitating the training of duty Bearers in Kaliro district*

## **CBO leaders equipped with information on business and Human Rights and are positioned to monitor and demand for corporate responsibility**

A total of 36 people (F 13, 23 M) PLA Project staff (5) and CBO leaders (31) were trained from 27<sup>th</sup> to 29<sup>th</sup> February 2024 at Nv fort Lugard hotel in Iganga. These were trained on the concept of the remediation process in the context of business and Human Rights to enable them respond to cases of child labour and child abuse in their communities. The pre-training assessment revealed significant gaps in the participants' knowledge across all areas related to Business and Human Rights. At the end of the training, majority of participants reported significant improvements across different dimensions as shown below



The above are photos taken during the refresher training for PLA legal and CBO leaders on 27 to 29<sup>th</sup> / 02/ 2024 at NV Fort Lugard hotel in Iganga district

## 4.0

### Social Protection including stopping child exploitation and livelihood support

#### 1) OUR WORK ON CHILD PROTECTION

Child Protection interventions are under the Social Protection programming area. We focused on children at risk and those in exploitative forms of work. Our interventions sought to cause mindset change and practice, building household and business resilience to respond to child labour and ensure that the child is given alternative to child labour.

## Increased community awareness to promote attitude and mindset change to protect children from abuse and exploitation

Overall this year, our multifaceted awareness campaigns reached an approximated 400,647 parents, guardians, care givers, community people and duty bearers directly and indirectly in Busoga sub region in Eastern Uganda. We used community face to face dialogues, community based radio mega platforms and radio and television stations such Apex FM in Iganga district, NBS radio located in Jinja and Eastern voice in Bugiri district and one Television awareness at BABA Television which is widely watched in Busoga Sub region. These were reached with information on children's rights, child labour, different forms of child labour, the parenting guidelines; the Legal and policy framework in line with child labour and the child protection legal frame work as well as the current trend of child labour activities in the communities within Iganga, Kaliro and Bugiri districts.

As result of the awareness, community members and local council leaders are taking pro-active steps in identifying children in child labour, reporting and withdrawing them. A case in point are the community champions of buluguyi S/C in Budunyi villag and Kapyanga S/C in Wanenga and Kaato villages together with vice chair persons and some

community members following the awareness raising, they started a community champion for children who were doing child labour to go back to school by engaging the children themselves and their parents. They undertook community tours to all hot spot areas of child labour ie swamps and sugar plantations.

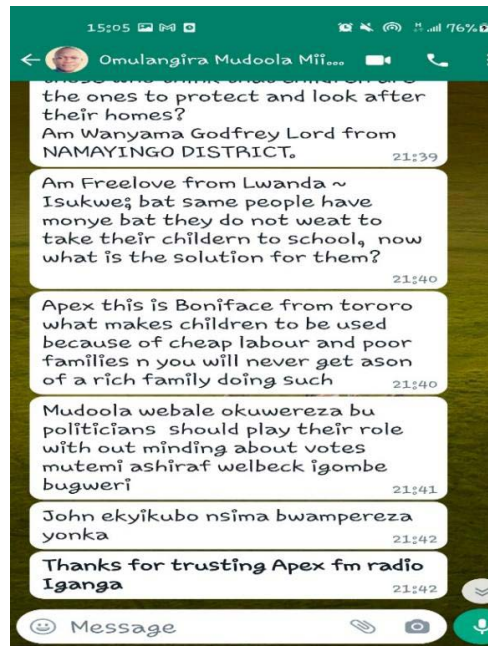
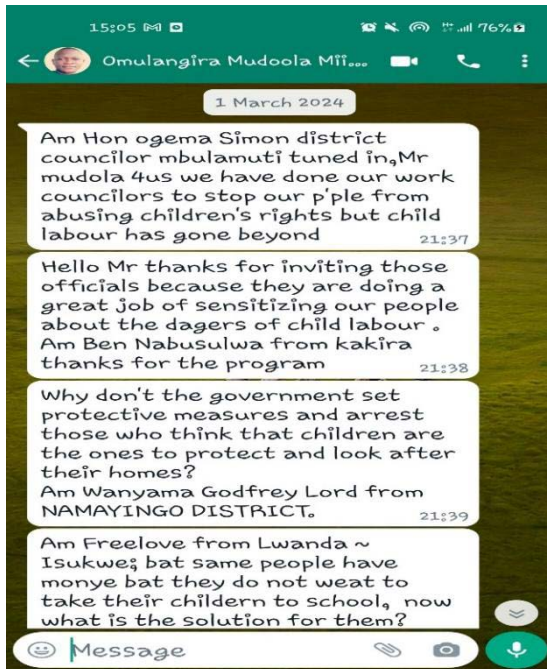
The media survey conducted in September 2024, found that 64% of community members that heard the awareness messages on radios are using the messages from the talk shows with majority 70% of them discussed the information with family, friends, and neighbors, raising awareness about the effects of child labor and 29% have taken actions to reduce child labor in their families, such as ensuring their own children were not involved in labor.

Household Heads now emphasize the importance of education, taking proactive steps to enrol their children in school and prioritizing paying school fees over involving children in labour activities. There has been a shift from assigning children heavy work to ensuring they attend school regularly.

Parents revealed that they are more aware of their role in stopping child labor. They monitor their children's activities closely and supporting them with school-related needs. Some parents have stopped sending their children to work and instead focus on their education.

*"My way of thinking has changed. I've learned that there are jobs children should not do, which has motivated me to stay in school. Even though I'm not a child, I always encourage my younger siblings and friends in the community to stay in school and explain the value of education to them."*  
Male respondent from Nasuti Nambale, Iganga district

*"When I see any case of child labor, I intervene, and some children and parents listen and stop their children from becoming victims of child labor. I also keep a keen eye on my own children to ensure they do not work for money in the rice plantations", Female respondent from Busowa subcounty Bugiri district.*



The feedback from the listeners on the talk show on Apex FM



The district labour officer Iganga and PLA team at NBS radio on 12th June 2024 discussing the theme for the commemoration of the world day against child labour.



The above photos show CBO leaders conducting community dialogues in Nabitende and Kidaago sub counties



The above photo shows the PLA staff, Government women councilor and the community girls and women advocate during the show at BABA TV Kampala on 8th/March/2024





*The above photo shows sessions conducted by MUNA and KCBO leaders in their communities using the community mega platforms*



*The above photos show the Bugiri district Senior Labour Officer, The probation officer supporting the development of the district Action plan at Executive hotel on 29th July 2024*

## Iganga, Bugiri and Kaliro district local governments developed District Action Plan for the Elimination of Child Labour

With support from PLA under the EU funded project entitled 'Business and Community Actions to Eliminate Child labour in the sugar and rice supply chains in Uganda', the local government of Iganga, Bugiri and Kaliro developed district action plans to eliminate child labour. These Action Plans were aligned to the National Action Plan to Eliminate Child Labour. The action plans comprised of activities to be conducted, when they will be conducted, the resources needed, and the persons responsible. Since the development and adoption of the district actions, a number of actions have been undertaken by the district stakeholders towards elimination of child labour.



## OUR WORK ON BUSINESS AND HUMAN RIGHTS COMPLIANCE

**Launched the Child Rights principles and Business guidelines as a business guiding tool to eliminate child labour.**

Private Sector players along the sugar and rice supply chains in Iganga, Kaliro and Bugiri district Developed and launched the child rights principles and business guidelines on the elimination of child labour in their operations. These guidelines are commitment action of the business operators along the two supply chains to uphold the human rights of children in their operations. The guidelines were developed in consultation with a wide range of business operators along the two supply chains targeting, micro, small, medium and large business. The guidelines were launched by Ministry of Gender, Labour and Social Development and have since been rolled out through awareness raising.

## Photos taken during the consultative meetings per district



*Chairperson of the Kaliro Sugar Out growers association signing off the child rights principles and guidelines to eliminate child labour in the sugar and rice supply chains at the launch.*



*Group picture for the launch of the guidelines*



*Caption of the consultative meeting on child rights principles and guidelines with the Rice business representatives in Bugiri district at Executive hotel on 10th September 2024*

## Compliance Work place inspections by district labour officers

PLA facilitated the District labour officers to conduct Child labour specific work place inspections in targeted hot spot areas to ensure prevention and protection of children from exploitation within the sugar and rice supply chains in Iganga and Bugiri Districts. 8 workplace inspections (6 In Iganga and 2 in Bugiri) were conducted. The places visited were; Nakigo sugarcane plantation, Nawandala rice fields, Bulamagi rice and sugarcane farms, Nakalama sugar cane and rice farms, Iganga Industrial area targeting the rice stores and Millers. They sensitized the business owners about the dangers of child labour, the existing legal framework. In Nakigo Sub County, the labour officer rounded off a shelter harboring 21 boys (aged between 10 to 17 years) who were in sugarcane cutting and the care taker was engaged and cautioned. The 21 boys were sensitized and counselled about the dangers of child labour; the children were withdrawn and taken reunited with their parents at the expense of the person who was keeping them. It was observed in Bugiri that no children were identified in these places and business owners were encouraged not to employ children. They were urged to continue the best practice

## Local governments of Iganga, Bugiri and Kaliro district taking progressive steps to strengthen legal protection against the exploitation of children

Iganga district local government was supported to have their child protection ordinance approved and gazetted by the Uganda gazette. The legislation is now ready for implementation.

The Kaliro District Local Government has finalized the drafting of the Child protection ordinance. The process has been informed by key members of the district through a series of convening's. The fair draft is ready for presentation before the Technical Planning committee of the district for their input before it is presentation to the district council.

Bugiri district has also finalized conducting community consultations on the proposed child protection bill by ordinance and the committee on community services will be presenting a report to the district council on the ordinance.

Below are some of the Photos taken during the Law committee meetings held in Kaliro district.



The above photo shows the Law committee meeting held on 19<sup>th</sup> July at Kaliro Health Boardroom to enrich the proposed Bill

## A responsive and efficient decision-making PLA powered by the increased use of data and technology

PLA in partnership with the Ministry of Gender Labour and Social Development launched a national study

Collected current data on the knowledge, attitude and Practice on child labour in Iganga, Kaliro and Bugiri districts. This data informed our programming and engagement at the district level.

PLA was represented and participated in key national level discourses such as the National Task force trafficking in persons under the Ministry of Internal Affairs; National Steering committee on Elimination of Child Labour under the Ministry of Gender, Labour and Social Development; , National Coordination Mechanism on Migration under the Office of the Prime Minister. At these national strategic platforms, issues such as drawing strategies for the elimination of child labour, addressing trafficking in persons and ensuring streamlined migration patterns were discussed.

PLA has also participated in donor related convening and discussions held at the national level. This provided the opportunity to connect with new donors whom working relationships have been established and there are prospects of funding.

## RESOURCE MOBILISATION

Secured four short project funding totaling to UGX. 122,600,000/= from Global Alliance Against Traffic?? in Women and a partner who prefers to remain anonymous to scale up and support PLA's ongoing work with workers as well as strengthen institutional resource eco-system for resilience and sustainability.

We worked with university students Makerere University, Uganda Christian University, Law Development Center among others as volunteers and internship students. These boosted the capacity of the slim staff team to deliver services to the target groups.

# CHALLENGES AND FUTURE PLANS

## CHALLENGES

Limited institution funding hampered with the organization ability to respond to developing issues within the labour and employment and contribute more effectively.

## OUR FUTURE PLANS

Develop a new five year strategic Plan 2025- 2030 detailing our strategic intent and thematic areas of focus in our programming. In the meantime we will continue with the core mandate of promoting and protecting the rights of vulnerable and marginalized workers. We will continue with our advocacy agenda

such advocacy for legal and policy reforms in the domestic work sector of Uganda; inform the ongoing reforms and review of the national employment policy, employment laws among others.

We plan to intentionally and purposefully roll out our private sector engagement strategy as a tool of locally mobilizing resources for our activities while supporting the private sector players to enhance their compliance reputation.

We plan to expand our presence in other regions like Albertine region which is currently host to workers in the oil and gas sector; Ruwenzori region with our interventions on child labour; Karamojja sub region on issues of child trafficking

# OUR FINANCIAL STANDING IN 2024

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## 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 2024

	Notes	2024 Actual Ushs.	2023 Actual Ushs.
<b>INCOME</b>			
Grants	3	821,538,153	1,336,216,274
Other income	4	66,670,432	9,889,589
<b>Total Income</b>		<b>888,208,585</b>	<b>1,346,105,863</b>
<b>EXPENDITURE</b>			
Administrative expenses	5	228,783,939	164,503,413
Personnel expenses	6	285,163,880	619,489,684
Operating/Activities expenses	7	489,741,169	471,492,817
Other expenses	8	13,297,530	36,363,239
Non-Expendable expenses	9	13,499,200	-
<b>Total Expenditure</b>		<b>1,030,485,718</b>	<b>1,291,849,153</b>
<b>Surplus/(Deficit) for the year</b>		<b>(142,277,133)</b>	<b>54,256,710</b>
Balance at 1 January		274,421,486	220,164,776
<b>BALANCE AT 31 DECEMBER</b>		<b>132,144,353</b>	<b>274,421,486</b>
<b>Represented by:</b>			
Receivables	11	352,562	352,562
Cash and bank balances	12	148,568,291	298,403,674
Payables and accruals	16	(16,776,500)	(24,334,750)
		<b>132,144,353</b>	<b>274,421,486</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 2024

	Note	2024 Ushs.	2023 Ushs.
<b>ASSETS</b>			
<b>NON-CURRENT ASSETS</b>			
Property and Equipment	10	34,466,294	37,791,281
<b>CURRENT ASSETS</b>			
Receivables	11	352,562	352,562
Cash and Cash equivalents	12	148,568,291	298,403,674
		148,920,853	298,756,236
<b>TOTAL ASSETS</b>		<b>183,387,147</b>	<b>336,547,517</b>
<b>FUNDS AND LIABILITIES</b>			
<b>FUNDS</b>			
Capital Fund	13	34,466,294	37,791,281
General Fund	14	61,148,071	(16,846,056)
Restricted Fund	15	70,996,282	291,267,542
		166,610,647	312,212,767
<b>CURRENT LIABILITIES</b>			
Payables and accruals	16	16,776,500	24,334,750
<b>TOTAL FUNDS AND LIABILITIES</b>		<b>183,387,147</b>	<b>336,547,517</b>

These financial statements were approved by the Board of Directors on 15<sup>th</sup> December 2025 and were signed on its behalf by:

  
 \_\_\_\_\_ CHAIRPERSON

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



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