



Platform For Labour Action

# 2020 ANNUAL REPORT



**A 20 YEARS'  
JOURNEY OF  
SERVICE  
DELIVERY**

## ABOUT US

Platform for Labour Action is a national Nongovernment organization founded in 2000 that promotes and protects the human rights of vulnerable and marginalized workers in Uganda.

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# CHAPTER ONE: ABOUT US

## 1.1 INTRODUCTION TO THE REPORT

This report has been presented six chapters. Chapter one: Introduction. This chapter offers understanding of the layout of the report, the organizational profile and a brief of the 2020 for the organization. Chapter two: 2020 Key achievements. This chapter provides in details the key organizational highlights, achievements as well voices of beneficiaries under each strategic objective. Chapter three: Challenges. This chapter highlights the challenges faced in the year. Chapter four: Lessons learnt in 2020. Chapter Five: Our financial standing in 2020. This chapter presents the fundraising efforts and the financial statement of the 2020. Chapter six: Our appreciation. This chapter recognizes and extends appreciations to the different development partners and well-wishers.

## 1.2 ORGANISATIONAL PROFILE

### WHO WE ARE?

Platform for Labour Action is a national civil society organisation founded in 2000 to promote and protect the human 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

Mission: Promoting and protecting the rights of vulnerable and marginalized workers through empowerment of communities and individuals in Uganda.

### OUR CORE VALUES

Professionalism

Commitment to our work

Transparency and Accountability

Team work

Respect for human rights

Zero tolerance of corruption

### OUR TARGETGROUP

PLA's interventions target vulnerable and marginalized workers including;

Children in exploitative forms of work

Children at risk of exploitation

Vulnerable and marginalized workers infected and affected by HIV&AIDS

Women

Youth

Low income earners (below 300,000 Uganda Shillings per month)

### **1.3 OUR PROGRAMME THEMATIC AREAS**

PLA operates her programmes in three (3) thematic areas. They include;

*Rights, Social Protection, and Accountability thematic area* which is responsible for using multi-media approach to create awareness about the rights of vulnerable and marginalized workers and empower communities to support them. Legal Aid services are provided through direct service delivery, referral mechanisms and alternative dispute resolution mechanisms in order to support our target group access to justice.

*Institutional Strengthening and Development* thematic area consolidates existing new strategic partnerships and creates new ones in order to enable PLA implement her programmes. It further builds capacity of implementing partners, staff and the Board; and regularly carries out organizational capacity assessments to inform systems and structural reviews.

*Research and Knowledge Development* thematic area which is responsible for information generation, packaging and dissemination to PLA internal and external stakeholders. It also strengthens the capacities of PLA and its partners in research and M&E to facilitate evidence based programming and advocacy.

# MESSAGES FROM PLA TOP LEADERSHIP

## REMARKS FROM THE CHAIRPERSON



**W**elcome to our 2020 annual report. Within this Annual Report you will find brief highlights of our efforts and contributions in 2020 as well as some of the most heartwarming stories and voices of transformation you can imagine from our beneficiaries.

As organization marked 20 years of service delivery in 2020, I assumed office as chairperson Board of Directors Platform for Labour Action to further the work of my predecessors. 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 brought about by the COVID-19 health crisis. 2020 marked the roll out of the implementation of our five year strategic plan which was developed and launched in 2019. Strategic actions were undertaken including the adoption of the Resource mobilization and fundraising strategy as a tool to resource the strategic plan.

We are extremely pleased with the impact and changes that our interventions brought directly to our beneficiaries and within the communities we served during the year and I therefore invite you to this annual report 2020.

While the far reaching diverse effects of COVID-19 and its restrictive control measures instituted by the Government on our operations at an organisational level and our targeted beneficiaries cannot be understated; the COVID-19 health crisis also spurred innovation and provided an opportunity to rethink and invest in new ways of making the organizational interventions and services more responsive and accessible to all target groups. In addition crisis called for a renewed effort on SDG 16 to achieve more peaceful, just and inclusive societies; SDG 1 for an inclusive economic recovery particularly to ensure equitable accessibility to the recovery fund secured from the International Monetary Fund by the Government of Uganda and SGD 8 on decent work for all in the challenging circumstances.

On a regrettable note, Civic space narrowed particularly as the country made a decision to go ahead with 2021 general election. The operating environment was characterized by increased security scrutiny of the operations of Civil Society organizations and Non-government organization by the government agencies. In addition, arbitrary arrests of human rights defenders including leaders of civil society organizations, lawyers, journalists increased and this created fear in all human rights defenders and practioners across the country.

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, Hivos, VOICE, Urgent Action Fund- Africa, Hope for Justice, Global Giving 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

In 2020 the organization clocked 20 years of service delivery to our target groups. While there were plans to celebrate this milestone with our stakeholders and beneficiaries, the outbreak of COVID-19 health crisis and its subsequent restrictive control measures disrupted the annual plans and agendas.

The COVID-19 pandemic significantly affected the progress on the 2030 Agenda for Sustainable Development for the organization and the country at large. Instead of sprinting towards achievement of the Sustainable Development Goals (SDGs) at the start of the last decade for action on the agenda, the country struggled to maintain the line and safeguard progress that has been made. The socio economic impacts of Covid-19 disproportionately affected the poorest and most vulnerable sections of society whom form part of target groups. This effect is expected to spill over to 2021 as the National Planning Authority anticipated growth rate of the economy to go as low as between 3 - 4 percent for FY 2019/20 through next financial year 2020/21, this worsened Uganda's key development challenges of poverty and unemployment.

Despite the unprecedented challenge, collectively we exhibited resilience and coped with the situation to ensure that our target groups continued to access services. We also documented the voices, showcased the impact of Pandemic to our target groups and dialogued with policy makers and technocrats on strategies to support the most affected to re-engage in economic development.

The organization scaled up her use of Information and Communication Technology in service delivery as well as invented and rolled out new ways of implementation including using community radio mega platforms to reach the target groups with human, civic and labour rights information; online legal aid service provision, virtual engagements with technocrats and policy makers, What application group sensation.

We maintained our national, regional and continental strategic engagements, presence and partnerships to advance issues of the target groups through virtual platforms initiated following the outbreak of the COVID-19 pandemic. PLA also remained at the helm of promoting and protecting labour rights of targeted workers through provision of legal services to 2,878 poor, vulnerable and marginalized person, raised awareness to a total of 127,450 workers, employers and community members and informed legal and policy discourses on the National Social Security Amendment Bill 2019, Employment Amendment Bill 2019, Market Bill 2020 with the aim of improving working conditions of all workers across the different divide and levels. In addition PLA further worked with the Ministry of Gender, Labour and Social Development to draft and consult with stakeholders on the Employment (Domestic Workers) Regulations 2020.

The funding environment more than ever before was constrained and this affected resourcing for the strategic plan. We are however eternally grateful to our development partners for the invaluable support both financial and technical during this challenging year.

We also remain grateful to the Government for maintaining relative peace and stability as

well as its enabling policies that enable us to operate and supplement Government efforts. To Our partners and service providers who assist in service delivery to our target groups, thank you very much.

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

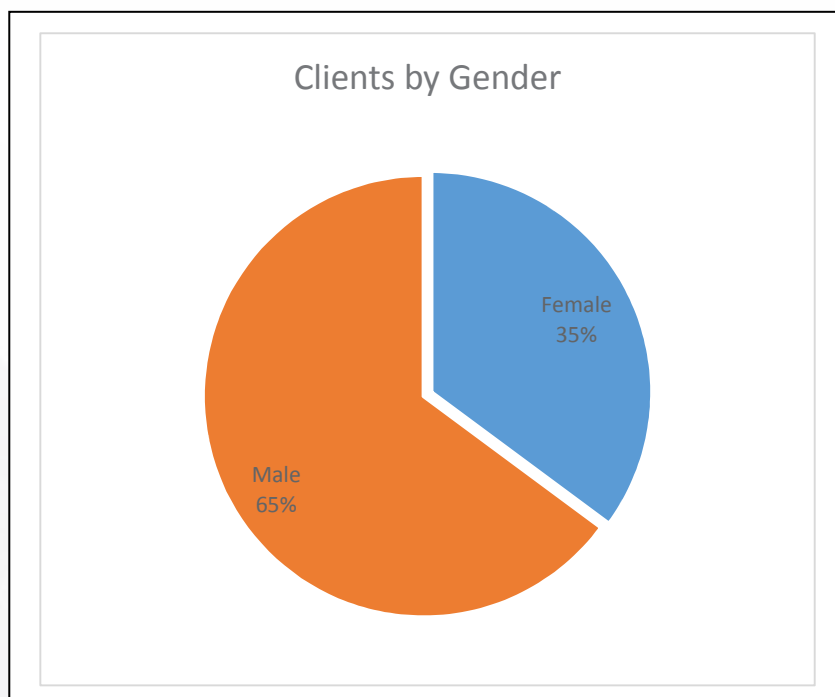
PLA remains committed to the vision of a world where social justice and democratic values are observed in the world of work. I welcome you to this collective ray of achievements in the year 2020

# CHAPTER TWO: 2020 KEY ACHIEVEMENTS

**STRATEGIC OBJECTIVE 1: To promote human rights and accountability among communities and duty bearers on the rights of vulnerable and marginalized workers by 2024**

**OUTCOME 1: INCREASED ACCESS TO REMEDIAL SERVICES BY VULNERABLE AND MARGINALIZED WORKERS**

We enabled a total of 2,878 (1,011 female and 1,867 male) Poor, Vulnerable and Marginalized Persons (PVMPs) received legal support and assistance in addressing their various justice needs. 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. 60% of the clients this year were youth; the outbreak of COVID-19 pandemic exacerbated the rights violation faced by the youths in the world of work. As majority of them were absorbed in the informal sector with limited regulation and compliance with the labour and employment standards, they succumbed to arbitrary dismissal/ terminations and nonpayment of their wages as the pandemic ravaged the country. It is no wonder nonpayment of wages/ salaries and wrongful dismissal/ termination were the majority claims during the year representing 27% and 19% respectively.



Like the previous years, majority 65% of the beneficiaries of the legal aid services were male. These trends are attributed to the male and female ratio in paid employment at the National level.

***Causal workers, teachers, security guards, farmers, cooks and builders formed the majority clientele this year.***

UGX. 224,437,303/= (Uganda Shillings; Two Hundred Twenty four Million Four Hundred Thirty Seven Thousand Three Hundred three only) was recovered on behalf of 306 (73 female and 233 male) clients through mediations and consent judgments. The clients included teachers, house wife, Sales agents, security guards, store, domestic workers, cleaners, cooks, chef, school matrons, mechanics, drivers, electrician, builders/masons, casual workers, peasants, farmers among other.



*In the middle is the legal officer East Mrs. Erina Kawalya handing over money recovered on behalf of four clients who formerly worked as machine operators at SWT security Company where they were unfairly terminated.*

## VOICES OF CHANGE

### Thank you PLA!

*ElupeMirriam 15years, Akot Lea 13years and AmongiSalume 11years lost their both their parents at a very tender age having lost their father in 2016 and their mother in April 2020. Elupe and*



*her sisters were left to stay alone, this situation forced them to request their step mother who was leaving in the neighborhood village to accommodate them with the rest of their step sisters and brothers. The step mother agreed but on condition that they could grow their own food for their consumption. In June 2020 when the children wanted to start clearing the land measuring to two acres for planting session, their Paternal Uncle a one Ogwal Nicholas*

stopped them and threatened to beat them up. A community member who also happened to be PLA's past client Ms. Hellen Odala who witnessed the incident referred the children to PLA offices in Amolatar where they reported a case of land grabbing against their Uncle. The clan leader of Oumolao clan (the clan in which the Children belong) was contacted as well as the Local council authorities of Agweng Village and the probation officer for the district in a mediation. While the Uncle argued that the children are only girls, the clan leader, local council authority dis agreed with Nicholas' arguments. PLA educated Nicholas on the provision of the law on inheritance and the clan leader also emphasized the provisions of the Lango Cultural Institution which enjoins the lango people to treat both girls and boys as equal in all aspects of life. As a result the respondent admitted claims against him, and agreed to vacate the said land. The clan leader was entrusted with social support to the children to ensure that the children are not disturbed again. Elupe and her Sister were so thankful to PLA for supporting them to realize their rights

### **'Sweet victory as Akello Judith inherits her late father's land'**

Three acres of land were recovered for and on behalf of Akello Judith a peasant farmer and daughter to the late Ogwang Jonathan of Amolatar district. She reported a case of denial to inherit her late father's land against two of her uncles' Ocuku Patrick and Odongo Mark. Desperate several requests from Akello Judith to access and control of her late father's land given that she was the only child to the deceased, the requests fell on deaf ears. The uncles told her to marry instead and as a girl child, she could not inherit the father's land. With the help of community member who benefited from PLA services, she sought PLA assistance to enable her recover the said land from her uncles'.



### **'Lost Hope Restored by Legal Aid'**

Keeya Emmanuel is a 34 year old male from Nabingo Wakiso district. He worked as a cook at Trinity college Nabingo for 09 years from 2010 to 2019 where he was being paid a monthly salary of 270,000/= (Two hundred seventy thousand shillings). In December 2019, he was unfairly terminated without notice. He tried to go back to school to discuss with the employer but the security guards did not allow him inside the school. In March 2020, he reported a case of unfair termination to PLA which he got to know through a former workmate who was a past PLA client.



PLA lawyer engaged the employer first with phone calls, letter of intention to sue and after successful mediation, the employer agreed and paid Ugx. 1,394,000/= (One million three hundred ninety four thousand shillings) as terminal benefits in August 2020. He used the money recovered to purchase a motorcycle for commercial purposes. *“I thank PLA for helping me recover my money. I had lost hope in my case because there is a lot of corruption and the school where I was working is well known. I am also proud of PLA’s work of promoting workers’ rights; they should keep the spirit of helping marginalized.”*

### **“I recovered my land in one month, thanks to PLA”**

Raymond Owiny male is a 38 year disabled old male from Adwila Amolatar village, Amai Parish Amolatar district. He came to know PLA through community reach that was conducted in his village and also through radio talk show at Amolatar Hot FM. He narrates his story as follows; *“I sold part of my land to my brother-Acana Jimmy (respondent) but he dug in the boundaries and trespassed into another piece of land that I hadn’t sold to him. So I reported the case to PLA in August 2020. The Paralegal officer mobilized clan leaders in the same month for mediation, so during the investigations, we used the measuring tick which was used while selling the land and we found out that he had trespassed into my land. Upon mediation, my one acre of land was handed back and I am in possession of the same. I rented the land*



*to someone who plans to plant crops and the money I received is helping me to cater for basic needs and I used the balance to construct the pit latrine. “I thank PLA for the commendable work because I have seen many people who got to court and their cases take long but mine was solved within one month. I promise to sensitize fellow community members on their rights because community awareness sessions empowered me and I know where to seek redress”*



### **LEGAL AID IMPACT ON COMMUNITIES**

**23 female clients were enabled to access child and family support from the fathers of their children.**

*Kaudha Catherine a teenage mother who was impregnated by a one Dhaawa Paul reported a case of child neglect against him as the father of her child aged one and half years. Mediation was held on 15<sup>th</sup> July 2020 with Mr. Dhaawa Paul where he educated on his role as father. He agreed to start supporting the child. In the month of July, he*

deposited Ugx. 50,000/- at Munna office and Catherine was informed to collect the same.

**Legal and Peaceful household and communities;** 88(58 female and 30 male) community members across our districts of operation were supported to settle domestic disputes and misunderstandings through counseling and reconciliation processes leading to peaceful households and communities.



On the left is Mediation and conciliation meeting held at Naibiri village and on the Right is a mediation and conciliation meeting at MUNNA CBO one of our sitelite offices in Iganga district.

**Enabled 621 (109 female and 512 male) suspects** at police stations at Bugiri, Kaliro, Lira, Dokolo, Amolatar central Police stations and Buligo Police post in Iganga to access free police bond including have some of the charges dropped through our legal aid at police strategy. Majority of these had been arrested for violation of presidential directives particularly curfew hours and vending procedures. These did not only access police bond but also engaged the District Police Commanders to drop the charges.



On the right is Lira PLA HRA Coordinator – Opio Leonard one of the trained community champions speaking with suspects whom he had just supported to bond at Lira Police station

**Reinstated at work;** Mr. Okello Mathew and Mr. Ejula Michael were reinstated back to their jobs as machine operators with Global Paints Ltd following successful mediation and negotiation processes. The duo had been laid off in May 2020 through unfair processes. In the mediation, the employer was enjoined to use a rotational working schedule for workers which reinforce job security for all within the small wage Bill. The employer was responsive of the option and the duo was reinstated back to work.

### **Lira Magistrate Court released and dropped charges against 21 vendors**

PLA worked with a section of private lawyers and Legal Aid service Providers and secured the release of 21 (12 female and 9 male) poor, vulnerable and marginalized persons who had been arrested and remanded on allegations of failure to adhere to the Presidential directives. These PVMPs were languishing in the Government detention facilities in Lira district at Kwania Prisons following their failure to raise the cash bail of Ugx. 100,000/= each on 9<sup>th</sup> April 2020. The plight of these vulnerable persons generated social and public debates at national and regional level. Accordingly court was petitioned and the accused persons were produced in court on 13<sup>th</sup> May 2020 and charges were dropped and they were accordingly released.



*PLA social worker with the clients at Lira court Just after their release.*

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

Our knowledge empowerment strategies (Door to door, targeted awareness in groups of our target groups, employer- employee work place dialogues, police awareness, work based awareness, educative sessions) reached **127,450** people including workers, employers, stakeholders and community members. These were reached with awareness information on the Work place Standing operating procedure 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 and its effect, health risks of COVID-19 and how to combat the spread of the virus, land among others and safe options to participate in labour migration.

Awareness empowered community members and workers to detect rights violations, report and claim their rights. According to our annual data from the Leal aid information system, 30% of this year's clientele reported and sought legal assistance from PLA either during or after having attended an awareness raising initiative. In addition, majority 62.4% of the clients this year sought legal assistance from PLA through referrals from friends who had heard about PLA's services through the different awareness strategies.

**Table showing Strategy and number of people reached**

Strategy	Number of people reached		
	Female	Male	Total
Work based awareness	397	1,033	1437
Employer- Employee dialogues	680	1,233	1,913
Police awareness	761	5,085	5,846
Educative sessions in universities and schools	100	164	264
Peer to peer education/ awareness door	6,084	4,338	10,422
Community outreaches/ clinics	909	1,089	1,998
Pre-departure orientation for migrant workers	395	0	395

Social awareness	media		105,175
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The above caption shows the Legal Officer at an awareness session on safe options of labour migration at Sports View Hotel, Kireka.  
**Employer-employee dialogue session and work place inspections.**



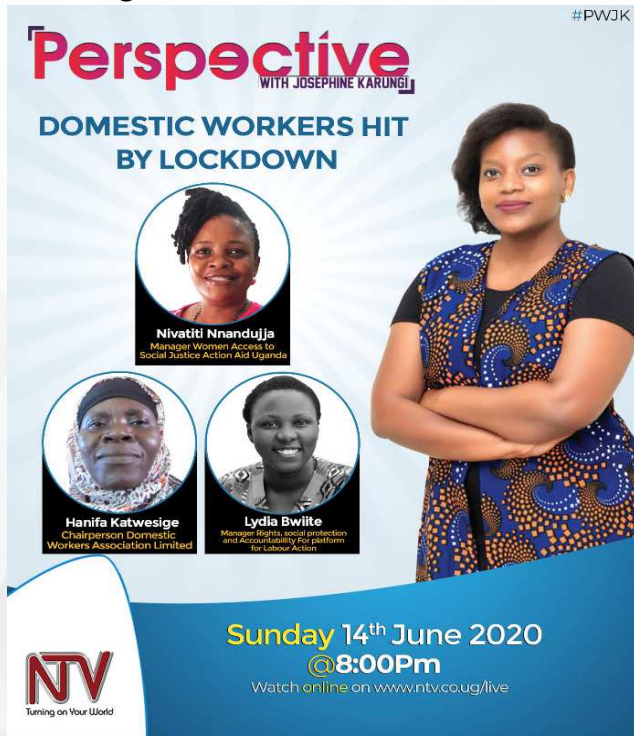
The Wakiso District Labour officer in a reflector jacket speaking to the workers at Roya Van Zanten a flower firm in Wakiso district



On the Left is PLA lawyer addressing questions from workers at kyagalanyi coffee Ltd and on the right during the inspection of the construction site in Bugiri District.

### Media Awareness engagement and awareness

PLA was given free air time on NTV on the Perspective programme which is hosted by



Josephine Karungi a re-known Television personality in Uganda. The discussion focused on how Domestic workers were hit by the lockdown due to COVID-19. PLA was able to share the impact of the lock down to the domestic workers including termination, limited access to health information, forced quarantined with employers, stranded domestic workers and loss of earning. A call to action was also made during the share to stakeholders and employers.

The talk show generated media debate as well as increased PLA’s visibility on the issues of domestic workers in Uganda. For instance;



**NTV Uganda**  
Yesterday at 20:40 · 🌐

Employers should take domestic work as work and domestic workers as workers and not mere helpers. When we refer to them as mere helpers it diminishes the working relationship this person has with you as an employer. These are workers and they need to be respected - Lydia #PWJK



**Swaib Karafule** Thanks Platform for Labour action for filling the gaps of Labour officers on inspecting of workplaces.

**Kasigwa James** Thanks for everything PLA, my employer stopped me after working and finishing for a him a mega project in the name of projects being affected by COVID 19. I need your help

### *Television awareness and Dicussions*

Eight television awareness discussions were held on NBS television, Spark Television on the programme know your rights, Bukkedde TV, NTV and Smart 24 Television. The topics of discussion included rights and responsibilities of domestic workers, impact and coping mechanisms for domestic workers in the wake of COVID-19; taking stock of government efforts in the fight against trafficking in person and creating awareness on the vice; Workers Social Security in the wake of COVID-19. The television talk shows generated further public debates on the need to regulate the domestic work sector, Midterm access to NSSF savings.

### *Photo Gallery for the talk shows*

**HEADLINES**

- NAVIGATING NIGERIA'S FOREIGN-EXCHANGE MAZE ON PATH TO FAIR VALUE
- LIBYAN OIL INDUSTRY THROWN INTO MORE CHAOS AS HAFTAR DIGS IN
- DISNEY WORLD PREPARES TO REOPEN AS FLORIDA POSTS DAILY SURGE
- THAILAND TO BEGIN ITS COVID-19 VACCINE HUMAN TRIALS IN SEPTEMBER

**FOREX**

	US DOLLAR	GB POUND	EURO	K SH	T SH
BUYING(UGX)	3,735.38	4,650.04	4,203.19	35.12	1.61
SELLING (UGX)	3,745.38	4,662.49	4,214.44	35.21	1.61

**LIVE S24 SMART AFTER BREAKFAST**  
**THE IMPACT OF COVID-19 TO THE DOMESTIC WORK SECTOR**  
 10:17:43 AM

The caption above shows legal associate with the Chairperson DOWA during the talk show.

**TALK SHOW**  
**COMMEMORATION OF WORLD DAY AGAINST TRAFFICKING**  
 #NBSUpdates COVID-19 AT NRM HEADQUARTERS  
**LIVE nbs**  
 02:43 PM

Manager Programmes discussing the strides taken to addressing trafficking in person in Uganda and what needs to be done in the wake of COVID-19

## *Radio awareness*

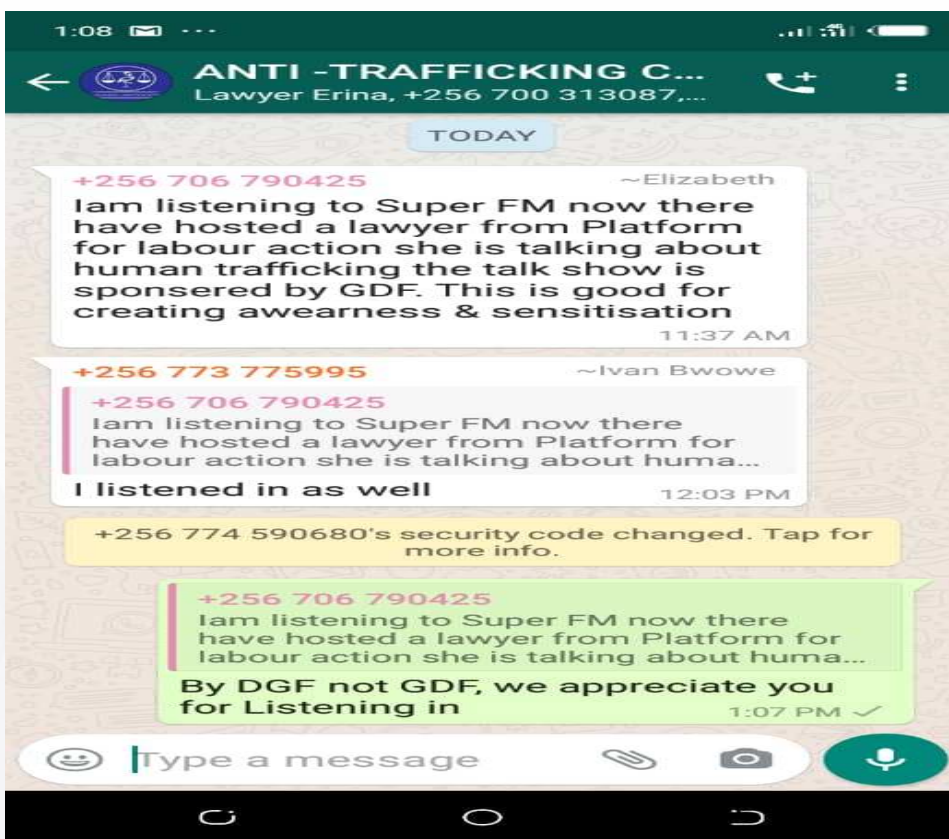
96 radio awareness sessions were held during the year. These included 72 awareness talk shows held using the community mega radio platforms within the communities of operation and 24 awareness sessions on mainstream radio stations with region and national coverage. The community mega radio platforms took place at Bipira radio, Katwe Vendors Community Radio, Kiwepe radio, Kiroberadio, Nsambya radio in Makindye division, RadioLugaga and Busega radio in Rubaga Division, BwaiseKisenyiradio, Bwaisekazo radio, Lufula zone Radio, Bwaise community radio, Kyebando radio in Kawempe division; Luzira- Kampala road radio, Nakawa vendors Voice in Nakawa Division; Kireka market radio in Kira Municipality Wakiso district; NamwiwaFm, Buyala broadcasting center and Voice of Kasokwe in Kaliro district; Namungalwe Information Center, Nasuti community radio, Idudi information centre and NabitendeFm in Iganga district; NamulesaFm in Jinja. While the mainstream radio awareness sessions were conducted on Simba radio, Super Fm radio stations, Bukede FM radio, Top Radio, Mama FM radio stations in Kampala Success FM, Akaboozi FM, Dembe FM, Mama FM radio stations in Kampala, QFM radio in Lira, Kyoga FM in Amolatar, Busoga one Radio in Jinja, Rock Mambo in Tororo.



These media awareness sessions focused on the rights and responsibilities of workers and employers, recruiters, in an employment relationship and how to cope with the challenges brought about the COVID-19 to the employment relationship, domestic violence, child labour, sexual harassment at the work place and how combat the vice through collection of evidence to facilitate the prosecution of the perpetrators, understanding trafficking in persons, schemes used in recruitment of women and youths into exploitative labour particularly with the current situation of COVID-19 that has exacerbated the vulnerabilities of the most at risk populations.



Caption above is the legal associate and HRA at Super FM educating listeners about human trafficking and safe options of seeking employment abroad.



## Tackling Sexual Harassment at the Work Places through improved evidence collection

Developed, launched and disseminated the use of a sexual harassment evidence collection tool. The tool was developed with support from HIVOS with the aim of facilitating evidence based reporting of sexual harassment in employment as a means of increasing successful prosecution of the case to combat the vice. This tool unpacks sexual harassment to enable the every worker, employer, and stakeholder to understand, articulate and appreciate the manifestation and existence of the vice at the work places. It explains the evidence needed



*A group of domestic workers in a discussion group during the training on the sexual harassment evidence collection tool at Mt. Zion*

and provides potential victims and victim a step by step guidance in collection and storage of evidence sexual harassment. The tool was launched at the national level with 53(34 female 19 male) stakeholders by the deputy Director of Public Prosecution on Sexual Offences department who welcomed the tool and called upon all stakeholders to presentatives from the domestic work, horticulture and leisure and hospitality sectors were trained and oriented as peer educators on the Self-Help Sexual Harassment Evidence Collection tool . **404** workers (325 female 79male) workers from JP cuttings, Mairye estate, xclusive cuttings Uganda Limited, Jambo Aurum roses, domestic workers from the divisions of Kiira, Kawempe, Rubaga, Makindye, and workers in the leisure and hospitality sector were sensitized on the use of the tool. By close of the year 13 (5 female and 8 male) clients had sought for legal support on issues of sexual harassment at the work place.



*Caption of the Group photo of the participants*

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

## **District leadership and stakeholders reflected, took stock of the impact and developed strategies to address the risks and challenges brought about and exacerbated by COVID-19.**

Two bi-annual district stakeholders meetings were convened in each districts of operation; Kampala, Iganga, Kaliro, Bugiri Busia, Tororo, Lira, Dokolo and Amolatar districts, The meetings were convened under the theme; Reflecting on the risks, challenges and opportunities brought about by COVID-19 in the district. A total of 224( 92 female and 132 male) district stakeholders including Chief Administrative Officers, Labour officers, Probation officers, district planning officers, district and sub county community development officers, child family protection officers, community liaison officers, district police commanders, district criminal investigation officers, sub county chiefs, cultural leaders, local council leaders, representatives from partner CBOs and trained HRAs. Key among the risks and challenges posed cross the district of operation is increased child labour incidences, poverty levels as some of the employed populations were laid off- this has also resulted into increase in crime rates particularly in Northern and Eastern districts of operation, defilement and teenage pregnancies due to long period of children being out of school which has also led to child marriages as often pregnant girls are forced to marry the perpetrators of defilement, domestic violence as a result of economic stress at the household level, increasing incidences of internal child trafficking with children being recruited to go and work as vendors or domestic workers in towns and urban centers. Strategies to respond to these issues were identified, discussed and agreed upon including awareness raising through radio, community radio mega platforms, creation of male champions and role models targeting all sector as a means of responding to the increased defilement cases and child marriages, creating linkages to economic empowerment

programmes including youth livelihood programmes and Uganda Women Entrepreneurship Programmes.



*Stakeholders in Group work during the stakeholders meeting*



*A group picture of Amolatar stakeholders after the meeting at Town Council Offices*



## Informed and influenced the ongoing legal and policy reforms in the labour and employment sector

During the year, PLA continued her advocacy engagements and efforts to inform, influence legal and policy reforms on issues affecting the vulnerable and marginalized workers. This was through engagement meetings with members of parliament, committees of parliament, mobilization of affected vulnerable and marginalized workers to amplify their voices and inform the reforms and with ministry of gender, labour and social development.

***Members of parliament pledged support to the Employment Amendment Bill 2019.*** PLA engaged 34 (25 female, 9 male) members of parliament under UWOPA at Imperial Royale hotel Kampala with the objective of garnering their support and buy in for Employment Amendment Bill when it's tabled on the floor of parliament for the second reading. All members of parliament who attended the engagement meeting welcomed the Bill and pledged to support the Bill once presented on the floor of parliament. Once the Bill is passed into law, it will not only strengthen the current provisions of the Employment Act on working mothers, curtail casualization of labour but also recognize and regulate the domestic work sector in Uganda for the very first time.



Above is PLA Manager Rights Social Protection and Accountability photo presenting the justification for Bill

*PLA engaged with the Committee on Gender, Labour and Social Development at Parliament of Uganda on the Employment Amendment Bill 2019* . PLA presented the pros and cons of the Employment Amendment 2019 to the parliamentary committee on gender labour and social development. The Chairperson of the Committee appreciated PLA for continuously sharing her expertise and informing legal reforms in the labour and employment sector. The committee further requested PLA to share in details proposed provisions of the Bill which was accordingly done. The information provided was used in the preparation of the committee’s report on the Bill which report remained pending presentation by close of the year



*On the left is the PLA team and on the right are some of the members of the committee and the chairperson in the Middle.*

**Mobilized Domestic workers under their National Association to add their voice to the proposed Employment Amendment Bill.** PLA supported the executive leadership of the Domestic Workers Association to develop a position paper on the Employment Amendment Bill 2019 detailing their opinion and take on the Employment Amendment Bill 2019. The leaders submitted the same to the clerk Gender Labour and Social Development committee of parliament for consideration. Their petition was publicized in media. <http://livenewschatroom.com/2020/08/03/domestic-workers-want-employment-amendment-bill-2019-expedited/>

**Domestic workers, employers of domestic workers, recruiters of domestic workers, local council leaders, Labour unions, Ministries, and civil society organizations enabled to participate in the development of the draft Employment (Domestic Workers) Regulations 2020**

182 (117 female,65 male) stakeholders including domestic workers, local council leaders, representatives from government departments and ministries, labour unions, women and youth civil society organisations , employers and recruiters of domestic workers were consulted and provided constructive input that shaped the current draft Employment ( Domestic Workers) Regulations 2020.

Most importantly Domestic workers actively amplified their voices and informed the drafting process of the Employment (Domestic Workers) Regulations. The chairperson Domestic Workers Association described the process in her remarks during the consultation meeting with leaders of domestic workers as **“history in the making for domestic workers themselves to participate in the change to come into the domestic work sector of Uganda”**. The legal officer from the Ministry of Gender, Labour and Social Development remarked at the consultation meeting with domestic workers following the feedback, views and suggestions from the domestic workers, **‘I am really impressed with the active participation of the domestic workers. They really understand the domestic work sector, I have learnt a lot from them today. It is amazing’**.



***On the left is a group photo of employers, local leaders and recruiters of domestic workers who attended the consultation meeting at Eureka Hotel Kampala ; On the right is the recruiter submitting during the consultation meeting.***



On the left is the Commissioner of Labour, Employment and Industrial Relations Mr. Alex Asiimwe delivering his opening remarks at the National Stakeholders meeting and on the Right is the General Secretary for Domestic Workers Association Limited Ms. Athieno Florence submitting at the National Stakeholders meeting at Fairway Hotel Kampala

**Strategic Objective 2: To strengthen social protection initiatives for vulnerable and marginalized workers by 2024**

**OUTCOME 1: INCREASED ACCESS TO RETIREMENT BENEFITS BY OLDER PERSONS**

PLA participated in the executive meetings of the Uganda Social Protection Platform wherein the implementation approach of the project that aims at ensuring inclusiveness of all old persons in the SAGE programme was agreed upon. Engagement meetings with National Identification Registration Authority (NIRA) to carryout door to door registration of old persons who were missed out on registering for National Identification Cards due to

disabilities and old age challenges which resulted into exclusion of some of the most vulnerable old persons from benefiting from the SAGE programme given that it is based on the National Identification Card were agreed upon.

PLA participated and informed the national debate on social protection particularly the debate on the workers’ agitation for a 20% pay out from the National Social Security Fund to cushion the workers affected by the subsequent impact of COVID-19 and the control measures issued by the Government. These engagements and participations were through virtual platforms including webinar zoom meeting and twitter discussions and chats as well development and dissemination of policy briefs on the topic of discussion. These engagements continued to reinforce the agenda on increase social security benefits for workers.

**OUTCOME 3; STRENGTHENED INITIATIVES FOR ADDRESSING TRAFFICKING IN PERSONS, SAFE LABOUR MIGRATION, WITHDRAWAL OF CHILDREN FROM EXPLOITATION, LIVELIHOOD SUPPORT, REHABILITATION AND REINTEGRATION WITHIN THEIR COMMUNITIES**

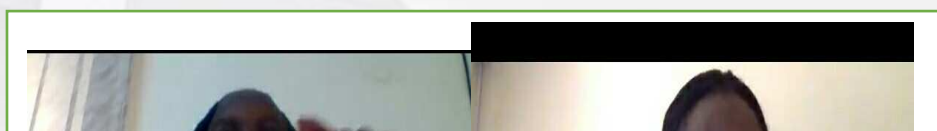
**Key stakeholders in the migrant labour sector virtually discussed the future of Uganda’s labour migration in the wake of COVID-19**

A webinar-zoom meeting was convened under the theme: *Counting the Cost of COVID-19 pandemic on Uganda's migrant labour sector- adjusting to the new normal*. A total of **52 (29 female, 23 male)** stakeholders from MoGLSD, Ministry of Internal Affairs, Uganda Human Rights Commission, GIZ, Ministry of Foreign Affairs, Academia from Makerere University, recruitment agencies, board members of Uganda Association of External Recruitment Agencies, Immigration officers from exist and entry points, civil society organizations, IOM among others. Presentations were made by Director Labour-Employment Relations, Executive Director- UAERA, and Executive Director- PLA and Assistant National Coordinator-Trafficking in

Persons from the Ministry of Internal Affairs on the impact of COVID-19 to the sector, preparedness in the new normal and recommendations for the sector.

Key among the discussion 680 Ugandan migrant workers already reported to be in distress. However, majority of the distressed migrant workers went informally using informal channels which make it difficult for government to support them. Government is prepared to assist migrant workers that used the proper channels but the migrants together with their respective agencies will incur the cost of transportation. There are no reports as to the number of affected Ugandan migrants in terms of losing their jobs, salary cuts and layoffs. Migrants whose contracts expired during the global lock down are stuck in their employers' homes because they cannot travel back home while others are stuck at embassies, deportation centers and police stations. It was observed that current challenge in the labour sector will lead to escalated illegal travel, increase in externalization costs including including the possible requirement for immunization against the corona virus, testing as well as quarantine requirement and ask ourselves whether we are prepared for the future.

The need for awareness raising around illegal recruitment and safe labour migration; There is need to tap into other opportunities for skilled manpower like doctors, nurses and engineers among others because currently there is an excess of medical practioners who cannot be absorbed by the Ugandan market; The need to establish a comprehensive monitoring system for migrant workers to eliminate abuse and violation of rights, expedite the passage and adoption of the National migration policy for policy coherence and effective labour migration governance which respond to the changing needs of the business and workers to as to balance labour market efficiency and equity concerns as well as



increase budget allocation to the externalisation of the labour unit under the Ministry of Gender, Labour and Social Development.

**Strategic Objective 3: To enhance PLA's brand visibility by strengthening the M&E, research and communication functions**

**OUTCOME 3.1: A STRONGER PLA BRAND VISIBILITY AT DISTRICT, NATIONAL, REGIONAL AND INTERNATIONAL LEVELS ON VMWS' RIGHTS PROTECTION**

PLA convened a regional virtual webinar zoom meeting themed: Unpaid and Paid care workers in the wake of COVID-19. The meeting brought together practitioners, domestic workers, recruiters of domestic workers, employers of domestic workers, civil society organizations and media fraternity. The discussion took stock of the impact of the pandemic on the care economy and the workers in the sector. Key impact were increased vulnerability of care workers with high risk to the virus due to lack of protective gears, nonpayment of wages for the paid care workers, unfair termination, loss of earning, stranded care workers, limited or no access to correct information on the virus due language barrier and limited access to channels of information. The meeting also discussed the way forward including the need to reach care workers with the health information, government to prioritize recognition and regulation of the domestic work sector among others.



## Unpaid and Paid Care Workers in the wake of COVID-19

**Zoom Meeting**  
**Friday 5th-June-2020**  
**Time: 11:00am -1:00pm**



Ms. Josephine Karungi  
 @jkkarungi

### Panelist

### Moderator



Ms. Angela Benedicto  
 Founder/Executive Director Wotesawa Mwanza Tanzania  
 @angelbenn87



Ms. Hanifa Katwesige  
 Chairperson Domestic Workers Association Limited  
 @WorkersUganda



Ms. Lydia Bwite  
 Manager Programmes Platform for Labour Action  
 @bwite  
 @pla\_ug



Ms. Nivatiti Nanduja  
 Manger Women Access to Social Justice Action Aid Uganda

*You can also Join the discussion live via;*



### Regional and Continental Participation and Presence

PLA attended and participated in the first-ever VIRTUAL CSO FORUM on the African Charter on the Rights and Welfare of the Child from 25th May to 3rd June 2020. The objectives of the meeting was to; 1. To map and learn CSOs contribution to the response, safeguarding and protection of children's rights during the COVID19 health crisis. 2. To reflect on the impact of African Charter in the 30 years and its existence and the initiatives by CSOs. 3. To deliberate on a clear, predictable and well-coordinated approach by the CSO Forum in executing its mandate and adding value to its stakeholders through the development of the Strategic Plan and the Forum's sustainability as well as other internal policies. 4. To map concrete ways to improve relations and dialogue between the Forum (Management, Secretariat and members), cooperating partners and key stakeholders to effectively deliver on the Forum's mandate.

There is need for PLA to apply for observer status at the regional and continental level for effective participation and agenda setting on the issues in the labour and employment sector affecting children.

PLA represented the Uganda coalition against trafficking in at the regional webinar under the theme; Trafficking in protection measures in the wake of COVID-19. PLA was able to make a presentation on strategies that have worked in Uganda and what needs recommendations to maintain the status quo or better the protection measures.

### OUTCOME 4; INCREASED ACCESS TO LEGAL AID SERVICES, INVESTMENT CAPITAL AND EMPLOYMENT OPPORTUNITIES BY VULNERABLE WORKERS INCLUDING THOSE IN THE EXTRACTIVE INDUSTRY

#### Documentation and showcasing of the impact of COVID-19 on Women's Economic Rights.

PLA developed a 20 minutes documentary that covered central and northern region with voices of experience from women traders, vendors, workers and entrepreneurs during COVID-19 as well as stakeholders. The documentary has since been used national and regional dialogues at national E- conference on saving women's economic rights in the wake of COVID-19 and the regional e- conference that was convened by EASSI. The documentary

is found on the following links 1.Vimeo - <https://vimeo.com/452455377> 2. YouTube - <https://youtu.be/rmgxMEIzapM>

### National E-Conference on Saving Women’s Economic Rights in the wake of COVID-19

PLA convened the national E-conference under the theme ‘Saving women’s economic Right and Space in wake of COVID-19’ with funds from Urgent Action Fund. The objective of conference was to assess dialogue and develop strategic policy and economic recovery

measures to mitigate the risks posed by COVID-19 to women’s economic empowerment. The meeting brought together representatives from government, private sector, employers, Development and social partners, Global partners and donor agencies, women entrepreneurs, women traders and women in employment. The meeting was also accessible via webinar

on [https://us02web.zoom.us/webinar/register/WN\\_\\_EyFvMPDSPm5781iSq\\_ow](https://us02web.zoom.us/webinar/register/WN__EyFvMPDSPm5781iSq_ow)

Key speakers at the conference included Senior Economists in the Country, Business expert and Government officials. Key recommendations from the meeting included Re-capitalization of women’s trades and enterprises. It was discussed and agreed that there is



need for the economic recovery fund to categorically and creatively be accessible to the women., The need to undertake a national in depth study on the impact of the pandemic to the women’s economic rights to inform government recovery programmes and interventions, Re-tooling and re-skilling of women entrepreneurs and traders on the emerging economically viable sectors of work and employment. It was discussed and agreed that women still lag behind in the use of

digital platforms to conduct trade and businesses, Promote diversification of income generating activities for women and strengthen legal protection on women's economic rights. The Market Act of 1942 and Employment Act 2006 were identified as being outdated.



*In picture with the microphone is Ms. Amonding the Chairperson of Platform for Vendors Uganda.*

#### **Strategic Objective 4: To strengthen PLA's institutional and organizational capacity to implement the strategic plan by 2025**

##### **Capacity building**

The organization also had capacity of staff during the year monitoring and reporting on the Economic Social and Cultural Rights using national, regional and international human rights mechanisms to address ESCR violations by states and individuals; Commercial Sexual Exploitation of Children to strengthen understanding of commercial sexual exploitation of children (CSEC) and Media freedom and right to freedom of expression.

##### **Networking and coordination**

PLA continued to network and coordinate with other likeminded organizations through attending and participating in network and organizational meetings. Overall, the team participated in 12 networking meeting organized by LASPNET, Uganda National NGO Forum, UWONET, Initiative for Social Economic Rights, Uganda Women Parliamentary Association, CEDOVIP and Coalition Against Trafficking in Person Uganda;

PLA participated and informed the CSO alternative reports to the African Commission on Human and people's rights and African Committee of Experts on the Rights and Welfare. The meetings were organized by the Initiative of Economic, Social and Cultural Rights and attended by several organizations working around children's rights. PLA was able to provide information on the situation of child labour, ethical minority groups, trafficking in person that enriched the report.

## **CHAPTER THREE: CHALLENGES**

The COVID-19 health pandemic and its subsequent control measures such as restrictions on movements, suspension of public gathering, suspension of public transport, closure of all learning institutions substantially affected community based activities, educative sessions and full operation during the year. The high transport costs which rose in the easing of the lock down period made it difficult for the vulnerable groups to follow up their cases with some of them missing out on court hearings because they could not afford the transport costs. The situation has also affected the rate of resolution of cases as most employers have turned the situation into an opportunity to frustrate disputing workers by hiding behind the economic hardships even when they can afford to settle the matter. In addition, the situation has increased case backlogs particularly in the industrial court of Uganda due to the low operations as the court adheres to the COVID-19 SOPs.

## **CHAPTER FOUR: LESSONS LEARNT IN 2020**

To strengthen the use of Information communication technologies in service delivery to the target groups. The COVID-19 health crisis and its subsequent blunt effects on the conventional methods of service delivery has made a strong case for the need to embrace the use of ITC in service delivery. The population as well as government institutions including the judiciary have gradually embraced ITC in service delivery and it is therefore important to exploit the momentum.

The COVID-19 crisis ushered in innovativeness and creativity for continuation of programme implementation. Through this process we learnt and tapped into a grey area which hadn't been explored- the use of community based radio mega platforms to create awareness. These community based mega phones are efficient in any that every community member has no option but to listen to the message given that it is not a tuning radio and thus limits choice. The platform also is very key in reaching women with information given that they are within the communities.

# CHAPTER FIVE: OUR FINANCIAL STANDING IN 2020

## 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 2020

	Notes	2020 Actual Ushs.	2019 Actual Ushs. Restated
<b>INCOME</b>			
Total grants	3	1,500,098,898	1,549,193,782
Other income	4	20,571,682	141,455,596
<b>Total Income</b>		<b>1,520,670,580</b>	<b>1,690,649,378</b>
<b>EXPENDITURE</b>			
Administrative expenses	5	138,465,530	176,155,280
Personnel expenses	6	779,518,886	873,116,431
Operating/Activities expenses	7	402,640,996	754,472,387
Other expenses	8	14,411,919	26,862,284
Capital expenditure	9	-	2,900,000
<b>Total Expenditure</b>		<b>1,335,037,331</b>	<b>1,833,506,382</b>
<b>Surplus/ (Deficit) for the year</b>		<b>185,633,249</b>	<b>(142,857,004)</b>
Balance at 1 January		101,280,805	244,137,809
Opening balance adjustment		4,285,061	-
<b>BALANCE AT 31 DECEMBER</b>		<b>291,199,115</b>	<b>101,280,805</b>
<b>Represented by:</b>			
Receivables	11	2,514,521	2,298,562
Cash and bank balances	12	297,184,594	299,163,969
Payables and accruals	16	(8,500,000)	(14,442,850)
Deferred Income	17	-	(185,738,876)
		<b>291,199,115</b>	<b>101,280,805</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 2020

	Note	2020 Ushs.	2019 Ushs.
<b>ASSETS</b>			
<b>NON-CURRENT ASSETS</b>			
Property and Equipment	10	14,888,960	20,511,265
<b>CURRENT ASSETS</b>			
Receivables	11	2,514,521	2,298,562
Cash and bank balances	12	297,184,594	299,163,969
		299,699,115	301,462,531
<b>TOTAL ASSETS</b>		<b>314,588,075</b>	<b>321,973,796</b>
<b>FUNDS AND LIABILITIES</b>			
<b>FUNDS</b>			
Capital Fund	13	14,888,960	20,511,265
General Fund	14	(31,774,306)	23,263,382
Restricted Fund	15	322,973,421	78,017,423
		306,088,075	121,792,070
<b>CURRENT LIABILITIES</b>			
Payables and accruals	16	8,500,000	14,442,850
Deferred Income	17	-	185,738,876
		8,500,000	200,181,726
<b>TOTAL FUNDS AND LIABILITIES</b>		<b>314,588,075</b>	<b>321,973,796</b>

These financial statements were approved by the Board of Directors on ... 21 October 2021 and were signed on its behalf by:

CHAIRPERSON

EXECUTIVE DIRECTOR

# CHAPTER SIX: APPRECIATION

First and foremost, we thank the Government of Uganda for the relative peace and stability in the country as well as its enabling policies that allow civil society organizations like Platform for Labour Action to supplement its efforts. Specific appreciation is extended to the leadership of the Ministry of Gender, Labour and Social Development our line Ministry of operation for the technical support and cooperation we enjoyed in the year 2020 that enabled us to undertake and participate in strategic platform and forums. We also thank the leadership of the Ministry of Internal Affairs for the cooperation extended to us in the implementation of our interventions as well as co-opting PLA to serve as a member of the national task force on trafficking in person. Our appreciation is also extended to the Ministry of local government and the 12 local governments in our districts of operation ( Kampala, Wakiso, Mukono, Iganga, Kaliro, Bugiri, Bugweri, Busia, Tororo, Lira, Amolatar and Dokolo) for the support, cooperation and partnership extended to us during the year that enabled us to deliver services to people we represent.

We thank our partner CBOs (Katwe Child Labour Activists Association, Bwaise Informal Peer Educators Association, MUUNA CBO, Kaliro Community Based Organisation, Dokolo Human Rights Advocate CBO, Amolatar Peer Educators Association) and the trained Human Rights Advocates for supporting implementation of the different interventions and taking the services nearer to our target groups. We also appreciate our referral partners in the public and private spheres, including the members of the Legal Aid Service Providers, Uganda Human Rights Commission, members of the Justice, Law and Order Sector (JLOS) and other Civil Society Organizations.

In a very special way, we would like to appreciate the following development partners: the Democratic Governance Facility (DGF), VOICE, Hivos, Urgent Action Fund- Africa (UAF-A), Global Fund to End Modern day Slavery, Hope for Justice, and Global Giving for the financial and technical support given to us during this 2020 that enabled us to implement and deliver services to our target groups. We remain eternally indebted for your support and encouragement as we look forward for future partnerships, synergies and partnerships.

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