



# PLATFORM FOR LABOUR ACTION

Ensuring Democracy & Social Justice in the World of Work

# ANNUAL REPORT

## 2018



**ADVOCATES FOR THE  
VULNERABLE AND  
MARGINALISED  
WORKERS AND POOR  
PERSONS**





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# Abbreviations and Acronyms

<b>ACCU</b>	Anti-Corruption Coalition of Uganda
<b>CBO</b>	Community Based Organisation
<b>CDW</b>	Child Domestic Workers
<b>COFTU</b>	Central Organisation for Trade Unions
<b>CS</b>	Civil Suit
<b>DEO</b>	District Education Officer
<b>ESPP</b>	Expanding Social Protection Programme
<b>HCCS</b>	High Court Civil Suit
<b>HURINET</b>	Human Rights Network
<b>IEC</b>	Information Education and Communication
<b>ILO</b>	International labour Organisation
<b>LASPNET</b>	Legal Aid Service Providers
<b>MOGLSD</b>	Ministry of Gender, Labour and Social Development
<b>NRM</b>	National Resistance Movement
<b>NSSF</b>	National Social Security Fund
<b>PLA</b>	Platform for Labour Action
<b>PPDA</b>	Public Procurement and Disposal of Public Assets Act
<b>RDC</b>	Resident District Commissioner
<b>SCE</b>	Stop Child Exploitation
<b>URA</b>	Uganda Revenue Authority
<b>WSD</b>	Written Statement of Defence

# A Message From Chairperson of the Board of Directors



**W**elcome to this issue of PLA Annual report 2018. I am pleased to invite you to walk with us through our journey of 2018. Since our founding in 2000, each year brings with it new beginnings, new opportunities and new challenges. In 2018, our efforts as the Board were geared towards contributing to our Mission and informing the new organisation strategic direction for the next five years taking cognizance of changes in the context in which we operate.

We are extremely pleased that our legal aid programme supported 7,630 (4730 Male and 2900 Female) poor persons, vulnerable and marginalized worker access justice at their different justice needs. As a result UGX.348, 692,485/- was recovered for and on behalf of 496 (349 male, 147 female). 28,832 (12,995 female and 15,837 male) workers, employers and community members were directly reached and approximately 3 million people were indirectly reached with information on their human, civic, labour and legal issues. Awareness raising leveraged our work beyond the geographical areas of operation, led to a reduction in the cases of domestic violence and child neglect reported in Namable Sub County Iganga, changed and transformed mindset of community members in the areas where we operate from use of children as a source of labour to demanding the local government for social services such as a school for their children to go to school.

This year we influenced the enactment of a Child Rights Protection bye- law in Rupa Sub County Moroto district. In addition as the wave to amend the current labour laws took center stage in the legal and policy frame work of the Ministry of Gender, Labour and Development, we did not inform the process of amending the Employment Act 2006 but also took a bold step to support the drafting of

a private members Bill; Employment Amendment Bill 2019, which recognizes and comprehensively provides domestic workers, casual workers and working breast feeding mothers. This piece of proposed legislation is as an outcome of the recommendations made in our 2017 study report that profiled domestic work contributions at the household and economic development of the country. This proposed legislation challenges the societal biases against domestic work and the new trends of casualization of labour. I can only highlight a few achievements of our work here and I therefore invite you to this annual report.

However, despite our efforts, the levels of vulnerability remain high amongst our target groups coupled with increased justice needs. It is in this context that I call upon the Government of Uganda to expedite the process enacting the National Legal aid policy, revising the current minimum wage.

I take this opportunity to thank my fellow Board Members for the support and commitment we made together to serve PLA, the Executive Director and the Staff members for their commitment and dedication to this cause. Our work as an NGO cannot be possible without the support of our Development partners ; Democratic Governance Facility, United Nations Democracy Fund, Terre Des Hommes Netherlands, HIVOS, VOICE, International Labour Organization, we are grateful for your support to PLA's activities and programmes and for your support to enhancing social justices for poor, vulnerable and marginalized persons in Uganda,

*Ms. Sarah Banenya*  
**CHAIRPERSON**

# A Message from the Executive Director



The year 2018 marked the end of our Strategic Plan 2014-2018 and this provides an opportunity to reflect on our contributions in the lives of our target beneficiaries, communities that we serve and or on the labour and employment landscape of the country as well as learning that Platform for Labour Action (PLA) has had for the last 18 years on Uganda's scene.

While the year has registered a couple of challenges in the labour sector, we have witnessed several commendable developments in the field that we operate in. The government through the Ministry of Gender, Labour and Social Developments are undertaking steps to promote labour justice especially for the vulnerable and marginalised groups. This year, the Ministry of Gender, Labour and Social Development started the process to amend the Employment Act 2006 to provide clarity to convoluted provisions within the Act. This exercise partly emanates from the desire to align the Act to the National Employment Policy that was formulated and adopted in 2011 introducing new principles that require legislative backing from the amendment. If amended, the Act will provide clarity to confusing provisions and provide protection to the currently excluded groups including casual workers, domestic workers, and volunteers/interns. The amendment seeks to cover coordination issues in labour administration, the inadequate provisions on recruitment, regulate the powers vested in the labour officer, expound on provisions on foreigners, migrant workers and cover inconsistencies in the age of employment of children and remedial actions among others.

There is now a labour officer operating in each district and Municipality in Uganda which has increased the total number to 170 labour officers. Since it is a legal requirement that all labour disputes not disposed of by the labour officer within 8 weeks are referred to the Industrial Court, By December 2017 the Court had registered 1550 References from all the different regions of the country.<sup>1</sup> Because of the increasing backlog largely as a result of insufficient number of judges, the Industrial Court designed the pre session hearing system and held regional court circuits in Lira, Gulu, and Jinja to be able to handle cases in the most appropriate manner. By doing this, PLA had more than 50 of its labour claims handled and concluded in 2018 alone. There have also been proposals to split the panel of the Industrial Court and have each Judge sitting individually in hearing individual employment matters and an amendment of the law to support this is in the offing.<sup>2</sup>

A new kind of employment that has replaced the employee status to independent contractor that is dubbed the "gig economy" is emerging and consuming a considerable population of the youth. In this 'gig economy', many workers/youth have no employment contracts but are independent contractors who are paid per piece of work that they perform. Popular gig platforms such as Freelancer, Uber and taxify that allow workers to find episodic work have gained centre stage. By doing this, businesses have been

<sup>1</sup> The Industrial Court of Uganda, *Four Years later, The Trends and Workings of the Industrial Court*, Justice Asaph Ruhinda Ntengye, Chief Judge Industrial Court

<sup>2</sup> *Id*

able to by-pass labour principles governing employer-employee relations as well as lower costs by only paying workers when there is a demand for their labour. As such, business can now avoid paying sick leave, maternity leave, dealing with disciplinary processes, PAYE and NSSF. It is yet to be established how these arrangements will be regulated.

Regarding human trafficking, government has demonstrated increasing efforts by investigating, prosecuting, identifying and repatriating more trafficking victims, and increasing law enforcement training.<sup>3</sup> The government launched an online External Employment Management System where citizens can apply for pre-vetted overseas employment opportunities through licensed companies.<sup>4</sup> The government strengthened migrant worker protections abroad by negotiating with a foreign government to provide cellular phones, which include a recently launched application for the tracking and monitoring of workers.

There was an innovative collaboration between Uganda's Ministry of Gender, Labour & Social Development and international eye health organisations under the Social Assistance Grants for Empowerment (SAGE) Programme under which give an opportunity to older people who receive the social pension in Uganda to be tested and treated for eye disease, sight loss and blindness. This means that when older people collect their monthly social pension, they are also offered free eye examinations. If needed, they are given surgery and/or antibiotics for a range of conditions including cataracts and trachoma. The SAGE programme is taking keen interest on issues of disability as disability has particularly been noted to affect older persons and therefore posing a considerable hindrance to access and impact of the Senior Citizens Grant.

Despite these remarkable developments Uganda continues to be a source, transit, and destination country for men, women,

<sup>3</sup> U.S Department of State, 2018 Trafficking in Persons Report, Office to Monitor and Combat Trafficking in Persons  
<sup>4</sup> Id

and children subjected to forced labour and sex trafficking. Ugandan children as young as seven are exploited in forced labour within the country in agriculture, fishing, forestry, cattle herding, mining, stone quarrying, brick making, car washing, scrap metal collection, street vending, bars, restaurants, and the domestic service sector.<sup>5</sup> Prisoners in pre-trial detention engage in forced labour alongside convicts. Girls and boys are exploited in prostitution.<sup>6</sup> Women and children from Uganda's remote and underdeveloped Karamoja region are particularly vulnerable to domestic servitude, commercial sexual exploitation, and forced begging. Children from the Democratic Republic of the Congo (DRC), Rwanda, Burundi, Kenya, Tanzania, and South Sudan are subjected to forced agricultural labour and prostitution in Uganda

The youth and women who form part of our target groups have continued to face higher levels of unemployment forcing many to move either through safe or unsafe means to countries especially in the Middle East to access employment. The impact of this trek will require more investigations to assess the impact it has had on our country as a whole both positively and negatively.

Despite the promulgation of the Amended Children's Act 2016 that criminalises child labour, exploitation of children has continued. More than 2 million children in Uganda are estimated to be affected. The Uganda Bureau of Statistics (UBOS) claims 45% of children from households living below the poverty line are forced out of school to work and supplement their parents' incomes, with children aged between 5 and 17 years the worst at risk. In addition majority of human rights officers wait for affected children to report their cases first yet not all children are aware of their rights when it comes to child labor.

The refugee influx in Uganda, the majority from Southern Sudan, Somalia, has made it

<sup>5</sup> U.S Department of State, 2018 Trafficking in Persons Report, Office to Monitor and Combat Trafficking in Persons  
<sup>6</sup> Id

even more pertinent and presents a situation that needs to be investigated so as to design and implement interventions that respond to the needs, protect and promote rights of the working refugees in Uganda.

Our reflection and learning this year has been on the need for PLA to integrate livelihood support as part and parcel of the services offered to our target groups. The livelihood support would complement the legal aid support leading to economic freedom for our target groups and prevent repeated abuse. In addition, the need for PLA services to be extended to key strategic regions such as the Albertine region also formed part of reflection and learning. The region presents unique challenges to the labour and employment sector that need to be addressed.

The funding environment has steadily become constrained and after completion of the Child protection project which was being funded by the Tere des Hommes Netherlands a huge gap has been left making it increasingly challenging to pursue our mandate to the levels we aim for. This is therefore calls for collective efforts to fundraise to ensure that we continue to

advocate against abuses and provide legal aid services to poor person and vulnerable and marginalized workers.

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

To Our referral partners and service providers who assist in running of the organization, thank you very much.

To Our 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 its vision of a world where social justice and democratic values are observed in the world of work.

*Grace Mukwaga Lule*  
**EXECUTIVE DIRECTOR**

# 1.0 INTRODUCTION

## WHO WE ARE?

Platform for Labour Action is a national civil society organisation founded in 2000 to promote the human rights of vulnerable and marginalized workers in Uganda.

## OUR VISION

A society where democratic values and social justice are respected 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)

## WHAT ARE PLA PROGRAMMES?

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.

## 1.1 Our Work

PLA targets poor communities, vulnerable and marginalized workers as defined under the Social Development Sector Strategic Investment Plan II (SDIP 2<sup>7</sup>). They include the following;

**Children in exploitative forms of work and at risk of exploitation;** Child labour is a significant social and economic problem that constitutes a grave violation of children’s’ rights to education, health, mental growth, labour standards and exposes children to many risks. Children, who join the labour market prematurely, forego the opportunity to gain skills for future decent and productive employment leading to poverty cycle.<sup>8</sup>

**Informal sector workers;** The Uganda Employment policy<sup>9</sup> acknowledges that the informal sector currently provides alternative employment to the majority of the labour force, although it is insufficiently supported. The informal sector employs 86.6% of the youth majorities of whom are female (91.0%)<sup>10</sup> The sector has low productivity and is not regulated giving rise to a population of vulnerable and marginalized workers. They are faced with illegal evictions without reasonable notices which disrupt their sources of livelihood, unregulated market dues, poor sanitation, lack access to clean and safe water, lack contracts, lack information on human rights and access to justice.

**Women and youth;** Over 78% of Ugandans are below 30 years<sup>11</sup>. Women are the backbone of agricultural production, but lack control and access to productive resources such as land and credit<sup>12</sup>. 24% of women in employment face physical violence and economic abuse that deprives them of their self-esteem and hinders their contribution toward productivity. Women and young girls also fall prey to traffickers where they are lured into non existing jobs abroad and end up working as domestic workers, their passports confiscated, non-payment of wages, and lack of food, forced into prostitution, given inaccurate information on available jobs, subjected to forced labour, lack information on their rights as workers and end up stranded abroad<sup>13</sup>. Women and Youth also constitute majority of the low -income earners (below 300,000/= Uganda Shillings per month/ USD 110). They include domestic workers, security guards, water vendors, taxi touts, market vendors, subsistence, plantation and commercial agriculture workers, construction workers, fish-mongers, motorcycle riders and teachers.

7 2012

8 SDIP 2 (2012)

9 2011

10 ILO "Labour Market Transition of young women and men" 2014

11 State of Uganda Population Report 2012

12 Uganda Demographic and Health Survey 2011

13 The Annual Report on Trends of Trafficking in Persons 2017

## 2.0.HUMAN RIGHTS, SOCIAL PROTECTION AND ACCOUNTABILITY

Under this thematic area PLA uses a multimedia approach to create awareness about the rights of vulnerable and marginalized (VMWs) workers and empower communities to support them. PLA supports VMWs through the provision of legal aid services, livelihood support, avails skills development for children in vocational institutions and improves their access to and retention in formal education through various structural interventions.

### 2.2 Provision of legal services

7630 (4730 male, 2900 female) clients received legal advice, counseling, support to access police bond, court bail, representation in mediations, negotiations, roundtable discussions, in quasi-Judicial courts and courts of law as well as referral to other legal aid and service institutions for the appropriate redress. We served domestic workers, house wives, security guards, machine operators, teachers, electricians, carpenters, casual workers, porters, nurses and receptionists, to mention a few. The issues of dispute included non-payment of wages, unfair termination, summary dismissal, debt repayment, workers' compensation, NSSF arrears, domestic violence, child neglect, land matters, uniform refund, unpaid annual leave and terminal benefits. 680 mediations were conducted for and on behalf of 221 female and 459 male clients and 293 (258 female, 35 male) clients represented at the labour offices, circuit and industrial courts across the country.

#### **RESULTS**

*Our legal support, we enabled 496 (349 female and 147 male) to recover UGX.348, 692,485/- (Three Hundred Forty Eight Million Six Hundred Ninety two Thousand Four Hundred Eight Five Shillings only) as unpaid wages, workers compensation, compensation for unfair termination, debt recovery, child support, unremitted NSSF among others.*

Below are a few captions of the service received by some of our clients



**Left:** Ugx.12, 947,000/= was recovered for and on behalf of 10 male clients who worked as trenchers for Nile Electric Co. Ltd in their claim for unpaid salaries

Acomo Lillian was supported to access child support including 20kgs of maize, 1bar of soap, 1kg of sugar for 2 years old baby from a one Anayonge Morrish the father of her child. Anayonge was educated on his responsibility as a parent.



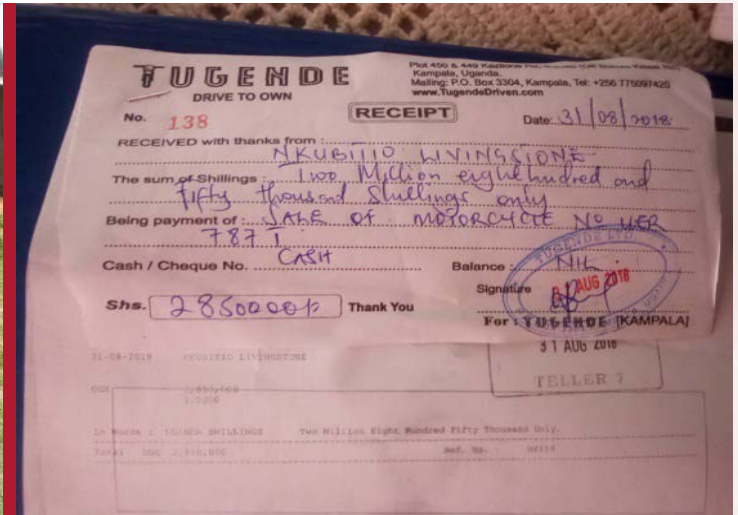
**Above left:** Ugx 45,000/= and two sheep were recovered for and on behalf of Olum Joseph as compensation for sheep that was killed by the respondent's dog in 2017. **Right:** Ugx. 200,000/=, was recovered for and on behalf of Achen Eunice as unpaid wages from Apala Comprehensive.S.S a school in Alebotongo District.

### *Impact of our legal aid programme*

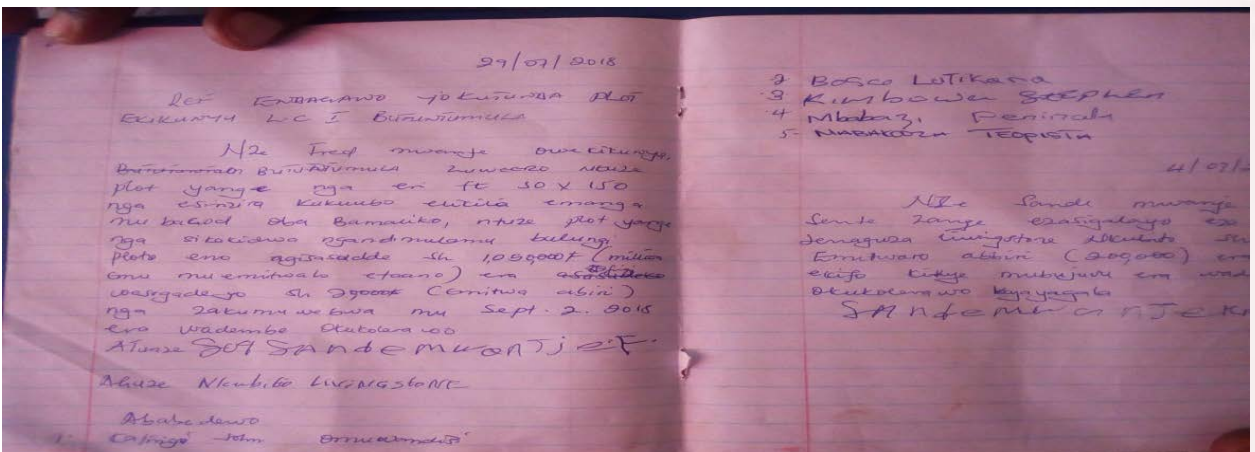
Our legal aid support transformed the lives of our clients beyond our imigation. We documented the impact beyond supporting our clients to recover what is due to them. An example is Nkubito Livingstone who was enabled to recover Ugx. 8,000,000/= from Sobetra Uganda Limited where he worked as a driver and was unfairly terminated on allegations of theft of fuel. Mr. Nkubito has been able to transform his life using the proceeds from his case. He received business coaching from the lawyer who handled his case. Nkubiito was able to complete the construction of his house, bought a plot of land and a second hand motorcycle which he uses for commercial purposes. He noted that in a week he is able to save Ugx. 60,000/= after all his and family expenses. This unimagined transformation has formed part of our reflection and learning on our legal aid programme moving forward. Photo Gallery.



Nkubito standing next to his house he completed after receiving the money in Kirinya



Nkubito standing next to a motorcycle he purchased after receiving the money.



Agreement for the land that Nkubito bought in Luwero after receiving the money

## 2.3 Raising awareness

### *Awareness raising*

We directly reached 28,832 (12,995 male, 15,837 female) workers, employers, community members, students from higher institutions of learning and school-going children in the districts of Kampala, Wakiso, Busia, Iganga, Kaliro, Lira, Tororo Dokolo, and Amolatar with awareness information through work based, community and employer-employee outreach sessions. They received information on rights and responsibilities at the work place, the role of district labour officers, safe options of going to work abroad to avoid recruitment into exploitative migrant labour, children's rights, parental responsibilities, land and tenant relationships, domestic violence, rights of a criminal suspect, police bonds and land rights.

### **RESULTS**

*Awareness raising changed and transformed mindset of community members in the areas where we operate. An example of such a community is the areas of Budaya sub county in Bugiri district, the needs and demands of the community members have since changed from using their children as family labour in the gold mines to demanding the local government to put up a school in the area surrounding the gold mining areas to ensure that their children attend and realize their rights to education.*

*There was a commendable reduction in the cases of domestic violence and child neglect reported in Namable Sub County as a result of awareness raising in the communities which targeted mostly the young people as well as the presence of our partner CBO MUNNA which community members fear being reported to.*

*Awareness raising also played an important role in taking legal aid services near the target groups especially the women who find it difficult to move and seek for legal advice or report cases due to a number of factors including the lack of money for transport to and from the service providers and cultural biases that hinder them from reporting abuses.*

*As a result of the employer-employee work place dialogues and work place inspections, there has been a commendable improvement in the working conditions of some workers in the work places that were inspected. A case in point is Tip-top Bakery located in Lira district. A follow up inspection was conducted to ascertain the level of compliance with the labour officer's orders that were made during the previous inspection in March 2018. It was found that there was a slight improvement in its hygiene and Majority of workers had been provided with protective gears. There were no complaints from the workers with regards to their rights as compared to the previous inspection. The employer committed to provide the remaining workers with protective gears within a period of two months.*

Below are captions of these sessions



*The Eastern C B O coordinator i sensitizing community members in Bujjiko Iganga*



*A PLA legal assistant (standing )during the educative session at Kanambatiko SS, Kaliro district, Eastern Uganda.*



*The Bugiri labour officer during an employer-employee dialogue session in the village of Eden*



*The Lira labour office (centre) and PLA legal officer hold a sensitization at Ngetta Tropical Holding.*

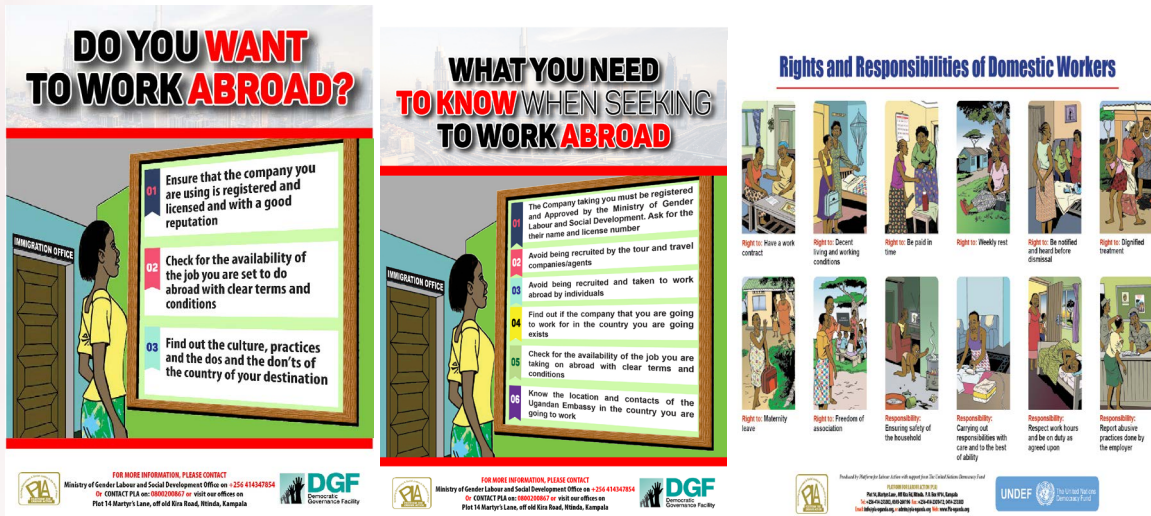


PLA's Legal Assistant (standing) during the employer- employee dialogue at Mbogo High school, Kampala District.



Domestic workers leaders conducting peer education to fellow domestic workers in Ntinda, Kampala district.

We developed and printed out 1500 legal aid brochures, 1500 flyers and poster “What you need to know when seeking to work abroad”, 300 t-shirts on the responsibilities of the Human Rights Advocates and re-printed 1000 posters on the rights and responsibilities of domestic workers and were all distributed to stakeholders at the national and regional levels during and outside awareness sessions.



Most notably, with support from the HIVOS and other partners, pre-decision and pre-departure training modules were developed. The content of these modules is based on the different life experiences and practices in Uganda and the gulf countries to which majority of the labour is being exported. The pre-decision training module is the first of its kind in Uganda, targeting both the potential migrants and their relatives, to provoke a critical reflection on the broad meaning and implications of labour migration. This module was also translated into ‘Luganda’, a widely spoken native language, and pre-tested with a focus group of 4 female and 5 male community members who approved its message and recommended training of local leaders on the same and a wider dissemination of the information throughout the community.

## 2.4 Media advocacy

44 radio talk shows and 1 television talk show were held on radio stations such as Voice of Africa, Bukedde FM, Simba FM, Dembe FM, Joy FM and Success in the central region, Baba FM, Busoga 1 FM, Eastern Voice FM in the Eastern region, and Q FM in the Northern Uganda. These shows focused on the major challenges faced by domestic workers, the employment of children, rules on the payment of wages, channels of redress for domestic workers, the economic contributions of domestic workers both at the house-hold and national level, the importance of domestic workers creating mutual support groups, land issues and general workers' rights. Some shows were conducted in collaboration with local leaders of mutual support groups, representatives from different CSOs and local government leaders.

Below are captions of some of these shows

**Left:** The Lira legal officer with the Lira Senior C.D.O during the talk show on Q FM radio.



The Iganga program assistant and Busia probation officer facilitating a talk show on Jogo FM



PLA's Programme Officer Community Development (front) and the Programme Manager Federation of Uganda Employers raising awareness on Child Labour at Bukedde FM, Kampala.

## RESULTS

*The Media Approaches did not only leverage our work, but also increased the reach of our services to target groups and geographical coverage beyond our areas of operation.*

## 2.5 Support of formal and informal child education and measures to prevent child labour

109 (71 male, 38 female) **formerly exploited and children** from vulnerable households **acquired knowledge** on liquid soap- and paper bag- making, entrepreneurship, career development, financial literacy and business planning at PLA's Kyebando Vocational Training Centre in Kampala.



- PLA **secured 40 internship placements for beneficiaries** in professions such as hairdressing and tailoring at Somero Uganda, Sustainable Youth Development Foundation in Bwaise, St. Padre Pio Vocational skills training centre, LM Service garage, saloon clouds, wonder tailors' centre and Makansa and sons' garage for training in their various fields of study. 3 young people were retained as full time paid employees.
- **Rescued 6 child domestic workers from exploitative work and abuses in Kampala.** These cases are referred by trained leaders of domestic workers, local council leaders and police officers. Cases of nonpayment of wages, assault and child labour were lodged against the perpetrators and duly followed up. In resolving of the cases and reuniting of the children with their families, PLA worked with police,



*Left: Brenda, (left) a SCEEL beneficiary, guiding a student at the training institute on sowing children's dresses*

*Sheila, a 16 year old who had worked for one year and two months without payment was withdrawn after reaching out to PLA through the toll free number. Natasha was demanding a total of 1,305,000/= in salary arrears. The employer was talked to, taught the rights of children and the illegality of child labour. He agreed to pay this debt. The child was peacefully withdrawn and resettled with her parents.*



*PLA's Programme Assistant (left) and Sheila during her resettlement in Butalejja.*



- Probation officers and local council leaders. Examples of such cases include;

Ajade, a 13 year old hailing from Kitgum, was found working as a domestic worker having been trafficked under the disguise of supporting her education. On her withdrawal, she was placed under PLA's safe temporary shelter as the lawyers reported the case to police. The employer was arrested and released on police bond with the commitment to pay Ajade's outstanding salary of Ugx. 300,000/= and repatriation back to Kitgum.

Christine, who too worked as a domestic worker was beaten by her employer when they got misunderstandings. She first reported to police but she was not helped until referred by a domestic worker mutual support group leader, Ms. Salama Barka from Kisenyi, to PLA. PLA was in position to help the domestic worker recover a total of Ugx. 100,000 /= for her medical bills and salary arrears.

## 2.6 Structural intervention

PLA held three (3) **dialogue meetings** with 48 private sector and CSO actors in Moroto with 11 actors (6 female 5 male), Bugiri with 21 actors (16 male, 5 female) and Busia with 21 actors (16 male, 5 female) **that discussed the extent to which their employment policies and operating environment conformed with labour laws.** The private sector actors were from hotel and bar industry, the mining sector, scrap collection among others. These actors had previously been trained on child labour laws, policies, protection and the importance of having work place employment policies that are in line with the laws in order to protect women and young girls from exploitation in the world of work by Platform for Labour Action. Copies of Employment contracts were also shared with the actors to borrow a leaf from while developing contracts for their workers to formalize the agreement of work. Those employing more than 5 employees were urged to register their employees for NSSF and to also ensure all employees have staff files to indicate their details and payment.

### **RESULTS**

**Artisanal Miners in Busia companion decent work and elimination of child labour in gold mining sub sector.** An example of such artisanal miners is Tiira Artisanal Miners Association in Busia which put in place work place policies and guidelines to protect young women and girls from Economic exploitation in the gold mining area of Busia. This was as a result of the training that took place March 2018 in which Tiira was among the 50 private sector players from Hotel, bar owners, mining companies that were trained on issues of child labour, work place policies and workers' rights. In the follow up meeting, Tiira requested PLA to visit the association to prove their compliance and the visit revealed the following;

1. *Tiira Artisanal Miners Association put in place a Child Labour Policy that prohibits children from engaging in hazardous work in the gold mines. The Association educated artisanal miners and community members on the policy and as a result, artisanal miners and mining areas attached to the association completely do not use children in the mines.*
2. *An occupational Health and Safety Policy was put in place and All artisanal miners associated with Tiira Artisanal Miners Association MUST put on protective gear most especially boots before they can work in the mines. This is a protective tool from being cut by sharp stones.*
3. *The Association also set up a Gender Policy and educated all miners on the same. As a result, both men and women are given equal employment opportunities, equal pay for the same work without discrimination, sexual harassment is punished and punitive action is given to those that violate the policy.*
4. *All mining places were placed with sign posts by the association as no employment areas for children since this work is hazardous.*



*On the Left is the Tiira Small Scale Miners Association child labour policy, in the Middle is Occupational Health and Safety policy and on the Right are the Artisanal women miners attached to the Association all wearing Gum Boots.*

- 9 district stakeholders' meetings were hosted in Kampala, Iganga, Kaliro, Bugiri, Busia, Tororo, Dokolo, Amolatar and Lira with stakeholders including chief administrative officers, district labour officers, community development officers, community liaisons, child and family protection officers, district police commanders, CBOs, Human Rights Advocates, local and cultural leaders at the district level and sub county level. PLA introduced to its social network its new DGF project and the different roles they all must play in the implementation of the project. The stakeholders discussed emerging issues, challenges faced in the districts and developed strategies to be used in addressing the challenges identified collectively.



*The participant group from Bugiri district*



*The Resident City Commissioner Nakawa making opening remarks*

- **In partnership with the MGLSD, PLA hosted 44 (21 male, 21 female) key external labour stakeholders** including recruitment companies, representatives from the Ministries of Foreign and internal affairs, UAERA, external security officers, Samaritan's Purse, Rahab Uganda, Refugee Law Project, among others. The stakeholders **discussed measures to promote safe employment abroad**, the CSO perspective on externalization of labour and **made a situation analysis of illegal recruitment**. An action plan was drawn with agreed activities to be carried out in the next six months which included continued sensitization of the public on safe migration, developing and maintaining an agent data base for all recruitment companies, to distribute this data widely to avoid illegal recruitment, to review and harmonize the pre-migration training curriculum for migrant domestic workers and maintain an efficient flow of information within and across the stakeholder network.



*The Commissioner Labour, Mr. Lawrence Egulu (left, standing) and the PLA Manager Rights, Social Protection and Accountability presenting (above right, standing) )to the participants during the meeting*

- 4 quarterly **mentoring sessions with 140 domestic workers' mutual support group leaders were conducted**. At the sessions, the leaders who attended the advocacy strategy development meeting shared with fellow domestic workers what transpired, shared the challenges that they face as leaders of mutual support groups, received mentorship on effective communication and received solutions to the challenges they face in their line of work.

### 3.0 RESEARCH, LEARNING AND KNOWLEDGE MANAGEMENT

*This thematic area is responsible for information generation, packaging and dissemination to PLA's internal and external stakeholders. It strengthens the capacities of PLA and its partners in research and M&E to facilitate evidence-based programming and advocacy. This area maps, designs and authenticates PLA's various strategies and contributions that empower vulnerable communities to be able to demand and realize their rights.*

First, we are happy to note that our research has continued to inform reforms and developments in the labour and employment sector of Uganda. One such example is the 2018 study report by the Uganda Law Reform Commission on the Employment Act 2006 wherein PLA study report on domestic work in Uganda was referenced and used to justify the need to amend the current Employment Act 2006 to specifically provide for domestic workers.

This year, with support from the Democratic Governance Facility, we **under took a study to assess ‘the cost benefits from Complying with the Labour and Employment Standards at the work place; for employers, workers and the nation at large’**. The findings of this study were launched at high-level half day meeting with the Director of Labour as the chief guest. The findings of the study will be used by PLA and other stakeholders to engage and promote decent and harmonious working conditions that enhance productivity at the work place. The Director applauded and commended PLA for being a national and key strategic partner in the labour sector.



**Above left:** the Consultant presenting the findings of the study at the launch. **Right In the middle** is the director of Labour with the Executive Director (left) and Board Member PLA.

### Contribution to Legal and Policy reforms in the labour and employment Sector

- We supported and informed the drafting of the Employment Amendment Bill 2019, which recognizes and comprehensively provides domestic workers, casual workers and working breast feeding mothers. This piece of proposed legislation is as an outcome of the recommendations made by the PLA 2017 study report that profiled domestic work contributions at the household and economic development of the country. This proposed legislation challenges the societal basis against domestic work. The draft Employment Amendment Bill 2019 was presented to the 11 members of the Uganda Women Parliamentary (UWOPA) at Parliament members whose feedback was incorporated into the final draft that is ready to be presented and moved as a private members Bill by a representative from UWOPA.

In a similar vein, PLA participated in the general review of **the Employment Act 2006** organized by MGLSD. During, the review key provisions on termination, dismissal, excluded categories of workers like domestic workers, casual workers were addressed. PLA also pointed out that the Act is silent on the age of retirement in the private sector. Deliberations were made and revisions suggested regarding severance pay, provision for casual workers, jurisdiction and powers of labour officers.



*The participants during the meeting to review the Employment Act at the Ministry of Gender, Labour and Social Development.*

- **PLA influenced and supported the enactment of a Child Rights Protection bye-law in Rupa Sub County Moroto.** PLA supported the development and enactment of A bye-law entitled “Child Rights Protection against Child Labour” by Rupa Sub county council aimed at addressing the rampant use of children in mining, scrap collection, stone quarrying, lime and sand mining, domestic work and aloe Vera harvesting which have hindered children from realizing their rights to education. The Child Rights Protection Bye Law for Rupa Sub County in Moroto district was signed off and gazette into the district gazette by the district chairperson of Moroto district. This officially and legally gave the bye law the legal force of operation in the district specifically in Rupa Sub County. What remains now is to publicize the bye law amongst the community members



*Above: On the Left, The Chairperson of Rupa Sub County Dan Marjory Apollo doing the 3<sup>rd</sup> reading of the Bye-law, on the Right is the Sub county Chief Lotuk Godfrey sharing their reactions on the approved bye law.*

- We reviewed the Mining Act of 2003 and identify existing gaps in the protection of children in the mining activities and employment of women at the mines to inform the ongoing policy and legal reforms in the mining legislations. Our findings were shared with members of the Directorate of Geological Survey and Mines in the Ministry of Energy who PLA hailed for its contribution and the Commissioner, representing the Director, committed to forward the paper to the review team and involve PLA in the ongoing stakeholders’ consultations.

## 4.0 INSTITUTIONAL STRENGTHENING AND DEVELOPMENT

*This thematic area consolidates existing strategic partnerships and creates new ones to harness program implementation. It builds the capacity of implementing partners; its staff and the Board; and regularly carries out organizational capacity assessments to inform systems and structural reviews.*

- ❖ 17 (6 male and 11 female) **Kampala staff** were **oriented on road safety and safe driving** by Prestige Driving School. The orientation included information about defensive driving, driving dos and don'ts such as not talking on phone, eating oily foods, texting while driving, avoiding driving at night for long journeys, not to drive under the influence of alcohol and avoiding road rage.



*The staff during the orientation by Prestige Driving School, as a segment of the monthly staff meeting.*

- ❖ PLA participated in the drafting of a 5-year strategic plan for the **National Child Protection Working Group** at its quarterly meeting, with support from a consultant. The goal, objectives and activities for the next 5 year were discussed and the consultant was tasked to consolidate the generated ideas into one final strategy.
- ❖ In partnership with the MGLSD, 85 labour officers (23 female, 62 male) were trained across the country.



- ❖ The labour officers were trained on the salient provisions of the Employment Act, the Workers' Compensation Act, rules of mediation, arbitration and conciliation, roles of the labour officer in conducting work place inspections plus a review of the common mistakes made by labour officers. It was observed at the training that the labour officers expressed lack of clarity within the law as to the use and meaning of dismissal and termination, formula used when computing workers compensation and majority of the participants were not calculating temporary incapacitation. Some of the challenges shared included the lack of funds and the bureaucratic nature of their work at the districts. They stated that such trainings are important and that there is need for PLA and the MoGLSD to organize more. The training was opened by the Ag Commissioner of Labour Mr. Apollo Onzima who appreciated PLA's efforts in improving the labour sector and for fundraising for the training.
- ❖ A total of 51 (8 female, 43 male) **law enforcement officers and duty bearers** including regional criminal investigations officers, crime intelligence officers, community liaison officers, child and family protection officers, probation officers and resident state attorneys were **hosted in a three-days training on vices in the movement of labour**. The trainees were convened in Busia district and were educated on schemes used in illegal recruitment of women and youths into exploitative migrant labour, how to detect and investigate the crimes, the inter-connections between illegal recruitment for labour and human trafficking, effective prosecution of cases of illegal recruitment and human trafficking, the role of each stakeholder in combating the two vices.
- ❖ PLA **conducted 3 pre-decision community trainings** in Iganga, Bugiri and Mukono, where a total of 208 (110 female, 98 male) potential migrants and their relatives received the said training. The sessions were conducted in English and local languages of the regions, with the help of a translator, and provided a platform to clear their misconceptions about the Gulf countries. Notably, majority of the potential migrants were youths. There was a glaring lack of information and most community members did not have clear information about these work destinations which was unsurprisingly the major cause of the misconceptions about the working conditions in the Gulf countries. The pre-decision training module bares tools and information to cure and appropriately guide potential migrants through their decision-making process.



*Above left: Farwin Fousdeen (right) from Migrant Rights responding to questions raised by one of the community members at a pre-decision session in Iganga District. Above right: The Manager Rights Social protection and Accountability facilitating a training in Bugiri district.*

- ❖ **Supported Stay Foundation to select a partner/s and to recruit a country manager in Kenya.** PLA shared with the selected partners information on the movement of social entrepreneurs and how to organize them into an Umbrella organization.
- ❖ Additionally, we **supported LATEK Stay Alliance** to evaluate proposals from 10 social entrepreneurial organizations that will be securing funds from the Stay Foundation. 7 organizations that included Youth Empowerment in Enterprise Development, Giving Hope Foundation, Balikyeewuuya Farmers Group and Save the Street Children Uganda have since received their requested funding and are implementing their projects.
- ❖ In this vein, PLA **developed a step by step guide of how to set up an alliance:** it highlights how to identify and evaluate the role of stakeholders, identify and secure a set-up partner, the structure and governance of an alliance. The manual will be used as a reference tool by Stay Foundation in setting up partners in the countries where the Foundation aims to build roots. This manual will also contribute to the visibility of PLA as a pioneer Set Up partner and a key actor in supporting organisations to start up and grow.
- ❖ PLA **supported leaders of domestic workers mutual support groups to develop a five years advocacy strategy** to guide their efforts in addressing issues faced in the domestic work sector. The strategy was developed through a beneficiary participatory approach and will focus on four key areas that domestic workers wish to particularly focus on for the next five years. These areas include, the lack of a law regulating domestic work sector, the lack of a minimum wage, ignorance by the domestic workers and employers of domestic workers' rights and a lack of a standardized employment contract within the sector.
- ❖ **PLA's legal officers were facilitated to attend continuing legal education trainings.** The Kampala legal officer attended a national level training for advocates on the 'Legal Framework of NGOs and CBOs' organized by LASPNET. A two-days training that equipped legal practitioners within the NGO sector about the law governing the sector so they ensure the compliance of their institutions. The Lira legal officer attended a training organized by the Uganda Law Society, on the developments and new trends in labour law. She also attended and participated in a capacity building workshop organised by Avocats Sans Frontiers in partnership with Redress and Foundation for Justice and Development Initiative under the theme *"The Role of victims in legal process: Drawing experiences from the International Crimes Division of the International Criminal Court and the International crimes division of Uganda."* She was oriented on the operations of the International Criminal Court (ICC) and International Crimes Division in Uganda (ICD), sensitized on victims' procedural rights like right to express their interests and concerns and remedies like reparations, to mention a few.

## 5.0 LESSONS LEARNT & BEST PRACTICES

### *BEST PRACTICES*

- Human Rights Activists (HRAs) that were empowered by PLA through trainings are helping the organisation to handle majority of cases at community level through mediation.
- CBOS that partner with PLA in extending legal aid services in communities have been very instrumental in widening PLAs coverage in addition to handling client cases at community level.
- Trained domestic workers have counseled and offered peer support to fellow domestic workers who have challenges with their bosses in addition to helping them form/join mutual support groups.
- The referral system is now strengthened into local council mainstreaming especially through the orientation of actors on their judicial powers through community dialogues and sensitization meetings.
- The use of door to door strategy in registering DWs and sensitizing community members on domestic workers rights and responsibilities.

### *LESSONS:*

- It is important to plan for phase out activities so communities are not left suspended once a program concludes.
- Vocational training leads to active participation and inclusion of parents and stakeholders in the project implementation process, monitoring and evaluation and counselling sessions.
- DW mutual support groups are a very successful strategy that have enabled most of them to gain peer support, confidence and empowerment.
- Radio talk shows play a greater vital role in the East and North than in Kampala where most domestic workers prefer to watch T.V.
- HRAs conducting community awareness has proven to be a feasible strategy because they are relatable to the community members as their own; to whom they are willing to listen and share with issues affecting their communities. As a result, cases of child labour, domestic violence and land grabbing have significantly reduced in the East and North.

## 6.0 APPRECIATION TO PARTNERS

Sincere gratitude goes to all our partners who extended support, financial and otherwise, to ACTV in 2016. We owe all our achievements to the support from you. We appreciate the following development partners: the Democratic Governance Facility (DGF), the Fund for Global Human Rights (FGHR), Terre des Hommes Netherlands (TDH), United Nations Democracy Fund (UNDEF), Stay Foundation Germany and International Labour Organization (ILO). We also appreciate our referral partners in the public and private spheres, including the members of the Legal Aid Service Providers, UHRC, members of the Justice, Law and Order Sector (JLOS) and other CSOs. We remain eternally grateful as, with your support, we mutually continue our joint quest to get rid of the injustice against the poor and vulnerable persons.



# OUR FINANCIAL STANDING IN 2018

## 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 2018

	Notes	2018 Actual Ushs.	2018 Budget Ushs.	2017 Actual Ushs.
<b>INCOME</b>				
Total grants	3	1,786,340,116	1,973,024,527	1,592,752,214
Other income	4	83,314,643	20,159,732	71,150,816
<b>Total Income</b>		<b>1,869,654,759</b>	<b>1,993,184,259</b>	<b>1,663,903,030</b>
<b>EXPENDITURE</b>				
Administrative expenses	5	200,212,211	205,324,550	140,386,561
Personnel expenses	6	724,124,093	756,980,307	518,593,616
Operational expenses	7	806,210,600	1,024,077,693	1,196,165,403
Other expenses	8	12,131,131	6,801,709	8,778,505
<b>Total Expenditure</b>		<b>1,742,678,035</b>	<b>1,993,184,259</b>	<b>1,863,924,085</b>
<b>Surplus / (Deficit) for the Year</b>		<b>126,976,724</b>		<b>(200,021,055)</b>
Refund to donors	9	(6,410,553)		(18,414,756)
Balance at 1 January		112,412,130		330,847,941
Opening balance adjustment		11,159,508		-
<b>BALANCE AT 31 DECEMBER</b>		<b>244,137,809</b>		<b>112,412,130</b>
<b>Represented by:</b>				
Receivables	11	3,527,000		11,816,000
Cash and bank balances	12	779,934,831		477,970,170
Payables and accruals	16	(8,500,000)		(5,000,000)
Deferred Income	17	(530,824,022)		(372,374,040)
		<b>244,137,809</b>		<b>112,412,130</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 2018

	Note	2018 Ushs.	2017 Ushs.
<b>ASSETS</b>			
<b>NON-CURRENT ASSETS</b>			
Property and Equipment	10	25,403,502	35,756,929
<b>CURRENT ASSETS</b>			
Receivables	11	3,527,000	11,816,000
Cash and bank balances	12	779,934,831	477,970,170
		783,461,831	489,786,170
<b>TOTAL ASSETS</b>		<b>808,865,333</b>	<b>525,543,099</b>
<b>FUNDS AND LIABILITIES</b>			
<b>FUNDS</b>			
Capital Fund	13	25,403,502	35,756,929
General Fund	14	11,976,610	60,110,091
Restricted Fund	15	232,161,199	52,302,039
		269,541,311	148,169,059
<b>CURRENT LIABILITIES</b>			
Payables and accruals	16	8,500,000	5,000,000
Deferred Income	17	530,824,022	372,374,040
		539,324,022	377,374,040
<b>TOTAL FUNDS AND LIABILITIES</b>		<b>808,865,333</b>	<b>525,543,099</b>

These financial statements were approved by the Board of Directors on 26<sup>th</sup> March 2019 and were signed on its behalf by:

\_\_\_\_\_  
CHAIRPERSON

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

## **PLATFORM FOR LABOUR ACTION**

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