

# . DGF Partner End Of Project Report



<b>Partner</b>	Platform For Labour Action
<b>Project</b>	0436_PLA - Legal Aid for Poor, Vulnerable and marginalised persons in Uganda
<b>Period</b>	May 15, 2018 - Sep 30, 2022

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## Guidelines for Completing and Submitting End of Project Report

This reporting interface is to be used by DGF II partners who have implemented project(s) within the period January 2018 to September 2022.

Please use this report to highlight the results achieved and the impact of your engagements, in relation to what was initially planned. The report should be able to delineate what the project set out to achieve (targets) and what it has actually achieved or has not achieved, as well as unintended achievements.

### General approach to the report

This report gives an opportunity to the DGF II partners to demonstrate what their investment has achieved over time and provides room for learning across the DGF II partnership. Therefore, you are invited to also highlight research and/or scientifically proven methodologies to quantify achievement realised and/or shortfalls experienced.

While presenting results, effort should be made to juxtapose baseline values (where available) with current values (at the time of project closing). In case data was collected for some indicators midway through the project, and in end-line evaluations, please provide it and attach the reports as annexes.

The DGF suspension from mid-February 2021 to mid-June 2022 and the halting of DGF-funded activities significantly impacted the achievement of results and reaching the intended target beneficiaries. Regardless of this, you are invited to submit the information on the reach that you were able to have during the project period

## a) List of Acronyms

CBO	Community Based Organisations
DGF	Democratic Governance Facility
HRA	Human Rights Advocates
HRBA	Human Rights Based Approach
PLA	Platform for Labour Action
PVMPs	Poor, Vulnerable and Marginalised Persons
VMWs	Vulnerable and Marginalised Workers

## b) Basic Project Information

<b>Name of Project:</b>	Legal Aid for Poor, Vulnerable and marginalised persons in Uganda
<b>Project Goal:</b>	A society where the human rights of the poor, vulnerable and marginalized persons are respected and protected

<b>Specific Objectives:</b>	1.Improved legal protection for poor, vulnerable and marginalized persons from abuses and exploitation 2.Improved compliance with labour and employment standards amongst employees and employers 3.Increased protection of vulnerable migrant workers from exploitative migrant labour
<b>Geographical Coverage:</b>	Amolatar, Bugiri, Busia, Dokolo, Iganga, Kaliro, Kampala, Lira, Tororo
<b>Contract Start Date:</b>	May 15, 2018
<b>Contract End Date:</b>	Sep 30, 2022
<b>Total Project Lifetime Budget (UGX):</b>	4,106,527,777
<b>Total Project Commitment (UGX):</b>	3,288,883,441.00
<b>Total Approved Expenditure (UGX):</b>	2,609,779,167.00
<b>Other sources of funding that contributed to the project. Please indicate the sources, and corresponding amounts.</b>	NONE
<b>Target population:</b>	99,376
<b>Total direct beneficiaries reached disaggregated by male and female:</b>	Male 34,867 Female 64,509

### c) Acknowledgments

The design and implementation of any human rights development program is always a collective endeavour, particularly if such work involves different technical aspects and is intended to cause behavior change, system and structural changes and adjustments and demand accountability. Platform for Labour Action wishes to express its profound appreciation to all stakeholders, partners, beneficiaries, well wishers for the pivotal role and contributions made towards the implementation of this project which led to the realization of our project objectives. By working together, we were able to ensure access to justice for the vulnerable and marginalized persons in Uganda.

While it is not possible to mention each and every individual stakeholder who played a role in the design and implementation of this project, PLA takes note of the contribution of all actors who made the implementation possible.

Our appreciation goes to the Industrial Court of Uganda, particularly the retired Head Judge Hon Justice Asaph Ruhinda Ntengye, the current Head Judge Honorable Justice Linda Tumusime Mugisha, the honorable panelists, Registrar Her Worship Sylvia Nabaggala and the entire team at the Court for the impeccable reception, collaboration and dedication in ensuring that the most vulnerable and marginalized workers accessed remedies for labour violations in a timely manner. Numerous cases were successfully concluded during the project cycle through the court. The Court appreciated the unique nature of our clients and exhibited great concern for the vulnerable. We commend the Court for encouraging amicable means of settling disputes which enabled our clients spend less time seeking justice.

In the same breath, we appreciate District Labour Officers of Lira, Dokolo, Amolatar, Iganga, Kaliro, Bugiri, Busia, Tororo, Wakiso, Mukono, Central and Nakawa divisions of Kampala Capital City Authority for supporting PLA in the implementation of the this project. This cordial working relationship eased access to work places and resolution of labour disputes all of which resulted into increased compliance with labour and employment standards as well as accountability for rights violations.

We acknowledge the immense and invaluable contributions and work of our community based organisations and structures namely; MUNNA CBO in Iganga, Kaliro Community Based Association (KCBA) in Kaliro, Bwaise Informal Peer educators Activists(BIPA), Katwe Child Labour Activists Association (KCLAA)in Kampala, Amolatar Peer Educator's Activists(APEA) in Amolatar, Dokolo Human Rights Advocates (DHRA) in Dokolo district and a pool of 225 trained Human Rights Advocates whom may not mention individually. You were our foot soldiers in reaching out to the community members through different engagements including door-to-door awareness, peer to peer awareness, community awareness and providing community members with justice needs frontline services. Notably, your tireless efforts during the 2020 and 2021 lockdowns enabled us address the community needs even when the nation was locked down. We continue to value you and hope to engage more in our efforts to protect and defend rights of vulnerable and marginalized persons in Uganda.

We are indebted and appreciate the Ministry of Gender, Labour and Social Development for the technical and cooperative support rendered during the implementation of this project. Particularly for the partnership and collaboration in the implementation of the capacity building initiatives of registered and licensed recruitment companies on ethical recruitment practices and role of agencies in the protection of Uganda migrant workers from recruitment into exploitative migrant labour; convening of the periodic stakeholders meetings that brought together all key stakeholders in the implementation of externalization of labour program. These high level dialogues amongst stakeholders yielded strong proposals that have enabled the reshaping of recruitment practices and legislations to serve the needs migrant workers and key stakeholders. We are mostly importantly appreciative of the Ministry for having implemented most of the outcome of these stakeholders meetings.

We thank the Coordination Office for the Prevention of Trafficking in Persons (Ministry of Internal Affairs) under the then leadership of Commissioner of Police Binoga Moses and Office of the Director of Public Prosecution particularly the trafficking in persons unit headed by Ms. Racheal Bikhole Assistant Director of Public Prosecution for the technical support and active role played in the training of law enforcement officers, duty bearers and recruitment agencies to understand the crime of trafficking in person and how it manifests in labour migration. This support resulted into several interceptions at the Busia and Malaba borders of suspected cases of illegal labour migration.

To the project staff namely; Ms. Grace Mukwaya Lule- Executive Director, Ms. Bwiite Lydia- Manager Rights Social Protection and Accountability, Ms. Bukenya Naimah- Senior legal Officer, Ms. Bridge Kusemererwa- Legal Officer Lira, Ms. Erina Kawalya- Legal Officer East, Mr. Kalulu Godfrey- Legal Assistant, Ms. Joan Natamba- Legal Assistant, Mr. Tamale Badru- Legal Officer, Ms. Nakibuka Cissy- Legal Officer, Mr. Abner Nseko Kanaabi –Legal Associate, Mr. Julius Otwal- paralegal Amolatar, Mr. Mwidu Mathew- Paralegal Kampala, Mr. Wakume Christopher- legal Clerk, Mr. Derick, Mr. Karugaba Christoper- Senior Accountant, Ms. Amutos Scola- Accountant Ms. Christine Tezikya- Administrator, Ms. Carol Aduku- Data Entrant, Mr. Akali Edrine- Data Entrant, Mr. Odong Samuel- Data Entrant. We acknowledge you all for your commitment, flexibility, and hard work to addressing social justice issues in this country. Special appreciation to the Board of Directors of Platform for labour Action for offering strategic leadership to PLA secretariat during the implementation of this project.

The implementation of this project would not have been possible without the financial and technical support of the Democratic Governance Facility. PLA, beneficiaries and stakeholders, together we are indebted to the facility and the staff of the facility for the timeless support. We thank DGF for its flexibility and adoptability that enabled us learn and unlearn to remain relevant to the target groups.

## 1. Project overview

This project entitled: Legal Aid for Poor Vulnerable and Marginalized Persons in Uganda (LAPVMU) aimed at a society where the human rights of the poor, vulnerable and marginalized persons are respected and protected. It was implemented within a period of four years and four months from May 2018 to September 2022 in three regions of Uganda namely: Central – Greater Kampala Metropolitan Area(Kampala, Wakiso, Mukono and Mpigi), Eastern – Iganga, Kaliro, Bugiri, Busia, Tororo, Bugweri; Northern region specifically in Lango subregion- Lira, Dokolo and Amolatar.

The overall theory of change that underpinned this project was; When PLA provides comprehensive primary legal aid services to PVMPs, this would accelerate access to justice through increased protection of PVMPs from abuses and exploitation. This would in turn lead to a society where human rights of the PVMPs are respected and protected in Uganda. The following changes will trigger and accelerate access to justice for the poor VMWs persons; increase protection of PVMPs from abuses and exploitation. Improved compliance with labour and employment standards amongst employees and employers in the formal and informal sector and increased protection of vulnerable migrant workers from recruitment into exploitative labour in Uganda. This project would develop the capacity of PVMPs and workers to ensure equal access to justice and rights in accordance with human rights standards. Rights holders, especially the most vulnerable and marginalized, and CSOs would be empowered to demand from duty bearers that they respect and protect their rights, and feel empowered to demand for their rights.

Overall, the project provided vast knowledge and information directly to 363,544 and indirectly to approximately three million people not only on the labour niche but across a wide range of human rights areas and protection mechanisms. This positioned the populace to be

able individually or assist each other to demand and claim for their rights when violations occur. This is evidenced by majority 95% of the poor, vulnerable and marginalised persons who sought for legal assistance got to know about their rights and where to report either through community outreaches conducted by PLA (38.63%), friends (53.37%) who had participated in these awareness sessions or through radio awareness (2.99%).

12,236 (4,598 female and 7,638 male) poor, vulnerable and marginalized person accessed legal assistance to address their justice needs which prevented further violations of their human rights. The legal assistance resulted into recovery of UGX. 1,457,229,438/- (One Billion Four Hundred fifty seven Million two hundred twenty nine thousand four hundred thirty eight shillings) as unpaid wages/salaries, compensation for unfair termination/dismissal, unremitted social security savings, unpaid annual leave, overtime, severance allowance, medical treatment, workers' compensation, family maintenance among others. Girl and women gained/acquired control, access and ownership of productive resource like land in deeply rooted patriarchal societies and cultures; Children received support and access to basic needs that enhance their rights to survival and development; and created peaceful homes and ultimately productive communities following resolution of family disputes. Accordingly, the project exceedingly achieved a 53 % of poor, Vulnerable and marginalised persons accessing Justice as a result of PLA interventions on their various justice needs and disputes reported thereby exceeding the project life target of 37% increase on the the baseline. 82% of poor, vulnerable and Marginalised persons reported satisfaction with the legal aid services received under this project attributed to timely resolution of cases, transparency in service delivery, participation on the resolution of cases, understanding and professionalism from the lawyers

The interventions under the project resulted into systematic, legal and policy actions being taken by the government of Uganda through the Ministry Of Gender, Labour and Social Development supported by other development partners to streamline and enhance the protection of migrant workers' rights. The pre-departure orientation curriculum was revised to reflect the lived realities of migrants in countries of destination; the regulation on regulating externalisation of labour were reviewed and adopted among others.

The project revitalised the relevance and vibrance of the Labour officers within the districts to the employers and workers as well as the general outlook at the district level making a case for increased budget allocation in Bugiri, Busia, Lira and Dokolo districts and Iganga district's appointment of substantive labour officer. As result of work place inspections and dialogues conducted by the labour officers under this project, 42% of the employers that were inspected and provided guidance on the areas of improvement, by the end of the project were in compliance with labour and employment standards. The work place inspections initiated, influenced and resulted into compliance actions and steps being taken by the different work places visited. Accordingly, 37.4 % of poor and Vulnerable and marginalised workers reported improvement in respect of labour rights at the work places inspected.

70% of vulnerable migrant workers who reported at risk or experiencing exploitation were supported to prevent or stop the exploitation to continue as a result of PLA interventions of legal representation, awareness raising and follow ups. Commendably, the project also created and leaves behind a knowledgeable and experienced pool of community structures ably supporting community members to address their justice needs.

The delivery of the project interventions was based on both conventional and non conventional strategies of service delivery that aimed at taking services nearer the target

groups while circumventing challenges brought about by the global pandemic of Corona Virus commonly known as COVID-19. The project vented the use of community radio mega platforms to reach target groups with information in the safest means possible. To expedite access to labour justice, the project innovated the labour circuits at the labour offices. These played a critical role in enabling the target groups access timely justice.

The implementation of this project faced two major challenges; The first challenge was the outbreak of the corona virus pandemic which led to two national lockdowns being instituted. This greatly affected the pace at which some of the activities were implemented given that this project was a direct service project jam packed with community based activities. The second challenge was the suspension of the DGF activities by the government of Uganda which subsequently led to suspension of all community based activities. It is important to note however, that the first challenge called for critical thinking and innovation. The organisation was able to invent and venture into new and grey areas/ channels of service delivery.

## 2. Project Background

### Project Summary

Facilitate lawyers and paralegals to provide primary comprehensive legal aid services; Facilitate and support Train Human Rights Advocates and Partner CBOs to provide front line legal aid services to poor people, vulnerable and marginalised workers across the districts of operation; Conduct community and work place awareness sessions; Hold media...more

### Problem Statement

According to a 2016 report, nine in ten Ugandans experience one or more justice needs with 23% even encountering three or more problems[i] affecting mostly the poor persons, vulnerable and marginalised groups. The informal sector has continued to absorb majority of the labour force[ii] and remained insufficiently supported, faced with evictions...more

*Briefly describe how your interventions laboured to address the problem and summarise the scope, targets, relevance and main contributions to the DGF overall programme. (Max 300 words)*

The project targeted Informal sector workers because they work in a sector that is hardly regulated and thus exploitation and abuse of workers is inevitable, low pay, lack contracts, lack information on human rights and access to justice; Women and youth because are among the vulnerable groups who affected by most of the development challenges. Labour officers as officer of first instance in labour matters and mandated to carry out work place inspections to ensure in compliance with the standards; Employers as key actors in promoting and protecting the rights of vulnerable workers. Community Liaison Officers that bridge the gap between the police and the community.

Provision of legal aid services through toll free lines and the labour legal aid camps and

community outreaches would take services to the PVMPs address the challenge of lack of money and distance from service institution. Furthermore, the justice needs in the selected districts surpasses labour and cuts across economic, land, family and domestic violence, PLA was to provide comprehensive aid services. PLA's end of project report to DGF from July 2016-December 2017 indicated that 25.9% of beneficiaries who received legal aid services were assisted by partner CBOs and HRAs and majority of Ugandans seek information and advice from their social networks; thus the need to continue building the capacity of the local and community structures to provide frontline services. In order to improve compliance with the labour and employment standards to promote decent work, it is vital to have the required staff to undertake the mandate as well as facilitate his or her work. The 2017 Human Trafficking Conference held in Kampala recommended interventions to prevention women and young people falling prey to traffickers and recruitment into exploitative labour as well as train key duty bearers to popularize, undertake effective investigation and implement the laws.

The project interventions were aligned under sphere 3 on protection of human rights, access to justice and gender equality. The overall impact contributed to DGF high level outcome 4 on strengthening rule of law and improved access to justice for all.

### 3. Key Activities Implemented

*Succinctly report against your activity log below for the lifetime of the project*

1.1.1 Conduct community and work place learning dialogues /awareness sessions reaching 40000 poor vulnerable and marginalized persons in the districts of operation -A total of 64,871 (24,053 female and 40,818 male) poor, vulnerable and marginalised persons were sensitised throughout the entire project across the districts of operation. They reached and empowered with information on their human rights, children rights, succession and inheritance rights, legal marriages and their implications, gender based violence its forms, impact and how to prevent, labour rights, civic rights, land rights, procedure and mechanisms for access to justice, women's rights in all spheres of life, impact of COVID-19 and how the work places should cope within the legal framework among other contemporary topics.

1.1.2: Conduct a social media and Mobile phone awareness campaign human and labour rights: A total of 298,673 persons were reached through our social media platforms of twitter, face book and intagram through weekly awareness posts and using the 10 edutainment human rights short videos with messages on the right to social security, right to workers compensations and procedure, procedure for handling cases in the labour office, dangers of child labour and the role of the labour officer.

1.1.3 Hold 24 radio talk shows on community and national radio stations. A total of 27 radio talk shows were held on national, regional and community based radio widely listened and preferred by the target groups within the districts of operation. These were held on NBS radio , Busoga one Fm, Eye FM, R FM, Eastern Voice, Jojo FM in the eastern districts of operation; Voice of Lango, Q fm, Radio Wa, Hot FM, Dokolo FM in Norther region districts of operation; Central Board casting Station, Akaboozi radio, Bukedde FM, Simba radio among others in Central region. The awareness through these radio stations, leveraged PLA's work

and services reaching and extending services beyond the project geographical coverage thereby increasing PLA visibility amongst the target population within the country. This reach was evidenced by the a total of 1,011 poor, vulnerable and marginalised persons from districts outside the project areas such as Mbale, Jinja, Kamuli, Buikwe, Luwero, Nakasongola, Masaka, Kabalore, Apac, Kiryandongo, Kole among others who called and sought to legal assistance through the toll free lines. Approximately over 2.500,000 people were reached through these awareness sessions on radio. PLA was able to negotiate for lower pricing thereby holding more radio talk shows than originally planned.

1.1.4 Hold 1 TV awareness and debate forum per year during the commemoration of the International Labour Day: Three television awareness sessions were conducted during the commemoration of international labour day, commemoration of the world day against trafficking in person and commemoration of the International women`s day. These televised awareness sessions held on the national level stations of NBS and NTV with wide and national viewership. They focused on the themes of celebration to create awareness on the different topics. Approximately these session reached over 500,000 people.

1.1.5: Convene 3 annual parallel sessions at the National Conference for economic social and cultural rights: One parallel session was convened during the national women week under the theme addressing the Socio economic barriers; promoting women productivity in the world of work. A total of 50 (39 female and 11 male) participants attended the sessions, there were four panelists from Government, federation of Uganda Employers, National Organization of Trade Unions and PLA. A policy paper on session theme was developed from the presentations by the panelists, discussion and way forward from the session.

in the following year, this Activity changed during he budget revision due to the fact that the amount proposed by the conveners of the National Conference for Economic Social and Cultural rights conference was over and above the available funds. Therefore PLA and a selection of 24 (8 female and 16 male) beneficiaries participated in the celebration of the International Labour day at the ceremonial grounds in Agago District. The participation in these celebration contributed to PLA visibility as a key stakeholders the labour and employment sector of Uganda as well as exhibited to solidarity to the workers.

1.2.1 Hold 6 refresher trainings of 3 days each for 225 Human Rights Advocates local leaders traditional leaders religious leaders and representatives from 6 partner CBOs: A total of 249 HRAs, local council leaders, religious and CBO representatives were trained. These were trained on employment rights, duties, responsibilities and remedies, land law, tenure and ownership, marriage, divorce and succession, rights and responsibilities of children and parents, child labour, forms of child labour and its impact at household level, community and national level, rights of suspects and procedure of applying for a bond and skills of mediation and their role in the provision of front line legal aid services to the community members.

1.2.2: Facilitate 6 partner CBOs and 4 HRAs coordinators to provide frontline legal aid services: 6 partner CBOs and 4 HRA coordinators were provided with monthly facilitation that enabled them to follow up cases, communicate with respondents, mobilize and facilitate awareness sessions within their areas of residence and operation. As a result, a total of 3,452(1,747 female and 1,705 male) representing 28.2% of the total project beneficiaries of primary legal aid services. Furthermore, they reached 58.1% of the 64,871 direct individuals reached with awareness messages under the project which translates into 37,687(20,451 female and 17,236male) people.

1.2.3: Convene district bi-annual stakeholder`s meetings to discuss emerging issues in the

district and strategies of implementation: Overall, 4 bi annual district stakeolders meetings were held in each of the 9 district of operation. These stakeholders meetings provided each district platforms on for key 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. The platform enabled each district to identify risks and challenges. Strategies to respond to risks and challenges were identified, discussed and agreed upon. The issues identified through these platforms formed part of the district development situation analysis during the development of the new district development plans.

1.3.1 Represent 6100 PVMPs in mediation negotiations tribunals labor offices and in courts of law: A total of 10,644( 3,792 female and 6,852 male) received and represented in mediation, conciliation, negotiations, arbitration in the labour offices, at police and represented in courts of law specially, industrial court, magistrate court and High court across the districts of operation. 1,780 (320 female and 1,460 male) were represented at police to access police bond, 5,220 (2000 female and 3220 male) were represented in mediation and conciliation, sessions; 2010 (970 female and 1040 male) were represented in courts of law; 1,634(488 female and 1,146 male) were represented in conciliation and reconciliation sessions. As a result, a total of 8089 (2,910 female and 5,179 male) of the PVMPs had their cases concluded resulting into recovery of UGX. 1,457,229,438/- (One Billion Four Hundred fifty seven Million two hundred twenty nine thousand four hundred thirty eight shillings) on behalf of 3,669(1010 female and 2,659 male) through court awards, consent judgments, mediation and negotiations. 89 community members mostly women and girls enabled to take control, access and ownership of productive resource like land in deeply rooted patriarchal societies and cultures; 229 persons received legal counselling and legal advice about their justice needs and challenges. 1,780 (320 female and 1,460 male) were represented at police to access police bond; 1 570 (1,170 female and 400 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.

1.3.2 Provide on spot legal advice counseling to 2880 poor and vulnerable persons through PLA toll free lines: Overall, a total of 1,161 poor vulnerable and marginalised persons received on sport legal advice and counseling as well as trucked the progress of their cases. of the 1,161, 693(220 female and 473 male) reported new cases and were provided with legal counseling and support.

1.3.3 Hold 1 bi-annual labour legal aid camp of 4 days each in partnership with NSSF Trade Unions and district labour officers to reach 3600 workers with services -5 days legal aid camp is too long -we rather have 1 in each region to maybe coincide with international labour day or something: 16 bi annual labour aid camps were convened including three labour cricuits in lira, mukono, kaliro, busia, Tororo, nakawa division, kawempe division, Seeta, Dokolo, Amolatar districts. A total of 4,323 (1,361 female and 2,962 male) wokers, employers and community members provided with legal aid services. At te labour camps, participants were sensitised on the rights, responsibilities, procedures of terminations, procedures of dismissal, common mistakes by employers, common mistakes by workers, where to report, the role of the labour officers among others. Of the 4,323 people reached, 899 (359 female and 541 male) reported cases. These were provided with advice while others were handled to logical conclusion.

2.1.1: Conduct and Launch study on the cost benefit from compliance with labour and employment standards in the informal sector: Under took a national study on the costs and benefits from compliance with the Labour and Employment Standards at the work place to the employers and workers. The findings of this study were launched at a national high-level half day meeting of 54 (22 female and 32 male) stakeholders that included Uganda Bureau of statistics, district Labour officers, Practicing Labour Advocates, Federation of Uganda Employers, Civil Society Organizations, Uganda Law Reforms Commission and Ministry of Gender, Labour and Social Development, labour Union workers, representatives from civil society organizations, workers members of parliament, Uganda Manufacturers Associations, Uganda Small and Medium Enterprises. The findings were launched by the Director of Labour Mr. Martin Wandera from the Ministry of Gender, labour and Social Development who applauded and commended PLA as a key strategic partner in the labour landscape of the country. The key stakeholders welcomed the findings of the study. The findings were packaged, disseminated and used as an engagement tool with employers and workers during employer- employee dialogues to promote decent and harmonious working conditions that enhance productivity at the work place.

2.1.2 Hold 3 engagement meetings of one day each with 30 participants each from Small and Medium Enterprises The Uganda Private Security Association Federations of Uganda Employers and Uganda Small Scale Industries Association to disseminate and publicize the study findings solicit for buy-in and partnership: Three engagement meetings with 55(22 female and 33 male) members from Federation of Uganda Employers, Small and Medium Enterprise, The Uganda Private Security Associations (TUPSA), Uganda Small Scale Industries Association. The findings of the study were shared and the participants recommended the need to incorporate and integrate labour rights in the training and education curriculum to avoid dealing with the many cases of noncompliance of the standards across the country.

2.2.1 Hold 2 residential Labour Justice Trainings of 3 days each with 30 participants each of dully appointed and acting labour officers across the country: In partnership with the Ministry of Gender, Labor and Social Development, a total of 85 (23 female and 62 male) Labour Officers drawn from 85 upcountry districts across the country were trained. They were trained on the salient provisions of the Employment Act, provisions of the Workers Compensation Act, rules of mediation, arbitration and conciliation, roles of the labor officer in conduction work place inspections and hinted on the common mistakes made by labor officers. The Chief Judge of the Industrial Court Hon. Ruhinda Asaph Ntengye graced this training and applauded PLA and Ministry efforts in for supporting the industrial Court to function better especially when the officers of the court of first instance are well knowledgeable and skilled to dispense off most of the cases at that level. In addition, 100 compendiums of labour and employment laws and regulations were printed and disseminated to the trained labour officers as tools of work to facilitate and support them in the performance of their duties.

2.2.2 Hold 2 engagement meetings to lobby and advocate for appointment of district Labour officers and budget allocation to the labour offices: One engagement meeting was held with the members of district service commission of Iganga District on the need to appoint a substantive district labour officer for the district. The commission committed to appoint the district labour in the financial year 2020/2021. A follow was made and the district had fulfilled its commitment. In addition, through the bi- annual district stakeholders meetings in Busia, Bugiri, Dokolo and Lira we engaged with top leadership of the district on the need to allocate resources to the labour office to enhance the performance of their mandate. by the end of the project, each of these districts had taken a step to resource and tool the labour office.

2.2.3 Hold 3 quarterly employer-employee orientation sessions and workplace inspections on work place issues and labour standards: A total of 114 employer- employee dialogue and work place inspections were conducted in partnership with the district labour officers across the districts of operation. These sessions targeted both employers and workers to reach them with awareness information on labour and employment standards. A total 3,443 (1,033 female and 2,410 male) workers and employers were reached through these dialogue and work place inspection.

3.1.1 Hold one training session of 3 days each with 50 participants each including communities Liaison officers investigators districts security officers from Eastern regions which is a common route used for illegal recruitment of youths into exploitative migrant labour: A total of 51(8 female and 43 male) law enforcement officers and duty bearers including Regional Criminal Investigations Officers, Crime intelligence officer, community liaison officers, child and family protection officers, probation officer, resident state attorneys from Bukedi sub region and the surrounding districts of Bugiri and Namayengo were trained in a three days training convened in Busia district. they were trained on schemes used in illegal recruitment of women and youths into exploitative migrant labour, how to detect and investigate the crimes, the interconnections 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 illegal recruitment and human trafficking.

3.1.2 Train 42 New External recruitment agencies of their roles and responsibilities in preventing protecting poor persons vulnerable and marginalized persons from recruitment into exploitative labour: In partnership with Uganda Association for External Recruitment Agencies and Ministry of Gender, Labour and Social Development, a total of 79 (39 male 40 female) representatives from the new Recruitment Companies registered and licensed to recruit and place Uganda Migrant Workers abroad were trained. These were oriented and trained on Ethical recruitment processes under the law, role of the different stakeholders in labour migration(police, local leaders, NGOs, RDCs,), understanding the interconnections between labour migration and trafficking in persons, the role and responsibilities of recruitment agencies to prevent recruitment of Ugandan migrant workers into exploitative labour.

3.1.3 Hold 6 bi-annual meetings with 50 key stakeholders in the migrant labour sector to share trends in migrant labour and discuss strategies for collaboration and better protection of the vulnerable migrant workers: Four (4) key stakeholders' dialogues for key players in the externalization of labor were convened with support of this project. These convened representatives from Ministry of Gender, Labour and Social Development, Ministry of Internal Affairs, Office of Director of Public Protection, Ministry of Foreign Affairs, Ministry for Presidency, Uganda Human Rights Commission, Uganda Law Reforms Commission, Labour unions, Representatives from Uganda Association of External recruitment Agencies, Civil Society Organisations working to support migrant workers, members of the National Task force on trafficking in person, development partners such as International Organisation for Migration, International labour Organisation.

3.2.1: Hold bi-annual school University technical and vocational educative sessions reaching out 14000 school children and youths with information on the schemes used in recruitment into exploitative labour safe options of labour migration indicators of exploitative labour where to report.: A total of 7,475 (3,531 female and 3,944 male) youths and young people from university, technical, vocational institutions and high schools such as Malaba secondary school in Tororo , Taaka Foundation Skilling Center, Crane High School Bugiri, East School of

Skills in Bugiri; Bilala Islamic Institute and Kampala standard secondary school Mpererwe, Noor Secondary School katwe, Uganda Christian Institute School of Nursing and Midwifery, Makerere Business Institute, Kololo Airstrip, Nkumba University, Kyambogo University in Kampala; Bananda High School and Luma Eastern College in Busia, Kanambatiko secondary school in Kaliro, Destiny River primary teachers college in Iganga, Jerusalem School of Nursing and Midwifery in Lira and Amolatar Technical Institute in Amolatar district; Dokolo district at Dokolo Technical School. These were sensitized and empowered with information on safe options for labour migration. These were targeted with this information as potential migrants who are prone to falling victims of illegal recruitment into exploitative migrant labour. In addition, following the the outbreak of COVID-19, the implementation approached. Accordingly, we conducted 4 radio talk shows on Super FM in Kampala, Rock Mambo in Tororo and Kyoga FM radio in Amolatar district.

3.2.2 Hold while you wait awareness sessions at the ministry of Internal Affairs reaching out to 10800 persons: A total of twenty -three (23) pre-decision community awareness sessions were conducted using community radio mega platforms in Kampala on Bwaise community radio, Nsambya community radio, Katwe vendor’s radio, Nakawa vendors voice, Kawempe radio Lugala FM in Kampala; on Tano Tano FM and Voice of Busia in Busia disitrct, Lira Main Market voice in Lira. The implementation approach changed following the changes at the ministry of Internal Affairs where the sessions had been initially planned to take place.

3.2.3 Conduct one monthly pre-departure educative session of 1800 migrant workers; 50 participants per month per session prevent recruitment into exploitative migrant workers: A total of 2,484 female migrant workers recruited by registered and licensed companies such as International Employment Linkages Uganda Ltd, Green pasters, Axis warriors, Skynet Consultant International, Atlas Impex, Alqurashe Company Limited and Time Cope International Placement oriented on their contracts of employment, job competencies, challenges and how to cope with the changes in setting and cultural practices, rights and responsibilities, where to seek redress in case of disputes arising. The migrants were also given the information sticker with contacts of the Uganda Embassy in the Kingdom of Saudi Arabia and the Labour Liaison officer as well as the Ministry of Gender, Labour and Social Development contacts.

3.2.4 Develop I.E.C materials with information on safe migration survival tips and emergency contacts in the countries of destination and where to report in country (TRAFFIKING FLIERS STICKERS): Produced and disseminated a total of 10,000 IEC materials. These included 1,000 stickers with contact information for Ugandan Embassies in the Middle East and labour liaison officers, 3000 posters on what you need to know when going to work abroad, 3000 flyers and 3000 PLA brochures. 2807 IEC materials were distributed including 400 stickers, 400 flyers, 1007 brochures and 1000 posters.

Project Activity Log

Output No#	Activity No#	Activity Description	Aol Ref	Life of Project			
				Total			
				Total Target	Total Actual	Variance	%
1.1	Output 1.1	Poor persons, vulnerable and marginalized workers aware of human and labour rights in the districts of operation					

1.1	1.1.1	Conduct community and work place learning dialogues /awareness sessions reaching 40000 poor vulnerable and marginalized persons in the districts of operation	99990	39360	60630	61
1.1	1.1.2	Conduct a social media and Mobile phone awareness campaign human and labour rights	0	88301	-88301	-
1.1	1.1.3	Hold 24 radio talk shows on community and national radio stations.	24	22	2	8
1.1	1.1.4	Hold 1 TV awareness and debate forum per year during the commemoration of the International Labour Day	1	2	-1	-100
1.1	1.1.5	Convene 3 annual parallel sessions at the National Conference for economic social and cultural rights	3	0	3	100
<b>1.2</b>	<b>Output 1.2</b>	Local, district and community based structures strengthened to offer continuous front line legal aid services to poor and vulnerable persons.				
1.2	1.2.1	Hold 6 refresher trainings of 3 days each for 225 Human Rights Advocates local leaders traditional leaders religious leaders and representatives from 6 partner CBOs	1	0	1	100
1.2	1.2.2	Facilitate 6 partner CBOs and 4 HRAs coordinators to provide frontline legal aid services.	12	206	-194	-1,617
1.2	1.2.3	Convene district bi-annual stakeholder's meetings to discuss emerging issues in the district and strategies of implementation	0	0	0	0
<b>1.3</b>	<b>Output 1.3</b>	Poor persons, vulnerable and marginalized workers accessing legal aid services as a result of PLA intervention.				
1.3	1.3.1	Represent 6100 PVMs in mediation negotiations tribunals labor offices and in courts of law.	6100	7039	-939	-15
1.3	1.3.2	Provide on spot legal advice counseling to 2880 poor and vulnerable persons through PLA toll free lines	2880	1159	1721	60
1.3	1.3.3	Hold 1 bi-annual labour legal aid camp of 4 days each in partnership with NSSF Trade Unions and district labour officers to reach 3600 workers with services -5 days legal aid camp is too long -we rather have 1 in each region to maybe coincide with international labour day or something	0	6	-6	-
<b>2.1</b>	<b>Output 2.1</b>	Evidence on compliance with the labour and employment standards amongst employees and employer				
2.1	2.1.1	Conduct and Launch study on the cost benefit from compliance with labour and employment standards in the informal sector.explain this one	1	0	1	100

2.1	2.1.2	Hold 3 engagement meetings of one day each with 30 participants each from Small and Medium Enterprises The Uganda Private Security Association Federations of Uganda Employers and Uganda Small Scale Industries Association to disseminate and publicize the study findings solicit for buy-in and partnership		<b>3</b>	<b>6</b>	<b>-3</b>	<b>-100</b>
<b>2.2</b>	<b>Output 2.2</b>	Platforms of employees and employers in security, teaching and small enterprises established to facilitate compliance with the labour and employment standard					
2.2	2.2.1	Hold 2 residential Labour Justice Trainings of 3 days each with 30 participants each of dully appointed and acting labour officers across the country		<b>2</b>	<b>0</b>	<b>2</b>	<b>100</b>
2.2	2.2.2	Hold 2 engagement meetings to lobby and advocate for appointment of district Labour officers and budget allocation to the labour offices		<b>2</b>	<b>0</b>	<b>2</b>	<b>100</b>
2.2	2.2.3	Hold 3 quarterly employer-employee orientation sessions and workplace inspections on work place issues and labour standards		<b>12</b>	<b>85</b>	<b>-73</b>	<b>-608</b>
<b>3.1</b>	<b>Output 3.1</b>	Law enforcement officers and recruitment agencies aware of their roles and responsibilities in preventing, protecting poor persons, vulnerable and marginalized persons from exploitative labour					
3.1	3.1.1	Hold one training session of 3 days each with 50 participants each including communities Liaison officers investigators districts security officers from Eastern regions which is a common route used for illegal recruitment of youths into exploitative migrant labour		<b>1</b>	<b>0</b>	<b>1</b>	<b>100</b>
3.1	3.1.2	Train 42 New External recruitment agencies of their roles and responsibilities in preventing protecting poor persons vulnerable and marginalized persons from recruitment into exploitative labour		<b>42</b>	<b>79</b>	<b>-37</b>	<b>-88</b>
3.1	3.1.3	Hold 6 bi-annual meetings with 50 key stakeholders in the migrant labour sector to share trends in migrant labour and discuss strategies for collaboration and better protection of the vulnerable migrant workers		<b>6</b>	<b>2</b>	<b>4</b>	<b>67</b>
<b>3.2</b>	<b>Output 3.2</b>	Vulnerable migrant workers aware of and demand their rights					
3.2	3.2.1	Hold bi-annual school University technical and vocational educative sessions reaching out 14000 school children and youths with information on the schemes used in recruitment into exploitative labour safe options of labour migration indicators of exploitative labour where to report.		<b>6</b>	<b>17</b>	<b>-11</b>	<b>-183</b>

3.2	3.2.2	Hold while you wait awareness sessions at the ministry of Internal Affairs reaching out to 10800 persons		<b>3600</b>	<b>615</b>	<b>2985</b>	<b>83</b>
3.2	3.2.3	Conduct one monthly pre-departure educative session of 1800 migrant workers; 50 participants per month per session prevent recruitment into exploitative migrant workers		<b>1800</b>	<b>1479</b>	<b>321</b>	<b>18</b>
3.2	3.2.4	Develop I.E.C materials with information on safe migration survival tips and emergency contacts in the countries of destination and where to report in country (TRAFFICKING FLIERS STICKERS)		<b>3</b>	<b>11959</b>	<b>-11956</b>	<b>-398,533</b>

#### 4. Key Results/Achievements for this Reporting Period

Output 1.1 Increased awareness among 40,000 poor, vulnerable and marginalized persons on their human rights in the districts of operation.

Results: Overall, over 3,363,544 people including the project target groups were reached and empowered with information on their human rights, children rights, succession and inheritance rights, legal marriages and their implications, gender based violence its forms, impact and how to prevent, labour rights, civic rights, land rights, procedure and mechanisms for access to justice, women’s rights in all spheres of life, impact of COVID-19 and how the work places should cope within the legal framework among other contemporary topics. The project employed various conventional and non conventional strategies to reach the target groups with this information. These included, work based awareness, edutainment human rights short videos, work place inspections, and community dialogues, social media platforms of the organization, SMS awareness, multimedia platforms such as radio, television and community radio mega platforms. Of the approximated 3,363,544 people reached, 64,871 (24,053 female and 40,818 male) persons were directly reached through work based awareness, work place inspections and community based dialogues; 298,673 persons were reached through our social media platforms of twitter, face book and intagram through weekly awareness posts and 10 edutainment short videos developed under the project; Approximately over 3,000,000 people reached as a result of 27 radio and three Television talk shows held on national, regional and community based radio and televisions stations widely listened and viewed by the target groups within the districts of operation. In addition, 28 community radio awareness talk shows were held on community radio mega phones. These were held on the following community radio platforms ; Namwiwa Fm, Namulesa FM , Buyala broadcasting center, Voice of Kasokwe in Kaliro district;- Tano Tano FM and Voice of Busia in Busia Distrit;- Mayuge Dhatwena Information Center in Bugiri district;- Namungalwe Information Center, Nasuti community radio, Nabitende Fm in Iganga district ;- Idudi information centre in Bugweri district;- Nakawa vendor’s voice, Lufula Zone, Bwaise community radios, Katwe market vendor’s, Nsambya community radio, Luzira radio in Kampala capital city authority;- Kireka Makert Radio in Wakiso district.

The awareness positioned the reached populace to be able individually or assist each other to demand and claim for their rights when violations occur. This was evidenced by majority 95% of the poor, vulnerable and marginalised persons who sought for legal assistance got to know

about their rights and where to report either through community outreaches conducted by PLA (38.63%), friends (53.37%) who had participated in these awareness sessions or through radio awareness (2.99%).

In addition, the awareness interventions leveraged PLA's work and services reaching and extending services beyond the project geographical coverage thereby increasing PLA visibility amongst the target population within the country. This reach was evidenced by the a total of 1,011 poor, vulnerable and marginalised persons from districts outside the project areas such as Mbale, Jinja, Kamuli, Buikwe, Luwero, Nakasongola, Masaka, Kabalore, Apac, Kiryandongo, Kole among others who called and sought to legal assistance through the toll free lines.

Output 1.2: 225 Local, district and community based structures strengthened to offer continuous front line legal aid services to poor and vulnerable persons.

Results: The project interventions were introduced to the local, district and community based structures in all the districts of operation through project inception meetings. This ensured accountability to the stakeholders thereby securing buy-in, support and active participation of all key district and community structures throughout the implementation project.

A pool of 249 (109 female and 140 male) local and community based structures comprising of local council leaders, youth representatives, cultural leaders, traditional leaders, religious leaders and other community opinion and influential persons as well as representatives from six partner organizations were trained as Human Rights Advocates. These were trained on a wide range of human rights aspects including, general human and civil rights, labour rights, succession and inheritance rights, recognized marriage and their implications, children rights, land rights, gender based violence, Alternative Dispute resolution mechanisms, procedures for lodging cases/ complaints in labour offices, local council courts, small claims court, land tribunals among others. These were tasked to provide frontline legal aid support services to the target groups within their communities with support from the legal officers under the project.

These knowledgeable local and community-based structures played a critical and pivotal role in providing daily support services to the community members. Accordingly overall, these community structures received, supported and provided frontline services to total of 3,452(1,747 female and 1,705 male) representing 28.2% of the total project beneficiaries of primary legal aid services. Furthermore, they reached 58.1% of the 64,871 direct individuals reached with awareness messages under the project which translates into 37,687(20,451 female and 17,236male) people. These were reached through peer to peer education, community outreaches and targeted group awareness in social network. The services of these local and community structures resulted into not only the target groups accessing legal support on their various justice needs as presented but also peaceful and harmonious living in homes and communities which is key to development.

In addition, the project provided district platforms on a biannual basis throughout the project circle that brought together key 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. The platform enabled each district to identify risks and challenges. Strategies to respond to risks and challenges were identified, discussed and agreed upon. The issues identified through

these platforms formed part of the district development situation analysis during the development of the new district development plans.

Output1. 3. Increased primary legal aid services to poor, vulnerable and marginalized persons

Overall, 12,236 (4,598 female and 7,638 male) poor, vulnerable and marginalized person accessed legal assistance to address their justice needs which prevented further violations of their human rights; thereby achieving 98% of the project target. The justice needs of these Poor, vulnerable and marginalised persons were handled through amicable means of settlement, court representation, arbitrations in the labour offices, mediations, conciliations and reconciliation among others.

The external end of project evaluation concluded that there was an increase in access to justice by the targeted persons as a result of PLA intervention. According to the report, the numbers of clients whose cases were concluded by PLA increased from the baseline through each year of the project, and exceeded the target. Overall, 76.4% of the poor vulnerable and marginalised persons had their cases resolved and accessed justice thereby exceeding the project life target of 37% increase on the baseline. 39.3% of the Poor, vulnerable and marginalized persons that accessed justice recovered their dues which including unpaid wages, compensation for unfair termination, medical facilitation, workers compensation, unpaid annual leave, over time, debt repayments, among others totaling to UGX.

1,457,229,438/- (One Billion Four Hundred fifty seven Million two hundred twenty nine thousand four hundred thirty eight shillings) on behalf of 3,669(1010 female and 2,659 male) through court awards, consent judgments, mediation and negotiations. 19.05% (1 780) were represented and released on police bond at various police stations across the districts of operation; 4.5% (416) women and young female enabled to access support for their children; 1.4% (132) community members majority 89% women and girls enabled to take control, access and ownership of productive resource like land in deeply rooted patriarchal societies and cultures; 19.03%(1778) persons received legal counselling and legal advice about their justice needs and challenges. 16.8% (1570 (1,170 female and 400 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.

Overall, 82% of poor, vulnerable and Marginalised persons reported satisfaction with the legal aid services received under this project attributed to timely resolutin of cases, trasnperacy in service delivery, participatiion on the resolution of cases, understanding and professionalism from the lawyers. The End of project evaluation indicated the majority of respondents the evaluators engaged with, indicated that they were satisfied by the justice result realized by PLA. The report gleaned that satisfaction was three fold- money recovered by the beneficiary; and vindication that the beneficiary had a legitimate claim against their former employers. This gave the beneficiaries a deeper sense of confidence in themselves, as worthy of future work opportunities. The other area of satisfaction was with the good quality of legal representation which affected the positive settlement of the dispute. During the focus group discussions, the beneficiaries indicated that they felt confident that the PLA legal representation was fair, objective and professional. Areas of dissatisfaction pointed out by the beneficiaries were related to the time taken to reach final resolution of a dispute

Output 2.1 Evidence on compliance with the labour and employment standards amongst employees and employers.

Results: Undertake a study on the costs and benefits from compliance with the Labour and Employment Standards at the work place to the employers and workers. The findings of this study were launched at a national high-level half day meeting of 54 (22 female and 32 male) stakeholders that included Uganda Bureau of statistics, district Labour officers, Practicing Labour Advocates, Federation of Uganda Employers, Civil Society Organizations, Uganda Law Reforms Commission and Ministry of Gender, Labour and Social Development, labour Union workers, representatives from civil society organizations, workers members of parliament, Uganda Manufacturers Associations, Uganda Small and Medium Enterprises. The findings were launched by the Director of Labour Mr. Martin Wandera from the Ministry of Gender, labour and Social Development who applauded and commended PLA as a key strategic partner in the labour landscape of the country. The key stakeholders welcomed the findings of the study. The findings were packaged, disseminated and used as an engagement tool with employers and workers during employer- employee dialogues to promote decent and harmonious working conditions that enhance productivity at the work place.

Output 2.2 Platforms of employees and employers in security, teaching and small enterprises established to facilitate compliance with the labour and employment standard

Results; The project enhanced the knowledge and skills as well as tooled the district labour officers to perform their mandate. In partnership with the Ministry of Gender, Labor and Social Development, a total of 85 (23 female and 62 male) Labour Officers drawn from 85 upcountry districts across the country were trained. They were trained on the salient provisions of the Employment Act, provisions of the Workers Compensation Act, rules of mediation, arbitration and conciliation, roles of the labor officer in conduction work place inspections and hinted on the common mistakes made by labor officers. The Chief Judge of the Industrial Court Hon. Ruhinda Asaph Ntengye graced this training and applauded PLA and Ministry efforts in for supporting the industrial Court to function better especially when the officers of the court of first instance are well knowledgeable and skilled to dispense off most of the cases at that level. In addition, 100 compendiums of labour and employment laws and regulations were printed and disseminated to the trained labour officers as tools of work to facilitate and support them in the performance of their duties.

As a result of the training and tooling of the labour officers, the monitoring and evaluation reports conducted during the implementation of this project indicated that the quality of service delivery improved from the labour officers especially those within the districts of operations that PLA was able to continuously monitor. The labour officers were able and willing to undertake effective work place inspections aimed at enforcing compliance with standards of employment. The labour officers were more efficient in handling the labor disputes and they dispensed justice in a timely manner. Ultimately, this led to the revitalisation of the relevance and vibrance of the Labour officers within the distirctts to the employers and workers as well as the general outlook at the district level

Results: Convened district based advocacy engagement meetings with the top political and technical leadership of Busia, Bugiri, Dokolo and Lira for resource allocation and Iganga district service commission on the need to appoint a substantive district labour officer. As a result, Iganga District appointed a substantive Senior District labour officer for the very first time since becoming a local government. This appointment ended and relieved the District Community Development Officer of the role of acting as a district labour officer in addition to the duties of office of the DCDO. Since the appointment of a substantive officer in the labour office, the functionality of the office has been revitalized in the district and workers and employers are using the office to resolve labour disputes. In addition, the engagement with

the leadership of local government of Busia, Bugiri, Dokolo and Lira resulted into allocation of resource such as procurement of motorcycles office equipments like computers printers to ease operations and allocation of some funds to facilitate a few work place inspections on a quarterly basis.

Results: A total of 114 employer- employee dialogue and work place inspections were conducted in partnership with the district labour officers across the districts of operation. In Wakiso District, these were some of the work places inspected; Jessy Dairy Farm, Crane Paper Bag Ltd, Feng Huang Factory, Royal van Zanten, Bestever Paper Industries, Nakawuka clays, JP cuttings Ltd, Olam (U) Ltd, Wampweo Tea estate, Kidawalime Bakery, Standard Manufacturing, Ganda Fashions Ltd, Stone Concrete/Construction Company.; In Lira district some of the work places inspected; Ngetta Tropical Holdings Ltd, Guranank Oil Millers Uganda Ltd, Bonic Enterprises lira Ug, Awico Engineering Ltd, Lira Resort Enterprises, Otis Garden Seed (U)ltd, Park Agro (U) Ltd, IK Onkar Investments (U)Ltd, SunAfric industries limited, Mount Meru Millers (U) Ltd, Beb Wine Company Limited Windwood Millers (U) Limited, Maharaj International Company Limited, Guru Nanak Oil Mills (U) Ltd and Mohan (U) Ltd.; In Dokolo District, some of the work places inspected; Awelo Health Centre II and Adok Health Centre II, Construction Sites of Seed Secondary School & Adagmon Health Centre II, Bata Sub-County Headquarters and Bata Health Centre III. ; In Amolatar District some of the work places inspected; Alemere medical Aid, Obanga Twero Welding Workshop & Alemere Tailor's Friend, Construction sites of Nakatiti Health Centre, Muntu Seed Secondary School, Amai Community Hospital, Amolatar Health Centre, NenAnyim Welders, Big Dady Technical Works, Kyoga Twin Services &Alipayo Guarage.; In Bugiri district, the follow work places were inspected ; Crane clothing company SMC ltd, As One ministries ltd, China railway 18<sup>th</sup> group Bugiri district , Happy wallet hotel/gardens Bugiri district, Terrain services ltd, Bugiri Sugar company.; In Kaliro district, the following work places were inspected; Sugar and allied industries, Kaliro County Resort Hotel, Life Water International; In Iganga district, the following work places were inspected; Muyangu General Merchandise, Hotel continental ltd , Mercy Health center ltd, Hill water factory.; In Tororo, the following work places were inspected; Tororo Cement Ltd, National Cement Tororo.; In Busia the following places were inspected: Jirey Hotel, The Rand Hotel, La'Palm Suites and Spa. These sessions targeted both employers and workers to reach them with awareness information on labour and employment standards. A total 3,443 (1,033 female and 2,410 male) workers and employers were reached through these dialogue and work place inspection.

As result of work place inspections and dialogues condcted by the labour officers under this project, 42% of the employers that were inspected and provided guidnce on the areas of improvement, by the end of the project were in compliance with labour and employment standards. The work place inspections initiated, influenced and resulted into compliance actions and steps being taken by the different work places visited. Accordingly, 37.4 % of poor and Vulnerale and marfinalised workers reported improvement in respect of labour rights at the work places inspected. The End of project evaluation report inducated that there were reduced labour cases from one of the big companies which has re-organised its business processes as a result of the intervention of PLA through joint inspection with the labour officer in the district.

In addition, the work place dialogues and inspections revitalized the relevance of the labor office to the workers and employers in the enforcement of labour and employment standards. According to the End of project evaluation report, both employers and labor officers that the work place inspections and dialogues forged a harmonious working relation between the

employer and the offices of the labour officers and often employers call for guidance on how to handle issues of termination of workers and terms of contract of employment.

Furthermore the work place dialogues empowered workers to take lead in demanding for their rights at work. According to the End of project evaluation, one of the managers of a factory that was inspected stated that workers at the factory were able to advocate for their rights to personal protective gear and contracts and the leadership had look into these demands and fulfill them accordingly. He attributed this level of empowerment of the workers to the workplace inspections and talks held by the labour officer together with PLA team.

3.1 Law enforcement officers and recruitment agencies aware of their roles and responsibilities in preventing, protecting poor persons, vulnerable and marginalized persons from recruitment into exploitative labour

Results: A total of 51(8 female and 43 male) law enforcement officers and duty bearers including Regional Criminal Investigations Officers, Crime intelligence officer, community liaison officers, child and family protection officers, probation officer, resident state attorneys from Bukedi sub region and the surrounding districts of Bugiri and Namayengo were trained in a three days training convened in Busia district from 19<sup>th</sup> to 21<sup>st</sup> September 2018.They were trained on schemes used in illegal recruitment of women and youths into exploitative migrant labour, how to detect and investigate the crimes, the interconnections 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 illegal recruitment and human trafficking.

Results: In partnership with Uganda Association for External Recruitment Agencies and Ministry of Gender, Labour and Social Development, a total of 79 (39 male 40 female) representatives from the new Recruitment Companies registered and licensed to recruit and place Uganda Migrant Workers abroad were trained. These were oriented and trained on Ethical recruitment processes under the law, role of the different stakeholders in labour migration(police, local leaders, NGOs, RDCs,) understanding the interconnections between labour migration and trafficking in persons, the role and responsibilities of recruitment agencies to prevent recruitment of Ugandan migrant workers into exploitative labour. The implementation approach of this activity was changed with approval from DGF following initial engagements with the commissioner of Employment services of the Ministry of Gender, Labour and Social Development who advised that instead of holding a two days training for 42 participants only which would leave out other new recruitment agencies, one day training could be organised for 42 participants each and reach out to more new recruitment companies that are in need of capacity building.

Results: Four (4) key stakeholders' dialogues for key players in the externalization of labor were convened with support of this project. These convened representatives from Ministry of Gender, Labour and Social Development, Ministry of Internal Affairs, Office of Director of Public Protection, Ministry of Foreign Affairs, Ministry for Presidency, Uganda Human Rights Commission, Uganda Law Reforms Commission, Labour unions, Representatives from Uganda Association of External recruitment Agencies, Civil Society Organisations working to support migrant workers, members of the National Task force on trafficking in person, development partners such as International Organisation for Migration, International labour Organisation. These periodic dialogues provided a platform for the actors to discuss issues affecting the externalization of labour program and draw agreed upon strategies for action by the different actors aimed at improving the programme and the participants in the programme.

These dialogues resulted into systematic, legal and policy actions being taken by the government of Uganda through the Ministry Of Gender, Labour and Social Development supported by other development partners to streamline and enhance the protection of migrant workers' rights. The pre-departure orientation curriculum was revised to reflect the lived realities of migrants in countries of destination; the regulation on regulating externalisation of labour were reviewed and adopted among others.

Output 3.2: Vulnerable migrant workers aware of safe labor migration options and reporting conditions of exploitative

Results: A total of 7,475 (3,531 female and 3,944 male) youths and young people from university, technical, vocational institutions and high schools such as Malaba secondary school in Tororo, Taaka Foundation Skilling Center, Crane High School Bugiri, East School of Skills in Bugiri; Bilala Islamic Institute and Kampala standard secondary school Mpererwe, Noor Secondary School katwe, Uganda Christian Institute School of Nursing and Midwifery, Makerere Business Institute, Kololo Airstrip, Nkumba University, Kyambogo University in Kampala; Bananda High School and Luma Eastern College in Busia, Kanambatiko secondary school in Kaliro, Destiny River primary teachers college in Iganga, Jerusalem School of Nursing and Midwifery in Lira and Amolatar Technical Institute in Amolatar district; Dokolo district at Dokolo Technical School. These were sensitized and empowered with information on safe options for labour migration. These were targeted with this information as potential migrants who are prone to falling victims of illegal recruitment into exploitative migrant labour.

In addition, we conducted 4 radio talk shows on Super FM in Kampala, Rock Mambo in Tororo and Kyoga FM radio in Amolatar districts and twenty-three (23) community awareness sessions using community radio mega platforms in Kampala on Bwaise community radio, Nsambya community radio, Katwe vendor's radio, Nakawa vendors voice, Kawempe radio Lugala FM in Kampala; on Tano Tano FM and Voice of Busia in Busia district, Lira Main Market voice in Lira. These awareness sessions focused on sensitizing the community members including potential and prospective migrant workers on the safe options of going to work abroad, schemes being used by the illegal recruiters to lure young people and women.

As a result of the awareness on safe migration, the number of persons seeking for information on safe migration from PLA, community liaison officers and local council leaders in the districts of operation increased. For instance a total of 239 (164 female and 75 male) sought for clarity and more information safe migration including inquiring about the registered companies. Furthermore, community members were able to identify illegal recruiters and reported to police and PLA for assistance. A total of 78 (30 female and 48 male) reported and sought legal assistance to recover their dues and personal documentations from illegal recruiters. PLA worked with authorities to recover the dues as well as arrest some of the illegal recruiters in Busia, Tororo and Lira.

Results; 2,484 female migrant workers recruited by registered and licensed companies such as International Employment Linkages Uganda Ltd, Green pasturers, Axis warriors, Skynet Consultant International, Atlas Impex, Alqurashe Company Limited and Time Cope International Placement oriented on their contracts of employment, job competencies, challenges and how to cope with the changes in setting and cultural practices, rights and responsibilities, where to seek redress in case of disputes arising. The migrants were also given the information sticker with contacts of the Uganda Embassy in the Kingdom of Saudi Arabia and the Labour Liaison officer as well as the Ministry of Gender, Labour and Social Development contacts.

The pre-departure orientation sessions improved the knowledge of the migrant workers and they were positioned to demand and claim their rights when violated. Overall, we received a total of 69 migrant workers sought for legal assistance when their rights were violated and they were supported accordingly.

Result: produced and disseminated a total of 10,000 IEC materials. These included 1,000 stickers with contact information for Ugandan Embassies in the Middle East and labour liaison officers, 3000 posters on what you need to know when going to work abroad, 3000 flyers and 3000 PLA brochures. 2807 IEC materials were distributed including 400 stickers, 400 flyers, 1007 brochures and 1000 posters. As a result of distribution of these materials, 0.4% of the total clientele this period sought for PLA legal aid services through these IEC materials.

Unintended results;

Provision of legal aid to community members especially in cross cutting disputes such as family disputes, domestic violence and land disputes particularly boundary disputes have contributed to Peaceful homes and communities. These disputes were resolved through counseling, mediation and reconciliations methodologies which reinforced participation of the disputing parties.

Government secured funding from International Organization of Migration to support and strengthen the pre-departure orientation for Ugandan migrant workers as a result of the key stakeholders meeting convened by PLA in the migrant worker sector wherein the issue of reviewing and strengthening the current pre-departure orientation curriculum to ensure that the Uganda Migrant workers are well oriented and prepared for the jobs in the destination countries and the available protection mechanisms. IOM was one of the participants and committed at the meetings to secure funds to support the review and strengthening of the pre-departure orientation training for migrant workers.

### Project Results Framework

Result No#	Statement of Result	Indicator No#	Indicator Name	Source of Information	Assumptions	Baseline	Target	Actual	Variance
	<b>Impact</b>								
1	A society where the human rights of the poor, vulnerable and marginalised persons are protected	1	% of PVMWs protected from Human rights abuse and violation as a result of PLA intervention	Annual Impact Monitoring	Political will to promote and remove barriers to access to justice	20000			
	<b>Outcomes</b>								
1	Increased legal protection of poor, vulnerable and Marginalised persons from abuse and exploitation across nine districts of Uganda.	1A	% increase of poor, VMWs accessing Justice as a result of PLA intervention	PLA Monitoring records, PLA quarterly and monthly reports	Improved perception/satisfaction and trust of community towards PLA legal aid services	10567	% 37 increase on baseline		
		1B	% of poor, vulnerable and Marginalised persons reporting satisfaction as a result of PLA services.	PLA surveys	Improved perception/satisfaction and trust of community towards PLA legal aid services	76%	9% increase on baseline		
2	Improved compliance with Labour and employment standards amongst employees and employers in the formal and informal sector across the seven districts of operation.	2A	% of target employers in compliance with labour and employment standards	Study reports, Annual surveys	Entrenched social norms and deeply held beliefs of employers can be overcome to secure compliance with Labour and employment standards	tbd	11% increase on baseline		

		2B	% of poor and VMWs that report improvement in respect of labour rights as		Entrenched social norms and deeply held beliefs of employers can be overcome to secure compliance with Labour and employment standards	Tbd	8% increase on baseline		
3	Increased protection of vulnerable migrant workers from exploitative labour	3A	% of vulnerable migrant workers prevented from exploitative labour as a result of PLA intervention	Monitoring records, PLA Monthly and quarterly reports	There will continue to be political will to protect workers from exploitative labour	tbd	10% increase on baseline		
	<b>Outputs</b>								
1.1	Poor persons, vulnerable and marginalized workers aware of human and labour rights in the districts of operation	1.1a	Number of Poor persons, vulnerable and marginalized workers reached with information through community and work place outreach sessions	Monitoring records, PLA quarterly and monthly reports, PLA data base, Annual reports	Police will continue to grant PLA permission to conduct awareness sessions	33312	40000	21,954	18046
		1.1b	Number of Poor, vulnerable and marginalized persons reporting cases as result of media campaigns	PLA LAIS Data base, PLA monthly and quarterly reports, Monitoring and Evaluation records,	Police will continue to grant PLA permission to conduct awareness sessions	103	300	233	67
		1.1c	Number of civic education / awareness campaigns (civic education, human rights, anti-corruption) (DGF 19: Number of civic education / awareness campaigns (civic education, human rights, anti-corruption))	Activity and monthly reports, Monitoring and Evaluation Records	Police will continue to grant PLA permission to conduct awareness sessions	70	100	537	-437
1.2	Local, district and community based structures strengthened to offer continuous front line legal aid services to poor and vulnerable persons.	1.2a	Number of individuals participating in DGF supported learning events. (DGF 14: Number of individuals participating in DGF supported learning events.)	PLA activity reports ,Annual reports, Monitoring and Evaluation records ,	Human Rights Advocates and partner CBOs continue to collaborate and partner with local government structures	217	345	1,861	-1516
		1.2b	Number of learning events conducted to strengthen community based structures	PLA activity reports ,Annual reports, Monitoring and Evaluation records		12	24	14	10
		1.2c	Number of meetings where CSOs and local government officials interact	Activity reports, Monitoring and Evaluation Records, Monthly reports	Political will to promote and remove barriers to access to justice		24	36	-12
		1.2d	Number of poor and vulnerable persons accessing justice from partner CBOs, local leaders, traditional leaders, religious leaders and human rights advocates	HRA reports, PLA monthly reports, Monitoring and Evaluation records		1200	2400	3,245	-845
1.3	Poor persons, vulnerable and marginalized workers accessing legal aid services as a result of PLA intervention.	1.3a	Number of legal aid cases (a) started and (b) resolved (DGF 16: Number of legal aid cases (a) started and (b) resolved)	Annual reports, Monitoring and Evaluation Records, PLA LAIS data base	Poor, VMW will be aware of PLA legal aid services The poor, VMWs will seek legal aid services from PLA Funds will be available in time	10567	40000	11,774	28226

		1.3b	Number of community legal aid clinics conducted to provide comprehensive primary legal aid services	PLA quarterly and monthly reports, Monitoring and Evaluation records , Activity reports		36	11	25	
2.1	Evidence on compliance with the labour and employment standards amongst employees and employer	2.1a	Number of engagement meetings held to publicise study findings on compliance with the labour and employment standards in the formal and informal sectors.	Quarterly and monthly reports, Monitoring and Evaluation records, activity reports	Employers will be willing to collaborate with PLA Workers will be willing to report cases to PLA	3	3	0	
		2.1b	Number of the trained top leadership and management of the private sector complying with labour standards	Annual reports, Monitoring and Evaluation Reports, Association activity reports		tbd	100	0	100
2.2	Platforms of employees and employers in security, teaching and small enterprises established to facilitate compliance with the labour and employment standard	2.2a	Number of employer-employee forums conducted to influence compliance with labour laws and employment standard	Annual reports, Monitoring and Evaluation Reports, Association activity reports		6	77	-71	
		2.2b	Number of trained workers representatives complying with labour standards	Annual reports, Monitoring and Evaluation Reports, Association activity reports		tbd	180	0	180
3.1	Law enforcement officers and recruitment agencies aware of their roles and responsibilities in preventing, protecting poor persons, vulnerable and marginalized persons from exploitative labour	3.1a	Number of External recruitment agencies trained on their role in preventing recruitment of poor persons VMWs into exploitative migrant labour	Annual reports, Monitoring and Evaluation Reports, Association activity reports	sensitisation, confidence and empowerment of Vulnerable migrant workers will contribute for effective demand of their rights	42	81	79	2
		3.1b	Number of school children and youths educated on safe labour migration options	Monthly reports, Monitoring and Evaluation Records, activity reports		7689	21600	1,698	19902
		3.1c	Number of school children and youths educated on safe labour migration options	Monthly reports, Monitoring and Evaluation Records, activity reports		7689	21600	975	20625
3.2	Vulnerable migrant workers aware of and demand their rights	3.2a	Number of Vulnerable migrant workers reached with awareness messages on safe labour migration options	Monthly reports, Monitoring and Evaluation Records, activity reports			22680	1,452	21228
		3.2b	Number of parents/Guardians equipped with knowledge on safe options of labour migration	Monthly reports, Monitoring and Evaluation Records, activity reports			1800	1,051	749
		3.2c	Number of migrant workers reporting cases of exploitation rights violation			32	150	69	81

## 5. Sustainability of Results

*This section seeks to ascertain any interventions undertaken to ensure that registered results can be sustained beyond the DGF project. (350 words max)*

How have you progressed in ensuring sustainability of achievements and results in practical terms?

The intervention used a human rights based approach. This approach did not only provide a service to the target beneficiaries but also empowered them with rights information. The poor, vulnerable and marginalised persons reached with human rights and protection mechanisms under this project will continue to use the wealth of information acquired to either support fellow peers, workers and community members or themselves to demand and claim for their rights through the available service providers and protection mechanisms.

The local governments that have recognised and picked interest in the work and mandate of the labour office by providing budget codes in districts budgets will continue to provide funding for the labour officers to continue and build on the momentum set under this project.

The project advocated for the appointment of a substantive district labour officer for Iganga district and the district appointed a substantive senior labour officer. This position is permanent and pensionable position, PLA has built the capacity of the appointed officer during the implementation of this project area of drafting judgements and work place inspection. PLA widely publicised his office and mandate through working with office in the implementation of the project activities such radio talk shows, work place dialogues, work place inception among others. In addition, to further support the continuity and effectiveness of the office, more advocacy has engagements for resource allocation with support from other running project within the organisation has been undertaken and the district leadership has committed to allocate resources to the office. The office is actively being utilised by both the employers and workers to resolve labour disputes.

The community structures created under this project provided services on a voluntary basis throughout the implementation of the project. These community structures were strategically selected given that most of the community leaders. They will continue to use the knowledge, skill and experience acquired during the implementation of this project to support fellow community members. In addition, given that most of these community structures are within the government structures with the mandate to handle most of the community oriented disputes, they will continue to provide services to the people an informed and objective manner.

## 6. Most Significant Change

*What was the most significant change that came about as a result of the DGF-funded project? Changes may be at policy/legislative level, at organizational level and/or at beneficiary level. Provide TWO stories that best illustrate the most significant changes across the project duration. The stories should highlight the issues, how they were resolved and why their resolution is very significant*

## Story 1 (350 words max)

This is Wonderful!

“This is wonderful! Thank you for the good work in this community” these were words of one of the leaders of Lango Cultural Foundation on witnessing reconciliation of the two community members following a long standoff land disputes. Ekwire Joel and Tyan Geoffrey are both Langi’s by tribe, clan mates and residents of Amolatar district in Anywali village. Joel and Geoffrey individually owned pieces of land that shared boundaries and for a long time they had disputes regarding the boundaries. Joel took the matter to the clan leaders who failed to resolve the matter and clan leaders referred the matter to the Lango Cultural Foundation for further management. The leaders at the highest hierarchy in the cultural foundation handled the matter for one and half years but with no hope of resolving the disputes and in fact at some point they advised the parties to use the courts of law to resolve their disputes. However, one member of committee that was handling the matter requested the other members to first refer the matter to the PLA officer in Amolatar having heard about the good work the office was doing in reconciling parties in land disputes. The members agreed to the suggestion and Joel being the complainant was referred to PLA to seek for assistance.

Mediation meeting was convened with the clan members, one representative from Lango Cultural Foundation, the original owners of the two pieces of land who had since moved to Aleptung District, local council leaders and community members. At the mediation meeting documentations were reviewed and oral testimonies of key witnesses were heard and the land was visited. The original owners of the land were able to clearly show the landmarks that separated the two pieces of land and both parties agreed with the revelations. At the mediation meeting, the two parties and other community members present were educated about peace at the community level. By the end of the meeting, the two parties and their families had reconciled and for the first time in a long time shook hands and embraced each other.

## Story 2 (350 words max)

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.”*

## 7. National Development Plans (NDP II and III) and the Sustainable Development Goals (SDG)

*Briefly describe how your project objectives and activities were aligned to Vision 2040 and NDPII and NDPIII, and the SDGs. Describe the extent to which the delivery of the DGF-project contributed to the attainment of:*

Uganda's National Development Plans II and III (300 words max)

Under the NDP11, the project activities aligned sector objective; Promote decent employment opportunities and labour productivity with specific interventions on Promote and regulate externalization of Labour, Strengthen Labour Administration ( Inspections, Labour Analysis and Research, Mediation and Arbitration) at the Centre and in Local Governments, support research, innovation and creativity in both formal and informal sectors and Promote compliance with Occupational Safety and Health standards at Public and private workplaces and working environment

Under NDP111, the project interventions aligned to strategic objective four: Enhance the productivity and social wellbeing of the population; specifically the activities contributed to the attainment of objective one; To improve the foundations for human capital development under the Human Capital Development Program.

Our interventions targeting such as training of recruitment agencies in ethical recruitment practices, awareness raising to potential and actual migrant workers, informing the regulatory framework on the labour externalization program and the convening of key stakeholders in the labour externalization program contributed to promoting decent employment opportunities. Further still provision of legal aid services to disputes workers, working with the district labor officers to undertake work place inspections and hold employer-employee dialogues contributed to strengthening labour administration. In addition we undertook advocacy to strengthen the performance of the labour offices including advocating for appointment of substantive labour officers and also resource allocation. PLA also undertook research on the cost benefit from compliance with the labour and employment standards in both formal and informal sectors. This report provided current data for use by all sectors. The work place inspections also contributed to promoting compliance with occupational safety and health standards at private and private work places.

The Sustainable Development Goals (300 words max)

**Overall, the project activities and interventions were aligned to three SDGs**

goal namely; SDG Goal 8: Promote Sustained, Inclusive and Sustainable Economic Growth, Full and Productive Employment and Decent Work for All. Specifically, target 8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment. And target 8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms; Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels and Goal 5 on achieve gender equality and empower all women and girls.

The project activities that included employer- employee work place dialogues,

work place inspections, work based awareness and radio talk shows that provided information on rights and responsibilities to both workers and employers aimed at the promoting decent work for all by creating a harmonious working environment that respects and observes human rights. The provision of primary legal aid services that included representation in mediation, arbitration and adjudication of cases with employers, before labour officers and courts of law protected the labour rights of the workers, ensured access to justice and most importantly enabled women and girl address discriminations in access to productive resources. Further still, our advocacy work , awareness rising and capacity building of law enforcement officers, duty bearers and recruitment agencies on schemes used in illegal recruitment of women and youths into exploitative migrant labour, how to detect and investigate the crimes, the interconnections 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 illegal recruitment and human trafficking; protected Ugandan migrant workers from recruitment into exploitative forms of labor also contributed to protecting their labor rights and securing of securing working conditions.

## 8. Cross-cutting Issues

*This should focus on how the project integrated the crosscutting themes such as HRBA, Gender, and youth etc. What value did the project reap as a result of integrating crosscutting themes? What lessons can we draw from this project's experience of integrating crosscutting themes?*

HRBA (350 words max)

The design and delivery of the services targeted both men and women boys and girls on an inclusive basis without discrimination as long they had justice needs and they are poor, vulnerable and marginalized. PLA's legal aid services were provided beyond labour niche and instead addressed the legal aid challenges faced by the poor, vulnerable and marginalized persons to ensure that the services were relevant to the target groups and communities we operated. This is not to say that in the implementation of this project, we did not collaborate or refer. The referral pathways were clearly drawn basing on availability of service providers within the localities of the person being referred, expertise of the service provider regarding the justice need of person being referred. PLA maintained a follow up channel on the referrals made to ensure that the person referred gets the support they needed.

In addition, all stakeholders including the target groups, beneficiaries, local, district, national stakeholders participated in the implementation of the project interventions. This was through the inbuilt periodic district stakeholders meetings wherein district technical officials, political, civil society actors, local leaders, Partner CBOs convened and discussed issues affecting the communities and designed strategizes of addressing the different issues identified trough action plans. The action plans were reviewed at next convening of the district stakeholders. The project trained a pool of 249 local and community structures which were referred to Human rights advocates. These played an important role of providing direct and indirect

services to the community members. The people supported and reached by these community structures formed part of the project outputs and results. The district Labour officers across the districts of operation played a critical role in organizing labour legal aid camps in the different districts of operation, participated in the employer- employee /work place inspection, radio talk shows among others. The beneficiaries of the services provided feedback to the services being delivered under the project through suggestion boxes installed at offices, email and period bi- annual monitoring exercises.

The services were offered through a transparent procedure and we remained accountable to the different stakeholders we serve. Through the district stakeholder meetings, PLA was able to share with the district stakeholders her progress and plans for the future including budgets which played a critical role in managing expectations. Quarterly board of director meetings were convened wherein the secretariat presented and shared the progress and financial status of the organizations. We shared periodic reports with DGF and also produced periodic newsletters and annual reports. Our beneficiaries and stakeholders are treated with respect and equally are served according to their needs.

#### Gender (350 words max)

The design and implementation of this project targeted both gender taking into consideration the diversity and unique needs of the each of the gender in access to justice and or services. In the implementation of this project, we used strategies that ensured access and reach to both gender with services. For instance, we deployed a cocktail of strategies in awareness including both conventional and non conventional. We used direct community dialogues, radio and television talks, peer to peer education, targeted awareness in social network of both gender. The timing of the awareness sessions across the different strategies were based on the unique needs of each gender. Direct service delivery like legal aid service was also strategically delivered taking into considerations of the needs; this was through direct walk in at offices, for those that are far, constrained or face hindrances - legal aid clinics were organized to take services nearer such persons. These mostly targeted women who are adversely constrained to access to service particularly the legal aid services. In addition, the project trained Local and community based structures that also played a critical role in taking the services nearer the intended beneficiaries. These structures supported both genders but important to note is the fact that more female used the services of these community structures. Further still, the project addressed the cross cutting gender based issues such as domestic violence, women's access/control and usage of properties such as land and also tackled inheritance rights for women and girls.

#### Youth (350 words max)

The youths were specifically targeted as beneficiaries and as implementers in the implementation of this project by virtual their demographic challenges. They formed part of the local and community structures that were trained under the project which played an important and active role in the implementation of the project. As beneficiaries, the project

devised innovative strategies to reach them with services like work based awareness was conducted at work places particularly targeting the enterprises in the informal economy where most of the youths are absorbed, we also used technology particularly social media to reach some of the youths with awareness information and they used this information in turn to report rights violations. It is no wonder that overall, 41% of the beneficiaries of primary legal aid services were youths. The project deliberately provided awareness information on safe migration to the youths in schools, universities and technical institutions and communities given the fact that the youths are majority participants as result of the challenges of unemployment, poverty and limited access/ownership to productive resource; and therefore are vulnerable to falling prey to being recruited into exploited forms of work by illegal recruiters and traffickers in their search for survival. Further still, the project provided services to the youths in conflict with the law particularly at police level, where they were supported to access police bond and mediate in some of the petty crimes to logical conclusions.

In the course of implementation following analysis of the labour disputes being reported by most of the youths, we observed that the youths lack orientation and guidance on how to transit into the work place and work in a structured manner and as such they sometimes find it hard to follow and respect processes and adherence to the rules and procedures resulting into work place disputes and loss of employment. The organization incorporated career guidance in all the engagements with the youths. We targeted youths under their associations such as the `boda boda` operators to discuss domestic violence that is rampant among youths. As beneficiaries youth form part of our beneficiaries by virtue of their challenges.

## 9. Monitoring and Evaluation

Bi annual monitoring and evaluation reports ; This monitoring activity was done throughout the entire project life cycle had the following objectives; To document success case stories of beneficiaries that have received Legal Aid from PLA or its partners; To document the impact of work done by partner CBOs and Human Rights Activists; To establish percentage of poor, vulnerable and Marginalized persons reporting satisfaction as a result of PLA services and To document the impact of community and workplace awareness session to the communities and workplaces. The survey was implemented using both quantitative and qualitative methods. Focus Group Discussions were conducted in communities reported to have been reached with awareness messages. Interview guides were used to document legal beneficiaries life stories and monitor partner CBOS and HRAs. Questionnaires were used in workplaces reported to have been reached with awareness messages and Clients that received Legal services from PLA and partners.

Survey on Cost Benefits from Compliance with the Labour and Employment Standards in the Work Place. The overall objective of the study was to generate reliable information on the costs and/or benefits of complying with labour and employment

standards in Uganda. specifically, the study set out to; To examine the nature of common workplace labour disputes and their effect on the employer and employee; To examine the cost benefits to the employer from complying with labour and employment standards at the workplace ; To identify and examine the challenges faced by employers that hinder their ability to comply with the labour and employment standard; To examine the causal factors that promote compliance with the labour and employment standards at the workplace and To provide recommendations for promoting compliance with labour and employment standards. This was a nationwide study where participation has been determined by proximity to the major towns in the four regions of the country thus: Eastern, Western, Northern and Central regions in Uganda. Districts with high concentration of labour were the main centers of data collection. Thematically, the study looked at all types of employment in Uganda formal and informal employments.

External End of Project Evaluation: This activity sought an external assessment and view of the extent to which the activities undertaken under the project have contributed to the intended outcomes, gives insight into what unintended outcomes the project may have had; and lessons learned that can be incorporated into future projects. The evaluation specifically sought; To determine the extent to which project out-comes were achieved; To determine the relevance, efficiency, effectiveness, coherence and sustainability of the project in line with the strategies applied during implementation processes; To establish possible impact of the project onto the project targeted groups.; To document lessons learnt and good practices that can be replicated in future projects; To examine the relevance of PLA in the districts of operation; To examine and assess the trends of access to justice needs in the selected districts of this evaluation and To make recommendations for future legal aid programming. The evaluation covers the period from May 2018 up to September 2022. The consultants adopted a qualitative method to data collection and analysis. This included a document review, key informant interviews, focus group discussions and some observations.

## 10. Administration and Finance

The program received a total grant of Ugx 4,096,838,315: Ugx 811,766,628 related to program activities, Ugx 2,756,253,256 related to project staff costs, Ugx 256,150,842 related to Institutional strengthening and Ugx 269,667,319 related to Administrative costs. Project staff costs consumed a higher proportion of the expenditure due to the fact that the project was a largely a direct service project with high targets that required high human resource to ensure service delivery. All the services offered were free of charge and therefore there was no cost sharing.

In addition, during the DGF period of suspension by the government, there were no program related costs although DGF remained committed to supporting the project staff that continued to provide services remotely.

## Project Budget Summary

Budget Section	2018	2019	2020	2021	2022	Total
<b>Total Outcomes</b>	314,666,340	241,495,760	223,179,560	48,629,420	0	827,971,080
Total Staff salaries	426,962,500	643,000,000	643,000,000	238,837,500	0	1,951,800,000
<b>TOTAL PROJECT COSTS</b>	<b>741,628,840</b>	<b>884,495,760</b>	<b>866,179,560</b>	<b>287,466,920</b>		<b>2,779,771,080</b>
Institutional Strengthening	61,824,000	27,180,000	27,180,000	5,820,000	0	122,004,000
Project Evaluation	20,150,000	30,900,000	30,900,000	10,750,000	0	92,700,000
<b>TOTAL DIRECT PROJECT COSTS</b>	<b>823,602,840</b>	<b>942,575,760</b>	<b>924,259,560</b>	<b>304,036,920</b>		<b>2,994,475,080</b>
7% Administrative Costs	57,652,198	67,951,012	66,371,063	21,282,584	0	213,256,857
<b>GRANT SUB TOTAL (Managed By IP)</b>	<b>881,255,038</b>	<b>1,010,526,772</b>	<b>990,630,623</b>	<b>325,319,504</b>		<b>3,207,731,937</b>
Capital Costs	29,100,000	0	0	0	0	29,100,000
Institutional Capacity Development	0	0	0	0	0	0
<b>TOTAL GRANT</b>	<b>910,355,038</b>	<b>1,010,526,772</b>	<b>990,630,623</b>	<b>325,319,504</b>		<b>3,236,831,937</b>

## 11. Innovations

*Give a concise account of any innovations you came up with during the implementation of this project. In this space, you can also explain any models that came up as a result of your implementation and how you have disseminated or scaled them up if applicable. (400 words max)*

In the implementation of this project, we adopted the use of community radio mega platforms a space and medium that we had never used in PLA programming. The use of these community radio mega platforms as awareness raising platforms to community members was an idea born out of the need to continue service delivery in the wake of COVID-19 pandemic that resulted into restrictions on operations. We incorporate this platform into the implementation of this project and it proved effective and efficient delivery channels of

information to the community members within a given area. They are highly regarded by the community members because they too use them to pass on or make any announcement to the rest of the community members in a given a radius.

Labour circuit at the district labour offices; this is an innovation that we introduced at the labour offices in the districts of operation to facilitate timely resolution of labour disputes at the labour offices. These labour circuits carry a resemblance of the regional industrial court circuiting. These circuits helped the both parties to resolve issues in the first and or second sitting and where no amicable settlement was reached; immediate referrals were made to the industrial court for further adjudication of the disputes. Ultimately they reduced the costs of access to legal justice for both the employers and workers involved.

We also introduced a model entitled “ Legal aid and livelihood” in the implementation of this project. This model was based on the organisation internal reflection on how to contribute to self resilience and sustenance of the target groups. The model targets clients seeking compensation for violations in monetary terms and provides him/ her business coaching. This business coaching promotes Legal-Economic Empowerment of the poor, vulnerable and marginalized persons. This involves both the ability to advance financially and the power to make and act on economic decisions while applying legal principles. To advance economically, clients are support to think through and use skills and resources hand in hand with legal knowledge acquired to compete in market. This model was applied to a considerable number of clients whose lives have since changed and are self-sustaining.

## 12. Challenges

*Include major challenges that this project faced during implementation and how these were overcome.*

*12.1 • How did COVID 19 affect project implementation. Were you able to adapt/mitigate/overcome these challenges, and if so how? (300 words max)*

The COVID-19 and its subsequent control measures such as restrictions on movements, suspension of public gathering, suspension of public transport, closure of all learning institutions affected community based activities, educative sessions and full operations. The spillover effect of COVID-19 total lock down were high transport costs which arose in the easing of the lock down period. Accessibility to the services was hampered by these high public transport costs which doubled and or tripled for most routes during the period despite the fact that earnings reduced for some and others fell out of employment completely with no or limited alternatives. This hindered some of the already poor, vulnerable and marginalized persons from visiting our offices to report abuses and follow up their cases with some of them missing out on scheduled court hearings of their cases because they could not afford the transport costs at the time.

The situation also affected the rate of resolution of cases as most employers and respondents turned the situation into an opportunity to frustrate disputing workers/persons by hiding behind the economic hardships even when in the grand scale they could afford to settle the matters. In addition, the situation increased case backlogs particularly in the industrial court of Uganda where most of our cases were filed due to the scaling down of operations in the a bid by the court adheres to the COVID-19 SOPs. Thereby leading to delays

in access to justice.

The organization was able to adopt and mitigate some of the impact to continue service delivery, we innovated the use of community radio mega platforms as affordable and yet effective channels of awareness raising in communities; we enhanced the use of technology in the delivery of services including setting up whatsapp lines for persons to call and report and the respondents/ employers were contacted remotely and in some instances cases were resolved. The whatsapp lines still exist and clients are actively using it to report and follow up their cases. PLA worked with the district labour officers to initiate labour circuits aimed at resolving labour disputes that had been filled during this period and those that had remained pending in a timely manner. Further still, PLA used the local and community structures to continue services delivery with remote support from lawyers.

*12.2 • How did the DGF suspension affect implementation of the project. Were you able to adapt/mitigate/overcome these challenges, and if so how? (300 words max)*

The suspension of the DGF led to suspension of all the community oriented activities such as work based awareness, workplace inspections, and community dialogues, stakeholder engagements, and educative sessions in universities, conduction of community legal aid clinics among others. This in turn affected service delivery to the target groups. PLA maintained her legal aid clinics running to continue providing legal aid services to the direct walk in clients and hand on going cases. This was because in the offering of legal aid services such as representation in mediations, arbitrations, adjudications in courts of law, one does not require to speak about who is supporting the service provision. This therefore could not jeopardise DGF and PLA at the same time.

*12.3 • What other challenges (both programme implementation and operational) affected the implementation of the project. Were you able to adapt/mitigate/overcome these challenges, and if so how? (400 words max)*

The project faced delays in kick starting the conduction of while you wait sessions at the Ministry of Internal Affairs Head office due to the renovations that adversely changed the effective and impactful implementation of the activity. The leadership of the ministry kept reassuring PLA that this activity would take place by providing alternative means that could be accommodated by the new changes at the ministry, but this only prolonged decision making to change the implementation approach. PLA was able to adopt a new way of conducting the activity by introducing the- pre decision awareness raising in communities using community radio mega platforms.

In addition, in the course of implementation of the project, the toll free lines broke down due to damage on the network power card that facilitates the connectivity of the toll free lines. This caused a dent on the strategies of implementation thereby poor persons, vulnerable and marginalized persons being forced to use the office lines which are costly for them. This drastically reduced the number of poor vulnerable and marginalized persons accessing on spot legal aid services through the toll free lines. We had to buy new phones for the legal aid clinics for each officer. These lines were widely publicized using our community structures and social media to each reach by the population. While this would be costly to the target groups, it is important to note that the public used them to report cases and follow up cases directly with their lawyers.

## 13. Lessons Learned

*Describe lessons if any that were learned (positive or negative) during the course of project implementation. Focus should be given to lessons that can help the partnership to improve project effectiveness and design of future interventions. (500 words max)*

We learned that there is need to incorporate gender budgeting in the design of the project as part of the gender mainstreaming aspect of the project at two levels. One directly to the beneficiaries and the other to project staff themselves. This was during the training of labour officers and human rights advocates where we faced with breast feeding mothers who had attend the training and they had to come with their nannies to support them during the entire days of the training, the challenge was that these nannies could not be cattered for logistic purposes and yet it was necessary.

For future legal aid programmes, we learnt the need to budget for transport facilitation for the most vulnerable categories of clients. This support would be given to clients whose cases are filled in courts of law particularly on days of the scheduled for court mediations and hearings so as to address situations of clients missing to attend court when it most matters due to lack of transport costs.

In the implementation of this project, we learned the need to understudy and understand the correlation between Livelihood and participation in democratic governance by the poor, vulnerable and marginalized persons/ groups.

We also learned the need to mainstream mental health in PLA legal aid programming and service delivery for both PLA staffing and target groups especially the legal aid clients.

In the implementation of this project, we learned the need to strengthen the use of Information communication technologies and social media platforms in service delivery to our target groups. The COVID-19 crisis has made a strong case for this need and the population as well as government institutions have and are gradually embracing the same. Therefore, going forward, this will be incorporated into programming as well we introduced to our local and community structures to ease monitoring of service delivery.

We learned new ways of delivering services to the community members cheaply and effectively; the use of community based radio mega platforms. We incorporate this platform into the implementation of this project and it has proved effective and efficient delivery channels of information to the community members within a given area. They are highly regarded by the community members because they too use them to pass on or make any announcement to the rest of the community members in a given a radius. For future programming, the mode of delivery will be improved by pre-recording the messages and airing them at prime time for most of the community members continuously.

We also reflected and concluded that there is need to incorporate labour rights information right from primary education to all institutions of learning so that by the time the workers are joining the labour and employment market, they have information that guide them as workers and or as employers. This would in turn increase knowledge on the rights and responsibilities within the employment relationship and reduce on the labour disputes at the work place.

## 14. Recommendations

*The DGF anticipates that you learnt lessons that you would recommend for others doing similar programmes/projects. Please explain them here in form of recommendations. If you were to implement this same project, what would you do differently? (400 words max)*

DGF should be accommodate and support partners to undertake gender budgeting for stakeholders to ensure that gender aspects that require budgeting are included in the design of the project. This is further gender mainstreaming particularly to the target beneficiaries.

In this ending DGF program, the issue of mental health was not at the forefront of the program and therefore, even the implementing partners did not pay attention to the same in the design of the various in interventions and yet over time, this is an area that has become of essence in the development agenda. We therefore we recommend that mental health is mainstreamed in DGF programmes and other IPs especially those undertaking direct service delivery. The mainstreaming should focus on both the service givers and the beneficiaries.

We further recommend that DGF takes on and interest itself in supporting initiatives on livelihood empowerment of the vulnerable groups as a tool that facilitates participation in democratic governance processes for these groups of persons.

*Secondly, the DGF has been committed to improve its partnerships and programming and is eager to get recommendations from its partners in this regard, including to inform possible future programming*

by Development Partners. Under this section, make recommendations (if any) on your experience regarding the DGF partnership management. You are invited to indicate both positive areas in the partnership management, and areas that would require improvement, including your recommendations as to how to address such challenges. (400 words max)

it is our recommendation that DGF in future programming and partnerships, it considers and makes a deliberate decision to provide reasonable and considerable resources for institutional funding for the organisation to be positioned to respond and address tropical issues within the sector as and when they happen.

Procurements that are not asset based should be left to the implementing organisation to handle using the organisation’s internal procurement procedures to save the time involved for implementation and service delivery.

PLA commends the mutual respect we have enjoyed with DGF. DGF’s model of working with implementing organisations as partners is commendable.

Flexibility, Responsiveness, adoptability of DGF to the presented needs and changes by the implementing organisation in the implementation of the project s reflected DGF as a learning development partner learning alongside the IPs.

The unwaiving commitment despite the turbulences that came as a result of COVID-19 and government interference is commendable and should be maintained.

## 15. Annex / Attachments

List and upload to the DGF MIS, any publication produced using or without DGF funding, Your Partner MOU(s), Evaluation Reports.

<b>Publication(s):</b>	Lower_Word_Version_Report_on_Costs_and_Benefits_Final.pdf
<b>Partner MOU(s):</b>	-None-
<b>Evaluation Report(s):</b>	<ul style="list-style-type: none"> <li>1. Bi_annual_monitoring_visit_report_Northern_region.pdf</li> <li>2. Bi_Annual_monitoring_visit_report-Eastern_region.pdf_2019.pdf</li> <li>3. Bi_annual_monitoring_visit_Central_region_November_2020.pdf</li> <li>4. Bi_annual_monitoring_visit_Eastern_region_.2020.pdf</li> <li>5. Bi_annual_monitoring_visit_Northern_region_2020.pdf</li> <li>6. Bi-Annual_monitoring_visit_for_central_region.pdf_2019.pdf</li> <li>7. Bi-annual_monitoring_visit-Northern_region_final_2019.pdf</li> <li>8. DGF_Monitoring_visit_report_Eastern_Uganda.pdf</li> <li>9. DGF_Monitoring_visit_report-Eastern.pdf</li> <li>10. DGF_Monitoring_visits-Kampala.pdf</li> <li>11. DGF_Monitoring_visits-Northern.pdf</li> <li>12. DGF_Quarterly_Monitoring_visist_report-Central_Region_.pdf</li> <li>13. Monitoring_visit_report_Eastern_region_Jan_2020.pdf</li> <li>14. Quarterly_monitoring_report_North.pdf</li> <li>15. FINAL_Project_Evaluation_Report_-_PLA_-_LAPVMU.pdf</li> <li>16. Bi_annual_monitoring_visit_report_Central_region_Feb_2020.pdf</li> </ul>

**Other:**

-None-

DGF