



PLATFORM FOR LABOUR ACTION

ANNUAL REPORT

2023



This Annual Report was prepared by Platform for Labour Action
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1.0

INTRODUCTION TO THE REPORT

During this period, we secured two short and one medium term funding to further our strategic objectives. The medium funding was secured from European Union for the project entitled: Business and community Action to Eliminate child labour in the sugar and rice supply chain for a period of 30 months; Short term funding was secured from International Labour Organization for 6 months to implement activities under the Strengthening the Capacity of Governments to implement laws and policies on child labour, forced labour, human trafficking and promoting acceptable conditions of work ; The German Development Agency for a project entitled Strengthening the protection of Domestic Workers in Uganda for 12 months.

All these projects were onboard this period the implementation is ongoing for two project and the ILO short term project was completed in October 2023.

The rest of the running projects (Elimination of child labour in Uganda and Civil and Political participation of women vendors in Lira and Kaliro districts Of Uganda) remained on course and are being completed within the anticipated timeframe.

We continued with fundraising efforts through development of different application for different donors. While some we have had negative feedback others we are yet to hear from them.

2.0

PROGRESS AND RESULTS FROM IMPLEMENTATION

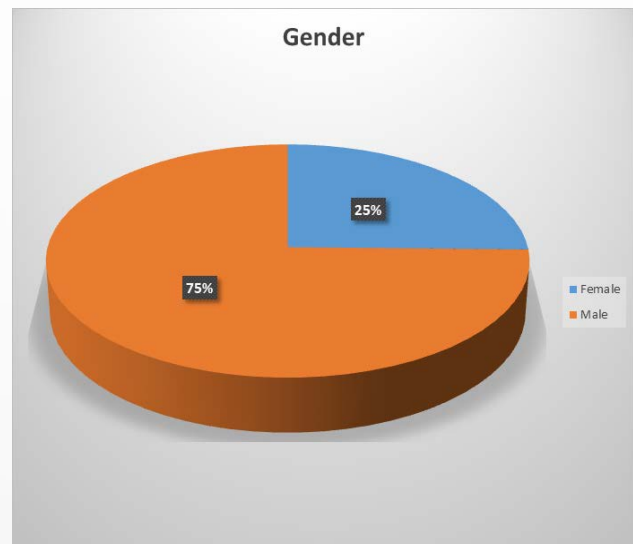
2.1 STRATEGIC OBJECTIVE 1:

To promote human rights and accountability among communities and duty bearers on the rights of vulnerable and marginalized workers by 2024

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

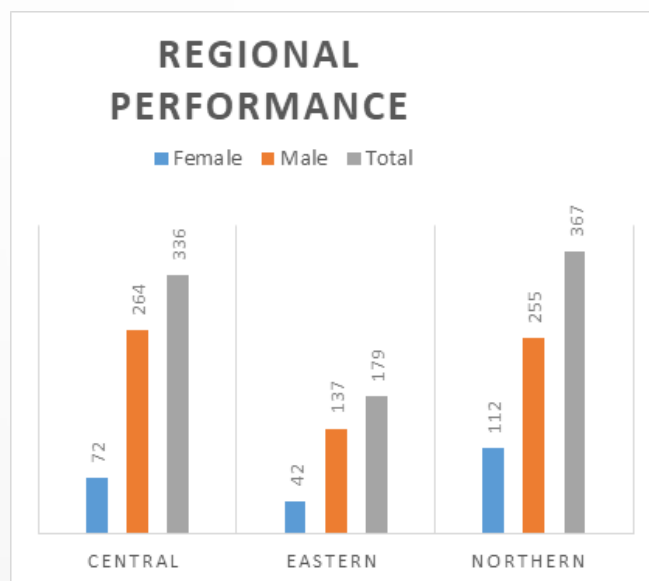
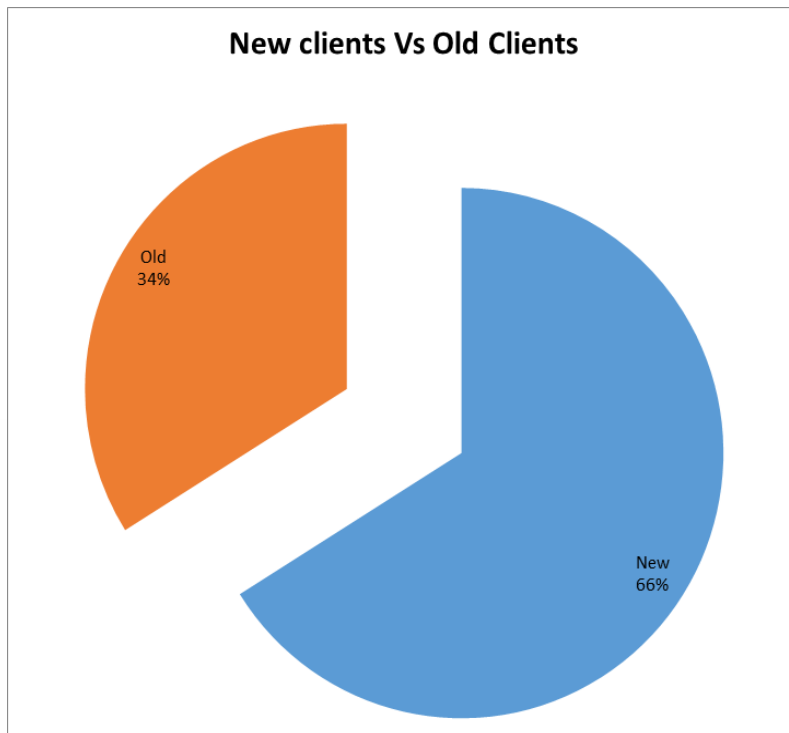
Overall, a total of 882 (226 female and 666 male) poor, vulnerable and marginalized workers accessed legal support services including representation in mediation, negotiation, counseling and reconciliation, before tribunals, labour offices, local council, at police and in courts of law particularly the industrial court and magistrate in 2023.

Like the previous years, majority 75% of the clientele were male while percentage of female seeking legal aid support has continued to dwindle post COVID-19 years from 40% in 2019 to 25% this year. The trend speaks to the overall decrease in the national employment participation rates for women compared to men post COVID-19.



66.1% of the total number of poor, vulnerable and marginalized workers that accessed legal aid support from PLA in 2023 were new clients while 33.9% were old clients from the previous year 2022 whose cases had not been completed by the time of close of the year.

Like the previous years where the Central legal aid clinic dominated, the northern legal aid clinic received more clients this year 2023.



Majority 85.1% of the clients handled this year visited our legal aid clinics across the three regions of office presence, 13.9% accessed legal services through our office lines while 1% reported cases and accessed on spot legal support through social media platform of twitter and WhatsApp.

169, (48 female and 121 male) poor vulnerable and marginalized workers were paid their unpaid wages, compensation for unfair termination, unpaid leave, terminal benefits totaling to UGX. 145,621,700 (Uganda Shillings: One Hundred Forty five Million Six Hundred Twenty one thousand Seven Hundred only) as a result of PLA intervention through negotiation, mediations and representation in labour offices and industrial Court of Uganda.

PHOTO GALLERY



The Lira legal officer- Bridge Kusemererwa (robbed lady) together with the claimant following a successful Court settlement of their matter at Industrial Court Holden at Lira High Court.



Former support staff of Kampala International School with their individual payment cheques for compensation for unfair termination at PLA offices in Kampala



Caption above Shows Bridge Kusemererwa – Lira legal officer (in a suit) together with the former staff of Theta after recovering their monies amounting to Ugx. 20, 000, 000/=.



Caption above shows the Board Chairperson of Lira urban Transporters Mr. Ameto Patrick handing over the Motor cycle to the Claimant Ovon Dennis Mark

PLA promoting business compliance and enhancing the capacity of private sector actors to adopt child labour laws and practices at workplaces

In partnership with the district labour officers, probation officers and community development officers a total of 30 workplace inspections were conducted in the informal and formal sectors in Iganga, Kaliro and Bugiri, Kampala, Wakiso district.

Below are some of the photos during the workplace inspections;



The above photo shows the team guided by the Labour officer, Lawyer, principle CDO. In Bugiri district during the workplace inspection in abattoir

Increased enforcement of labour laws by the labour administration structures to promote compliance and decent work for all.

With support from PLA, district labour officers in Iganga, Kaliro, Bugiri, Wakiso, Mukono, Nakawa division, Makindye Division carried out 87 compliance work place inspections in both formal and informal business. In Eastern region, focus was on the production supply chain of rice and sugar targeting main manufacturing plants, out growers, Millers and retailers. In the Central region, all the inspections were conducted in the informal sector such as markets, small restaurants, scrap collectors, bricking layers and factories. The inspection focused on business compliance with the guidelines on the employment of children and decent work. The businesses were provided guidance to facilitate their compliance, while others were cautioned for using under aged children in their operations. The labour officer in Iganga district immediately withdrew 35 children found cutting sugar cane for one out grower farmer in Busowobi village in Kaliro district. The out grower were cautioned by the labour and pledged to not employ children again



The labour officer Wakiso interacting with one of the workers at WiniPlasts

50 workers at Winiplast industries limited a company that deals in plastics and making polythene bags and Winiplast company that makes disposable cups, plates and polythene bags were registered with NSSF as a result of the work place inspections conducted. These were found working as casual workers for more than the mandatory period of three continuous months and they had not been registered for NSSF. The labour officer ordered their registration with NSSF and also change the terms of employment which both companies complied as evidenced on the follow up inspections.

Private sector actors are actively taking pro-active steps to protect the children from abuse and exploitation. A total of Nine Employers have been documented taking pro-active steps to reduce and eliminate child labour activities within their operations as well as supply chains, In Kaliro district, the biggest Sugar Factory in the district known as SAIL has included issues of child labour in their engagement with their out growers including holding awareness sessions on the topics, Kasokwe Rice Millers in Kaliro districts have also stopped the employment of children at the Mill and they have engaged parents of the former children that used to work at the Mill to explain the reasons why they have stopped employment of children. Rice Center Kaliro, In Bugiri district Kibimba Rice irrigation Scheme, Busowa Rice Farmers' Cooperative, Buwuni Millers; Iganga - Nambale Farmers' Association, Iganga Produce Store and in Kampala- Pramukh construction Limited

rights. In Kaliro industrial area the area Local Leaders used the informed gained from awareness raising to engage the owners of the produce stores on issues of engaging children in carrying heavy loads and it was agreed that no children should be employed at the produce stores and all store managers are adhering to this

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

17,136 (10,970 female and 6.166 male) persons across the districts of Iganga, Kaliro, Bugiri, Nakawa division, Makindye division, Rubaga division, Kawempe divisions, Nansana Municipality, Kira municipality Mukono district. These included children, parents/guardians, employers, employees/workers, local leaders were sensitized and gained information and knowledge on child labor, children rights, parenting guidelines, how to prevent children from exploitation and abuse, workers' rights, responsibilities of employers, civil and political participation of women market vendors. These were reached through face to face community dialogues, peer to peer awareness, awareness drives, work place inspections, school awareness sessions, multimedia approached.

A significant proportion, 33% of women market vendors reported during the monitoring and evaluation exercise in October 2023 that their leadership knowledge, skills, and values have significantly improved while 30% mentioned that their leadership attributes have moderately improved; The monitoring and evaluation report of October indicated an improved awareness among the community members regarding child



A community champion conducting awareness in Kabalagala on parenting in Kampala



Project officer in awareness session on the provisions of the market Act in Kaliro central market.



The project assistant during a parents session in Busowa, Bugir district on parenting skills.



Awareness raising session with market vendors on civil and political participation in market governance issues in Namwiwa subcounty

Government re-affirmed its commitment to the children to take pro-active steps address child abuse and exploitation. 213 (81boys, 132 girls) children agents from St James Biina, Kireka Church of Uganda Primary School, Bulume primary school, Waluwerere primary school, Namagonjo

primary school were supported under the NORAD project to develop a call to action highlighting their areas of concern which they used to engage with the government during the commemoration of the world day against child labour and the day of the African child. The celebrations brought together different stakeholders who included children, government, NGO's and employers and international agencies. The children highlighted the different forms of child abuse, how it has affected them, challenges faced, what forced them into child labour and what needs to be done by government and other key stakeholders. Government through the Ministry of Gender, Labour and Social Development committed to strengthening legal enforcement mechanisms to combat child labour, establishment of universal access to social protection like the parush development modles, access to free and compulsory, quality basic education for all and accelerating elimination of child labour in agriculture through engagement with private sector actors.



The above photos shows children from St James Bbina and Kireka church of Uganda primary school presenting a call to action to the stakeholders



Children signing off the commitments made by the government



Mr. Gabula Ezera the District Chairperson of Iganga District Local Government speaking to the PLA program officer after the passing of the Child Protection Ordinance by Council on 25th September 2023

2.1.3 OUTCOME 3: LEGAL AND POLICY FRAMEWORKS FOR THE VULNERABLE AND MARGINALISED WORKERS ENHANCED TO ENSURE THEIR PROTECTION AND ENJOYMENT OF HUMAN AND WORKERS' RIGHTS

The organization has remained strategically positioned and highly regarded by government. PLA was invited by Parliament of Uganda to provide her expert opinion on the ongoing legal reforms on the Employment Amendment Bill No. 2 of 2022 presented by the Government. The organization developed a well-researched expert opinion on the proposed Bill and submitted the same to committee on Gender, Labour and Social Development that was handling the Bill.

In addition, PLA has informed the ongoing review of the National Child Labour Policy as a member of the National Steering Committee on the Elimination of Child Labour in Uganda chaired by the Ministry of Gender, Labour and Social Development.

Iganga district Council unanimously passed the Child Protection Bill by Ordinance on 25th September 2023. This is the first ordinance that has been enacted by the Iganga District Local government. The enactment process of this Bill was financially supported under the ILO CAPSA project implemented by Platform for Labour Action. The ordinance legislates on the unique forms of child labour activities taking place in the district including the increasing number of street children particularly from local communities

involved in begging and vending of goods among others. The passed Ordinance is being processed by the district executive leadership for forwarding to the office of the Attorney General through the Ministry of Local Government for perusal and approval.

In the words of the district chairperson Mr. Ggabula Ezera ' This is has been an educating experience for the entire district, this is the first ordinance to be enacted and passed by the district council of Iganga Local Government, more so on issues affecting children as a whole in the district. Myself I have benefited from the vast technical guidance of PLA lawyers on how to enact an ordinance and I am very sure my councilors, the technical wing and the local leadership have equally learnt one or two things about the law making process. I remember in one of the drafting sessions we had as the drafting committee and even when we were presenting the draft provisions to the community members, the issue of fines being very low was something we struggled to comprehend but with such technical guidance from PLA, we understood how far our delegated legislative powers can go. This enabled us to even explain it to the community members during the consultation process when the same concern arose from them. Now that we have passed this ordinance as council, we shall be forwarding this Ordinance to the office of Attorney General as procedure requires and we shall follow it closely until it is approved as a law. I thank the donors ILO for the financial support that enabled us to undertake this process..... Once gazette, we shall still need the support of development partners to implement it'

2.1.4 OUTCOME 4: STRENGTHENED DISTRICT, NATIONAL, REGIONAL AND GLOBAL PLATFORMS FOR ADDRESSING THE RIGHTS OF VULNERABLE AND MARGINALIZED WORKERS;

222 (104male and 118 female) law enforcement officers, duty bearers, political leaders, top leaders of districts and social partners from Masindi, Hoima, Kikuube, Mbale, Busia, Bugiri, Jinja and Iganga districts have been equipped with technical knowledge and skill to efficiently handle issues of child labour, forced labour, human trafficking and promoting acceptable conditions of work. They developed District Action Plan on Elimination of child labour and promotion of decent work. Mbale district was able to meet and reconcile with school administrations & Parents teachers' Associations on parents support to children in schools following the training of the stakeholders.



On the left is the Masindi Probation officer presenting the district Action Plan on eliminating child labour in the district?

Women market vendors in Kaliro and Lira Markets have been empowered and are actively engaging decision makers on issues affecting them in the markets. Under the Civic and Political Participation of women market vendors in Kaliro and Lira project funded by the Belgium government, the women market vendors have gained knowledge on the laws on market administration, civic engagement and participation; they have also been mentored on a quarterly basis in leadership, civic engagement with leaders on issues affecting their working environment, participation in decision making processes and administration of markets.

The monitoring and evaluation exercise carried out in October 2023, indicated that 58% women market vendors are actively engaging decision maker's particularly local government/ town council/ Municipalities and market leaders to handle their challenges and problems. "We engaged the local government and market owner about issues of slaughtering animals, toilet maintenance, and rubbish disposal in the market. These were addressed by the market owner", Woman market vender in Omodo market.



The Mayor of Namwiwa town council Mr. John Kalungu making his comments and pledging support in line with the issues that can be resolved within his office.

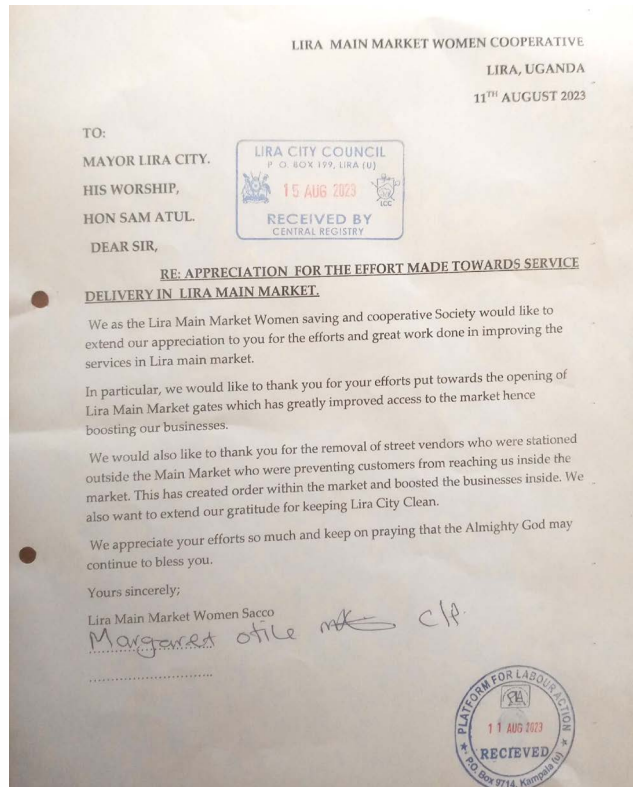


Chairperson Namwiwa markets vendors association in Kaliro delivering welcome remarks at a stakeholders meeting to disseminate information on gender issues within the markets



The Worker' Representative to the Lira City Council reacting to the position paper that was presented by the women market vendors during the bi annual accountability forum at Lira City Hall

Action Plan for Craft Dealers Traders Association from Lira main market in Lira



LIRA WOMEN MARKET VENDORS SCORE HIGH ON THEIR DEMANDS! The Lira City Authorities under the leadership of the Mayor of the City have responded and addressed key issues of limited access to the market due to several entrances being locked by the market leaders which was affecting customer access into the market and ultimately affecting the business; and the issue of street vendors that were vending on the market verandas. This issues of street vendors on the verandas of the main market last year in November resulted into a demonstration. These issues were raised by Lira women market vendors through bi-annual accountability forums organised by the project and the office of the mayor had committed to addressing them. The Mayor has been able to address and the women sent an appreciation message to the office of the Mayor.



Market women vendors from Kaliro main market, namwiwa market, Lira main market and Omodo Market in their groups/networks collectively devised strategies to address gender power issues affecting women market vendors from participating in civic engagements, decision making processes and administration of markets. The market women used the finding from the study on gender power and leadership analysis conducted in Kaliro and Lira Markets to discuss and develop problem tree analysis and action plans to guide their actions in address the root causes that hinder their active participation in leadership and decision making processes within their markets. Overall, a total of 127 (107 women and 20 male) leaders of these groups attended participated in the sessions; of these 58 (48 female and 10 male) were from Kaliro districts and 69 (59 female and 10) from Lira.



The project officer guiding the leaders from Craft Dealers Association on how to develop a problem tree during the groups session held on 18th July 2023 at PLA Boardroom in Lira

Our advocacy work on facilitation labour and probation offices results into District councilors and technocrats of Iganga, Kaliro and Bugiri districts prioritizing resource allocations to the offices.

Throughout the year we held advocacy engagement meetings with district councilors, technocrats and top leadership of Iganga, Kaliro and Bugiri districts on the need for increased resource allocation to the labour and probation offices. Overall, the district councilors and technocrats of Iganga, Kaliro and Bugiri districts agreed that, they will continue to prioritize supplementing the conditioned grants for the probation and labour offices. In Iganga Municipality, the council also committed to present

and discuss a motion to allocate land to the community development department to construct a reception center for children and people facing violence.



The above photos show the project officer and the MRSPA addressing councilors during the advocacy engagement meetings

99 women market vendors receive transformative leadership skills

A total of 99 (49 Lira and 50 in Kaliro districts) women market vendors were further trained for four days on other aspects of transformative leadership of Effective communication, lobbying, advocacy, media engagement in participation and conflict resolution management. In addition, the leaders were oriented on the market guidelines to provide them with the understanding of how markets are administered and structured

Photo Gallery of the training



The project officer Kaliro helping the women market vendors from Namwiwa Market to understand the group work

PLA partnered with Lira City Authorities to enhance the leadership skills of the newly elected Lira Market leaders

A total of 84 (43 male and 41 female) market vendors elected as leaders in the different sectors of the Lira Main Market were trained on leadership skills and understanding gender needs

of market vendors for effective governance and management. This training was in response to the call made by the market vendors particularly the women on the need to train and impart leadership skills to the elected leaders of the market to understand their roles and the unique needs for women operating in the market. Lira City Mayor Hon. Atul Sama and Deputy Town clerk, both applauded PLA for ensuring that these leaders of a group of vulnerable workers such as market vendors where 80% are women are capacitated in their leadership skills.



Amongi Grace from the smoked and silver fish sector contributing to the discussion on her understands leadership during the transformative leadership training held on 16th March 2023.



2.2 STRATEGIC OBJECTIVE 2: To strengthen social protection initiatives for vulnerable and marginalized workers by 2025

370 children from vulnerable households and prone to child labour supported to stay in school to attain basic education

At the start of term one of schooling, PLA supported 370 (231 girls and 121 boys) children from vulnerable households and former child labourers in primary schools with scholastic and living materials such as books, pens, pencils, sanitary materials for girls, toilet papers and payment of school fees for a few most vulnerable beneficiaries. The children were from the following schools Noble care primary school, St James Bbina primary school, St Jude primary school Naguru and Kireka C/U Primary School in Kampala metropolitan area, Kasokwe primary school in Kaliro. Provision of these materials enabled these children to concentrate in class and their performance has greatly improved.



On the left are children from St James Bbina primary school and the right are children from Noble care primary school that were supported with scholastic materials



Above is Mbuti Kevin and Kalema Albert both total orphans being supported by their Auntie after being called back to school to receive their fees receipts following three weeks absence from school.

500 market vendors learn extra livelihood skills to diversify their market incomes; 500(450 female and 50 male) market vendors drawn from the different groups in Kaliro main market, Namwiwa market in Kaliro and Lira Main Market and Omodo Market in Lira were skilled on how to make bar soap from plant oils such as sunflower, soya or cotton seeds and educated on the profitability of bar soap given its diverse use including being used for washing utensils, bathing, laundry as well as a medicine for various skin infections. They were also taught baking using home based equipment and beading including making necklaces, bracelets and bangles using different beads and materials from wastes generated at home and in the markets; They also skilled on making Vaseline.

The recent assessment indicated that 91% market women who have participated in these income diversification skilling reported that their incomes increased by at least 20%.

“My businesses and income have improved significantly due to the livelihood skills acquired through the project. Previously, I used to purchase only three bags of silver fish, but now I have expanded to buying 15 bags.” FGD participant in Omodo market,

“My initial capital was limited, but now my business has grown from approximately 20,000 to 100,000, because of me being able to add in other small income generating like the shoes I make from my stale and sale” market woman vendor from Kaliro Main Market



The Namwiwa market women during the group sessions on beading

344 former child laborers access decent and gainful employment following PLA support

344 vocational beneficiaries (160 Male, 160 female) that completed their skilling and internship training have since acquired gainful and decent employment opportunities in tailoring, catering services, Metal fabrication, plumbing, Electrical Installion, capentry, hair dressing, motor repairs, and mechanic. This has increased their resilience against falling back into child labour activities that they were formerly involved into. Case stories of these beneficiaries



The project officer eastern region interacting with vocational beneficiaries at their work places in Bugiri district during the monitoring

Voice of empowerment

Kyozira Sharon’s Journey: “From child labour to independent tailor, there is a time for everything and to never lose faith”

Sharon hails from Bwole Sub County, Bugiri district and she is currently 17 years old. She found herself caught in the arduous cycle of washing clothes for a payment of Ugx 3,000 shillings. She lives with her aunt and five younger cousins and life was a constant struggle. She faced numerous challenges. She often went unpaid for her work, and some clients treated her rudely. Powerless and voiceless, she longed for a better life. The physical toll of her demanding workload left her exhausted and frequently falling ill, burdening both her and her caring aunt.

Hope arrived when the area chairperson and a community champion found her trapped in child labour. She seized the opportunity and enrolled in a tailoring course at Pioneer Technical Institute. As Sharon mastered her tailoring skills, a transformation took place. No longer reliant on others, she works independently and earns her own income. With her tailoring talent, she creates beautiful hand bags, back bags and clothes, bringing joy to herself and her clients. Her dedication paid off, and her weekly sales soar between Ugx 30,000 to Ugx 50,000 shillings. Despite her success, she faces the challenge of renting a sewing machine. Undeterred, Sharon is diligently saving from her earnings determined to purchase her own machine in the future.

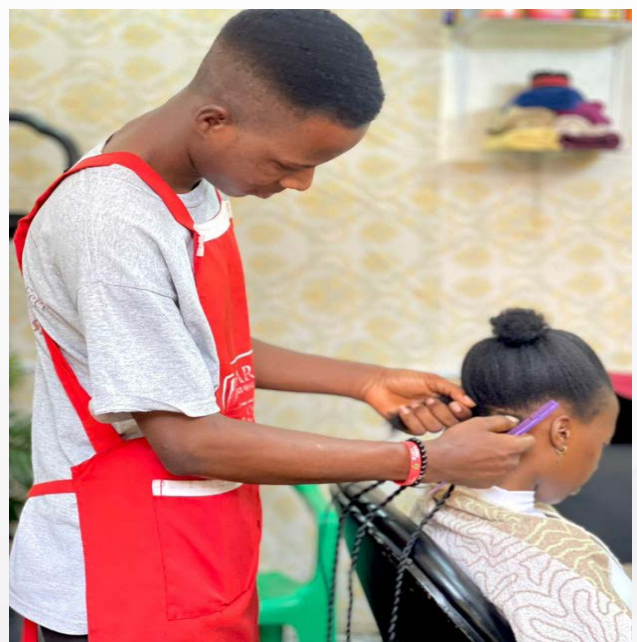


Proud of her accomplishments, Sharon's heart turned towards helping others. She trained two of her friends in tailoring, empowering them to follow a similar path. Another friend pursued a career in hairdressing, inspired by Sharon's journey. Sharon's dreams are expanding further as she aspires to open her own workshop, showcasing her skills and serving the community. She has pledged to continue training others who show her passion for learning. With unwavering hope and resilience, Sharon reminded everyone that there is a time for everything and to never lose faith.

"I am earning decently from the skill I attained, thanks to PLA" says Lubwama Shafic

Shafic Lubwama turned 18 years of age last December 2022. He used to work at construction sites as porter before he was identified by the PLA team during the mapping for children exploited in child labour in 2021. He was later enrolled at Nile vocational institute Jinja for six months where he did hair dressing, a skill he has always wanted to

do. He was enrolled for internship for a period of 3 months and after which he was retained by the employer because he was good at what he does and also behaved well. He shared that life has completely changed now since depending on the day clients they have worked on he gets between 15000- and 20000 shillings a day and collectively monthly he gets UGX. 600,000/= and on top of that he continues to learn new skills hairstyles from the employer. His dream is open up a saloon of his own after he has raised the capital.



The above photos show Shafic at his place of work working on the clients.



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