



## Platform For Labour Action



# ANNUAL REPORT — 2019

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## MESSAGE FROM THE BOARD CHAIRPERSON

# WELCOME

To yet another issue of PLA annual report 2019. Within this Annual Report you will find brief highlights of our efforts and contributions in 2019 as well as some of the most heartwarming stories you can imagine from our beneficiaries. .

In 2019, as a Board we focused on ensuring that the organization remained a going concern, viable, relevant to the target groups and strategically positioned within our niche of operation. We finalized and launched the organizational five year strategic plan 2019/20-2024/25 and with key tool in place we as the Board assure you that for the next five years, PLA will continue operating and making contributions within human rights sphere of Uganda and beyond.

In 2019, the organization scaled up her strategic engagements, presence and partnerships at the regional and continental level to advance issues of the target groups given that we are now leaving and operating in a global village. Our engagements resulted into PLA being elected as the vice chairperson for the East African Child Rights Network (EACRN).

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

However, just like I noted last year, the levels of vulnerability remain high amongst our target groups due to increased income poverty especially within our areas of operation, this led to an increased justice needs as crime rates skyrocketed, land grabbing & domestic violence took root and the informal sector absorbed most of the labour force with limited regulations and compliance with the labour and employment standards. The National Legal aid policy and Legal Aid Bill also remained stagnant this year and the president declined to assent to the Minimum Wages Bill that had been passed by Parliament which aimed at revising the current minimum wage thereby the percentage of the working poor increasing. These resulted into stretching our services yet the funding envelop continued to shrink. .

I take this opportunity to thank my fellow Board Members for the support and commitment we made together to serve PLA. On behalf of the Board members and on my own behalf, I thank the Executive Director and the Staff at the secretariat for their commitment and dedication to the attainment of PLA's mission and vision. Our work as NGO cannot be possible without the support of our Development partners ; Democratic Governance Facility, United Nations Democracy Fund, Hivos, VOICE, we are grateful for your support to PLA's programmes that aim at enhancing social justices for poor, vulnerable and marginalized persons in Uganda,

We look forward to the year ahead of us as we embark on visualizing the new Strategic Plan 2019/2023-2024/2025.

**Ms. SARAH BANENYA MUGALU**  
**BOARD CHAIRPERSON-PLA**

## **FOREWORD FROM THE EXECUTIVE DIRECTOR**

The year 2019 marked the beginning of our new Strategic Plan 2019/20 -2024/25 and kicked started the processes of visualizing and actualizing the same for our target groups including unveiling the plan to the key stakeholders.

On the other hand, in the year 2019, PLA was at the helm of promoting labour rights through provision of legal services, capacity building, and supporting, informing and influencing amendments of labour and employment legislations to improve working conditions of all workers across the different divide and levels.

Following our reflection in 2018 where we learned the need for PLA to integrate livelihood support as part and parcel of the services offered to our target groups, we were able to roll out the business coaching into our legal aid programme targeting those clients that recovered reasonable sums of money from their cases. This resulted into 182 beneficiaries investing their proceeds into small, viable business ventures and have since become self employed, reliant and sustaining.

However, the impact of contemporary issues of mixed migration that is as a result of a number of factors including the development challenges of unemployment affecting youth and women who form part of our target groups and political instabilities within the region particularly in DRC, Southern Sudan, Sudan, and Somalia which has increased the influx of refugees in Uganda and continued to force Ugandans to seek for employment in other countries have not been documented to inform policy decisions as well as design and implement interventions that respond to the needs, protect and promote rights of the working refugees in Uganda.

The funding environment steadily become constrained and this left some of our strategic areas of collective efforts to fundraise guided by the newly adopted fundraising strategy we will be able to secure funding to continue with our mandate that we aim for. We are however eternally grateful to our development partners for the continued support both financial and technical over the years; we do not take this for granted.

We also remain grateful to the Government for maintaining relative peace and stability as well as its enabling policies that enable us to operate and supplement Government efforts. To Our referral partners and service providers who assist in running of the organization, thank you very much.

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

.PLA remains committed to the vision of a world where social justice and democratic values are observed in the world of work. I welcome you to this collective ray of achievements in the year 2019

**Grace Mukwaya –Lule**  
**Executive Director**

## ABBREVIATIONS AND ACRONYMS

### Acronyms:

AIDS	Acquired Immune Deficiency Syndrome
CBO	Community Based Organisation
CDW	Child Domestic Workers
COFTU	Central Organisation for Trade Unions
CS	Civil Suit
DEO	District Education Officer
DOWA	Domestic Workers Association
ESPP	Expanding Social Protection Programme
HCCS	High Court Civil Suit
HURINET	Human Rights Network
IEC	Information Education and Communication
ILO	International labour Organisation
LASPNET	Legal Aid Service Providers
MOGLSD	Ministry of Gender, Labour and Social Development
NRM	National Resistance Movement
NSSF	National Social Security Fund
PLA	Platform for Labour Action
PPDA	Public Procurement and Disposal of Public Assets Act
RDC	Resident District Commissioner
SCE	Stop Child Exploitation
URA	Uganda Revenue Authority
WHO	World Health Organisation

# CHAPTER ONE: INTRODUCTION

## 1.1 INTRODUCTION TO THE REPORT

This report has been presented seven chapters. Chapter one: Introduction. This chapter offers understanding of the layout of the report, the organizational profile and a brief of the 2019 for the organization. Chapter two: our achievements in 2019. This chapter provides in details the key organizational highlights, achievements and milestones under each of the programme thematic areas in 2019. The highlights under each programme thematic area is presented in accordance with the different strategies as presented in the strategic plan. Chapter three: Best practices in 2019. This chapter documents the best practices that proved worthy sharing with the possibilities of being replicated by any other actors in the human rights and development work. Chapter four: Challenges. This chapter highlights the challenges faced in the year. Chapter five: lessons learnt in 2019. Chapter six: our financial standing in 2019. This chapter presents the fundraising efforts and the financial statement of the 2019. Chapter seven: our appreciation. This chapter recognizes and extends appreciations to the different development partners and well wishers.

## 1.2 ORGANISATIONAL PROFILE

### WHO WE ARE?

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

### OUR VISION

A society where economic rights and social justice are respected, promoted and observed in the world of work

### OUR MISSION

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

### OUR CORE VALUES

- Professionalism
- Commitment to our work
- Transparency and Accountability
- Team work
- Respect for human rights
- Zero tolerance of corruption

### OUR TARGETGROUP

PLA's interventions target vulnerable and marginalized workers including;

- Children in exploitative forms of work
- Children at risk of exploitation
- Vulnerable and marginalized workers infected and affected by HIV&AIDS
- Women

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

## OUR PROGRAMME THEMATIC AREAS

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

- ***Rights, Social Protection, and Accountability thematic area which is responsible for using multi- media approach to*** create awareness about the rights of vulnerable and marginalized workers and empower communities to support them. Legal Aid services are provided through direct service delivery, referral mechanisms and alternative dispute resolution mechanisms in order to support our target group access to justice.
- ***Institutional Strengthening and Development*** thematic area consolidates existing new strategic partnerships and creates new ones in order to enable PLA implement her programmes. It further builds capacity of implementing partners, staff and the Board; and regularly carries out organizational capacity assessments to inform systems and structural reviews.
- ***Research and Knowledge Development*** thematic area which is responsible for information generation, packaging and dissemination to PLA internal and external stakeholders. It also strengthens the capacities of PLA and its partners in research and M&E to facilitate evidence based programming and advocacy.

### 1.3 OUR 2019 IN BRIEF

- **WE OPERATED** in three regions of Uganda in **TEN** districts (Greater Kampala Metropolitan area, Iganga, Kaliro, Bugiri, Bugweri, Busia, Tororo, Lira, Dokolo and Amolatar)
- **DEVELOPED AND LAUNCHED** a new five year Strategic Plan 2019/2023-2024/25.
- **PROVIDED 3,821** (1,414 female and 2,407 male) Poor, Vulnerable and Marginalized Persons with legal aid services.
- **RECOVERED** a sum of UGX 402,439,038/= (Four Hundred Two million, Four Hundred Thirty Nine Thousand Thirty Nine) was recovered on behalf of 955 (426 female and 529 male) and **ENABLED** Vulnerable Women and children to retain, access, use and acquired properties including land, matrimonial homes especially in northern and Eastern Uganda.
- **SENSITISED and EMPOWERED** directly **152,773** and **approximately 3 million** Poor, Vulnerable and Marginalized Persons with information on their human, civic and labour rights and responsibilities through a wide range of strategies including community outreaches/ camps, work based awareness, Mobile SMS awareness, radio, television and social media platforms.
- **58 CHILDREN** from vulnerable households affected by the war in Lango sub region were supported to realize their rights to basic education.
- **SCALED** up our interventions and presence at regional and continental level and PLA was elected as the vice chairperson for the East African Child Rights Network (EACRN).
- **INFORMED AND INFLUENCED** Legal and Policy reforms in the Employment sector through contributions to the Private Members Bill – The Employment (Amendment) Bill 2019 and Employment Amendment Bill 2019.
- **STRENGTHENED** the capacity of district and community service structures to respond to the ever increasing justice needs of the target groups in the districts of operation.
- **LAUNCHED** the Domestic Workers Association-(DOWA) the first of its kind in Uganda.
- **SUPPORTED** by Democratic Governance Facility, VOICE, Hivos, Global Giving and United Nations Democracy Fund.

# CHAPTER TWO

## OUR ACHIEVEMENTS IN 2019

### 2.1 HUMAN RIGHTS, SOCIAL PROTECTION AND ACCOUNTABILITY

Under this Programme thematic area, there are five strategies including multimedia approach to create awareness about the rights of vulnerable and marginalized (VMWs) workers and empower communities to support them. Provision of legal aid services to VMWs, livelihood support to VMWs, support formal and informal child education and support VMWs to access sexual and reproductive services. The highlights, achievements and milestone for each of the strategy are detailed as follows;

#### 2.1.1 STRATEGY 1: PROVISION OF LEGAL SERVICES TO THE POOR, VULNERABLE AND MARGINALISED WORKERS

3,821 (1,414 female and 2,407 male) poor, vulnerable and marginalized persons received legal services in the year 2019. Like the national statistics that indicate that more men than women are in paid employment, male clients dominated the clientele this year representing 63% of the overall clientele and female clients only representing 37%. These clients were received through our open legal aid clinics at the different offices in Kampala, Iganga, Lira and our site light offices in Amolatar, Iganga and Kaliro districts, through community and work-based awareness outreaches, Labour Legal aid camps, toll free and office lines, trained Human Rights Advocates (HRAs) and partner CBOs. The majority of the clients registered this year were farmers representing 21.60%, Casual workers representing 10.31% and teachers 9.76% among others. The clients received services ranging from legal advice, counseling, business coaching, representation in mediations, arbitration, and negotiation and, quasi-judicial courts and courts of law.

#### Photo Gallery of PLA lawyers and Paralegals attending to clients



*On the left is the Lira Legal officer (Lady with a book) during a mediation at the labour camp between Husband and wife for child maintenance and on the left is Opio Leonard – Lira HRA coordinator at OkwirTumbo Grounds in Lira District registering clients at the camp.*



*The legal team in Iganga attending to clients at a labour legal aid camp organised in Iganga Main Market.*

As a result of provision of legal aid services, **UGX 402,439,038/= (Four Hundred Two million, Four Hundred Thirty Nine Thousand Thirty Nine)** was recovered on behalf of **955 (426 female and 529 male)clients** through mediations, demand notices, mediations, consent judgments and judgments in favour our clients in courts of law. Most of the money recovered was unpaid wages/salary arrears, compensation for unfair termination, terminal benefits, workers compensation, unpaid leave, nonpayment and debt recovery.

#### **Photo Gallery for Clients receiving their recovered money**



UGX.  
1,949,400/= was recovered for and on behalf of a 62 year old Jane Ochan from Human Technical Development Training Centre as retirement package having worked with the institute 20 years. She plans to use the money to buy a sewing machine and roll of



*In picture on the left is PLA lawyer handing over recovered money to Mr. Yuma George at PLA board room in Kampala*



*The Lira Legal Officer on the left handing over recovered money to a client during the labour legal aid camp in Lira district.*

Provision of legal aid services further enabled Vulnerable Women and children to retain, access, use and acquired properties including land, matrimonial homes especially in northern and Eastern Uganda.

**“Widow and daughter recover 7 acres of land.”**

Obito Nyango married a man who was originally from the Democratic Republic of Congo and gave birth to two daughters. Unfortunately he passed on in 1982 leaving behind 7 acres of land. Christopher Muzigu was elected as the family heir unfortunately he also died and a new heir Balikowa David enthroned. Balikowa requested his paternal aunt (the widow) to use part of the land since he had no land and no one was using the inherited land at the time. Obito the widow accepted since she was not living in the area or using the piece of land and they would have someone keep it away from any encroachers. Thereafter, land wrangles ensued. The land wrangle that had lasted 37 years was finally settled with the widow and her two daughters getting back their land.

*“I am very grateful and happy because PLA helped us at no cost, may God bless the HRA and the organization at large. We will use the land to cultivate,” said the testified.*



*The PLA M&E Officer and HRAs document the case story in Bwayunga C Kaliro District*

**“Sweet victory for family as HRA helps them to recover their land.”**

In 2016, the father of Taban Ismael, Kanabi Ibrahim, Rwendekye Zabika and Kasisuwi Esseza, all residents of Bwayunga A, Kaliro district wanted to sell their land covering 60\*276Decimals which their grandfather had given to them. Their father who remarried wanted to give the piece of land to his new wife who, even after buying various pieces of land claimed they were infertile and wanted that particular one. His children together with their grandfather refused to sell off the land. In January 2019, community members referred the family to PLA Human Rights Activist who organized a mediation meeting with their father, uncles, local leaders and community members. During the meeting, the HRA informed their father that the land belonged to the children since it had been left to them by their grandfather and they had a land title as evidence and that he should desist from trying to sell it to anyone. The family is now using the land for farming and settlement.

*“I appreciate the PLA Human Rights Advocate and PLA and I am happy because the organization helped us to settle our case with our father at no cost” Kasisuwi Eseza.*



*left: Family posing for a picture on their land. On the right is M&E Officer and HRAs interviewing clients.*

## **2.1.2 STRATEGY 2: MULTIMEDIA APPROACH TO CREATE AWARENESS ABOUT THE RIGHTS OF VULNERABLE AND MARGINALISED WORKERS**

### **2.1.2.1 Production of Information, Education and Communication materials**

A range of IEC materials were developed and produced to support and guide awareness interventions as reference tools. The materials included posters, flyers, stickers, curriculums. 10,000 IEC materials produced on safe options of labour migration including 4000 copies of poster, 3000 copies of fliers and 3000 of stickers, 1000 copies of the posters on rights and the responsibilities of the domestic workers, 3000 copies of the legal aid brochure. In addition this year, we developed an awareness raising curriculum for domestic workers the first of its kind as a means of professionalizing domestic work. The curriculum was translated into three local languages including Luganda, Luo and Runyakitara languages widely spoken and understood in three regions of Uganda; Central, Northern and Western regions. We also produced five edutainment short videos under the five themes; the procedure for termination of employment contract; the rights and importance of saving with NSSF; the common mistakes done by workers at work places; the procedure of labour dispute resolution and the rights of workers injured in course of employment.

### **2.1.2.2 Awareness Creation**

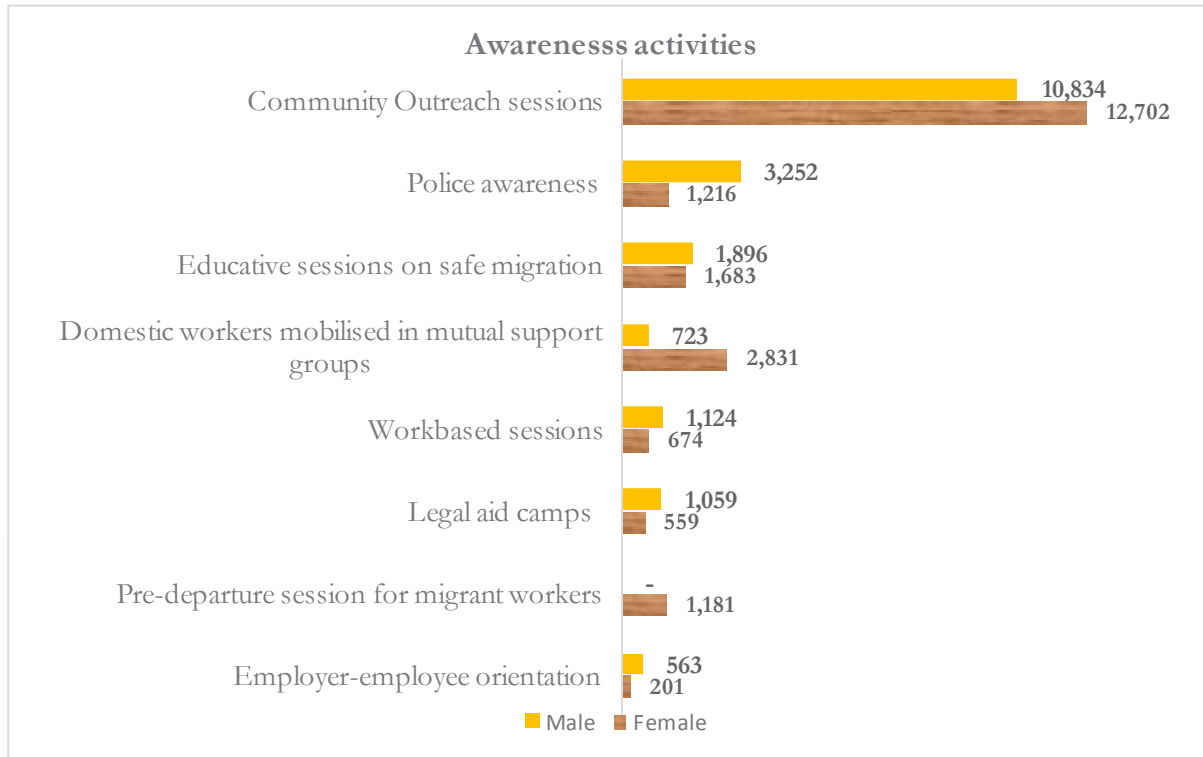
40,118 (19,866 female and 20,252) Poor, Vulnerable and Marginalized Persons were reached directly with awareness messages on domestic violence, labour rights, safe labour migration information, civic information, children rights, where to seek redress, schemes used by traffickers among others across our ten districts of operation in the three regions of the country. PLA used the different strategies to carry out several awareness sessions which included community outreaches, door to door awareness, work based awareness sessions, police awareness, legal aid camps, peer to peer awareness, pre-departure sessions educative sessions in schools, universities, vocational and technical institutions. These strategies were carried out by PLA in partnership with local council leaders, district labour officers, trained HRAs, peer educators and partner CBOs (KACLAA, KCBO, BIIPA DCBO, and MUNNA).

Awareness empowered community members and workers to detect rights violations, report and claim their rights. According to our annual data from the Legal aid information system, 31.9% of this year's clientele reported and sought legal assistance from PLA either during or after having attended

a community awareness outreach. In addition, majority 58.4% of the clients this year sought legal assistance from PLA through referrals from friends who had heard about PLA’s services through the different awareness strategies.

**Figure 1: Below is an illustration of how Poor, Vulnerable and Marginalized Persons were reached with awareness messages mostly through outreaches**

**Total persons reached 40,118-Female: 19,866 Male: 20,252**



**Photo gallery of the awareness creation sessions;**



*Lira-Legal Officer carrying out the community members in Elengful Trading center in Dokolo District on Land Rights*



*The above photo shows the Project Officer and domestic workers mutual support group leaders conducting the session of awareness.*



*A photo of the Legal Assistant conducting the community awareness session in at Kataboyiviallge, Akolodongo sub – county, Tororo district*

## Impact stories

### **“Awareness empowered me to recover my land”**

Auma Clara is a 44 year old female from Muntu Sub county Amolatar district. *“My husband gave his friend permission to cultivate our land unfortunately when he passed on, the friend wanted to take possession of the land. He was claiming that he had given some money to my husband when he was still alive”*. Numerous attempts to recover the land with the help of local leaders failed. In March 2019, an awareness meeting was organized in Muntu village where the PLA paralegal officer sensitized the community on number of topics including land rights, where to seek redress and location of office where Clara was in attendance. In April 2019, she reported the case to Amolatar CBO office. The Para legal engaged the respondent with the help of clan leaders in a series of mediations and negotiations. However, due to the fact that the respondent did not have any evidence of half payment has he alleged, finally amicable settlement was reached and respondent agreed to give back Auma Clara her land. *“Boundary trees were planted for demarcation and I am now in position to cultivate my land. I am very grateful for the service and I urge PLA to reach out more to the grassroots because land grabbing is rampant in the community and many do not know where to seek help”*



*On left: A client sharing her story with M&E team and on Right showing the land she recovered*

### 2.1.2.3 Media Approaches

Approximately 3 million Persons were reached with awareness messages this year through awareness sessions held on radio and televisions across our districts of operation. 12 television talk shows were held on television stations with national coverage including Nations Television (NTV), Smart TV, Bukedde TV, Channel 44 television and Star Television respectively. It is important to note that expect for one talk show on NTV held during the International Labour Day celebration, 11 of the talk shows were free airtime provided to PLA due to her expertise in the labour and employment sector of Uganda. In addition 14 radio talk shows were held in the three regions of operation ie Northern, Eastern and Central Uganda. The talk shows were held on Q FM, in Lira, Hot FM in Amolatar, R FM in Iganga, NBS FM in Eastern region, Akaboozi Ku biri, Bukedde FM (Mugoba nsonga) and Success FM in Central region. The talk shows awareness sessions focused on the rights and responsibilities of workers and employers at the work place, rights of children, responsibilities of parents, communities in protection children from exploitative forms of work, the relevance of International Labour day to the Ugandan workers and different laws governing employment relationship, procedure of termination, worker compensation, the level of compliance by the employers. These sessions were conducted in partnership with district probation, labour and Community Development officers of the KCCA Divisions and district local government. Other stakeholders involved NUDIP and CEDOVIP, among others.

Awareness through media did not only leveraged our work beyond our areas of operation but also created visibility of PLA's existence and services offered amongst our target groups which subsequently contributed to clientele during the year. According to the report from our Legal Aid Information System, 4.4% of this year's clientele reported and sought PLA assistance as a result of having listened to talk shows on radios and televisions.

### Photo Gallery for media awareness



*On the left is the panel of discussants at NTV during Labour day celebration conducted and on the right is the Manager RSPA at Smart TV*



On the left are PLA staff from the Iganga Office at talk show on NBS radio station in Jinja and below on the left is Ogwal Patrick (on left), Aringo Stella (2<sup>nd</sup> left), Ogwal Andrew – PLA Legal Associate (2<sup>nd</sup> right) and Opio Jaspher – NUDIPU Development worker having a talk show about access to employment by persons with disability



*The picture on the right shows the legal associate and the presenter Paul Kizza discussing contents of a written contract*

#### 2.1.2.4 Social media awareness campaign

Our reach on social media pages including Face book pages and twitter handles increased tremendously this year. More so, the views, likes and engagements as well as total followers were increased organically. This was done with vigilance and regular updates and sharing the different awareness messages, PLA activities as well as topical issues. Also the website was regularly updated throughout the year. Over 110, 500 users were reached through our social media platforms.

#### 2.1.3 STRATEGY 3: LIVELIHOOD SUPPORT TO VMWS

This year we continued to roll out our innovative model of legal aid and livelihood by providing business coaching to VMWs whom we supported to recover their dues through legal aid to efficiently and appropriately invest their proceeds from their cases. A total of 182 VMWs who recovered their dues received business coaching and were able to invest their proceeds into small and viable income generating ventures within their areas of residence and have become self reliant and sustaining. Examples of such clients are;

##### **‘Formerly marginalized worker Becomes Self Employed’**

Atim Isaac, a 32 year old resident of Ngeta Sub County opens up about his road to self-employment, reliance and sustaining.

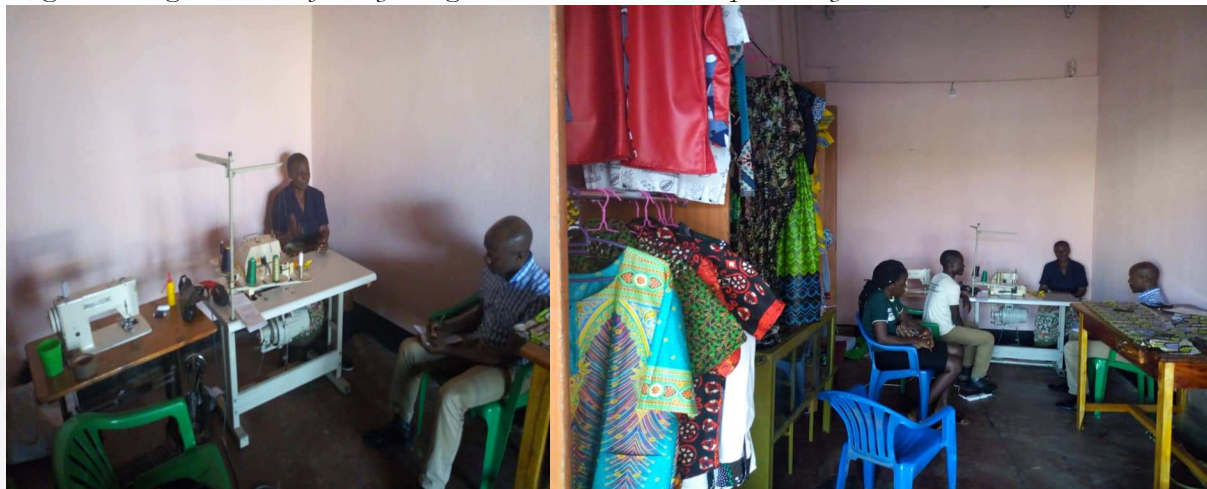
‘I was employed as an agronomist at Tatco Uganda Limited for 5 months without pay with salary arrears amounting to 5.5 million shillings. My employer promised to clear my salary arrears but all was in vain. Life became very difficult because I could no longer afford to take care of my family. In December 2018, I shared my problem with a friend who happened to be a past PLA client and accordingly, he referred and directed me to the office. I went to PLA and shared my problem with the legal officer whom I met at the office. After a series of communication, mediation was held with my former employer. To my surprise it turned out successful and my former employer agreed to pay my arrears in installments. My last installment was paid in January 2019 and all the areas were completed in March 2019. When I was receiving this money, the lawyer kept talking to me and asking me what I intended to use the money for. At first I was not comfortable with the question but later on as I went on interacting with the lawyer, I realize, she had good intentions. She advised me that it would be good to invest the money in something within my abilities and knowledge as well as a viable venture. I shared with her different options but she advised that since I had knowledge in agricultural inputs, the venture should focus around that. I followed her advice and I used the money to start up an agro business dealing in agricultural supplies and equipment. I am now the proud owner of Lira Farmers’ Support Centre. The business now takes care of my family and me. I am very grateful to PLA for fighting for me on my road to justice and also providing guidance on how best to use the money I recovered.



Isaac sharing his story with the Me&E personal in Lira district.

**“PLA - My Guardian Angles” says an excited 64 year old widowed Jane Ochan**

Ochan Jane is a 64 year old female resident of Lira municipality who had had been employed at Human Technical Development Training Center for about 20 years until the year 2015 when her department had been phased out and she was not given a retirement package. *“In December 2018, I felt that it was injustice for the training center not to pay my retirement package” So I reported the case to Human Rights Commission that referred me to PLA”* In February 2019, she reported a case of nonpayment of terminal benefit. PLA engaged the respondent in a mediation where they agreed to pay her the terminal benefits totaling to UGX 1,949,400/= (Uganda Shillings One Million Nine Hundred Forty Nine Thousand Four Hundred) and the amount was paid on 19<sup>th</sup> June 2019. *“My lawyer who I call my daughter because I am fit to be her mother sat me down and asked me what I am going to do with the money recovered. She asked whether I was still able to apply the knowledge and skill in tailoring which I used to teach at the former employer to do something for myself, told her yes, she advised me to do something that will continue to sustain me. I used money to buy a sewing machine, fabric and the rest was used to pay rent for the business and I tell you, my daughter was right, I am comfortably living. The business has also kept me busy”*



Ochan Jane in her shop with two sewing machines and fabric she bought after receiving the money

## 2.1.4 STRATEGY 4: SUPPORT FORMAL AND INFORMAL CHILD EDUCATION

This year we supported 58 children from vulnerable households were supported to continue pursuing and realizing their right to basic education. These were provided with scholastic and living materials for school and personal requirements as well as school fees. 23 of these beneficiaries were able to sit for their Primary Leaving Examinations.



*The above photos showing Senior woman teacher Eliaoulet Primary School Ms. Ejang Grace and the beneficiaries after receiving their school and living materials from PLA Administrative Associate on the right.*

## 2.2 RESEARCH, LEARNING AND KNOWLEDGE MANAGEMENT

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

### 2.2.1 STRATEGY 1: PERFORMANCE REVIEWS, RESEARCH, EVALUATION OF PROGRAMS AND DOCUMENTATION

#### 2.2.1.1: Dissemination of the the research findings of the cost benefits from compliance with the labour and employment standards

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 (USSIA) were held. 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. The meeting also provided a platform for the employers to learn more about work and services of PLA but also enabled the participant's knowledge and capacity of the employers in this sector to be able to follow up with the cases against them by their employees and how they could amicably sort them out.

### 2.2.1.2: Informed and influenced legal and policy reforms in the labour employment sector of Uganda.

This year, we furthered our advocacy for regulation and recognition of domestic work in Uganda through participating in the drafting, provision of evidence based information/justification and convening consultative meetings on the Employment Amendment Bill with target groups and social partners to provide information and rally support for the Employment Amendment Bill that seeks to recognize and regulate domestic in Uganda. We convened and facilitated nine regional consultative meetings were organized for stakeholders including domestic workers, employers of domestic workers, local council leaders, recruiters, workers representatives, leaders of labour unions and representatives from Civil Society Organizations in the Western, Central, Northern and Eastern Uganda. The meetings provided an opportunity and platform for stakeholders to review the proposed amendments in the Employment Amendment Bill and provide feedback to enrich the proposals. The views collected from the meetings were incorporated into the draft Employment Amendment Bill. The Bill was later in the year tabled for the first reading and is currently before the sector Parliamentary Committee on Gender, Labour and Social Development for public hearings.



*The mover of the PMB (Employment Amendments bill 2019) Hon Agnes Kunibira delivering her remarks during of the consultations on the Bill in Kampala District.*

## Fast trucking and influencing legislation through dialogue

PLA attended a meeting with the Rt. Hon Speaker of Parliament together with other players to lobby on the pending bills on human rights-Marriage and Divorce Bill, Succession Amendment bill, Employment Amendment Bill Sexual Offenses Bill. PLA made commitment to support the Private Members Bill 2018 on the amendment of the Employment Act 2006 as well as other Bills that tackle the rights of workers, women and children. This meeting was attended by various Civil Society Organisations, the government departments, media ahead of the Common Wealth Parliamentary Conference 2019 which was held in Kampala where observance of the human rights were on top of the agenda at the conference.



*On the extreme Left is the Advocacy and Communications Associate and the: the Manager, RSPA during the meeting*

### Advocacy for inclusive social protection legal reforms

We also informed the ongoing reforms in the social protection and pensions sector through engagement with the Parliamentary committee of Gender, Labour and Social Development on the proposed NSSF Amendment Bill 2019. We also developed and publicized policy paper on the ongoing reforms to inform, guide and contribute to debates. The paper was also published in the national newspaper, presented at national debate hosted by NTV where PLA was among the panelist. PLA shall continue to monitor the developments and inform the processes.



*The PLA team making their submission to the NSSF proposed amendment process before the Parliamentary Committee on Gender*

### **2.2.1.3: Improved district coordination and response to issues affecting target groups**

18 district stakeholders meetings were convened in the PLA districts of operation with a total of 260 (114 female and 146 male) key stakeholders including chief Administrative officers, Resident District Commissioners, District Labour officers, Community Development Officers at the district level and sub county level where PLA operates, community Liaison Officers, Child and Family Protection officers, District Police Commanders, CBOs, Human Rights Advocates, Local Leaders, Cultural leaders. In the meetings, district action plans were reviewed and progress done by each stakeholder was documented. The stakeholders also discussed emerging issues and challenges in the districts and developed strategies to be used in addressing the challenges identified collectively. District action plans were drawn which would form the discussions at the future district stakeholders' meetings.



*In the picture is lira legal officer, providing guidance to police officers during a group work exercise at the district stakeholders meeting*



The district technocrats of Kaliro district in a group work discussion on the progress made from the previous stakeholder meetings.

#### **2.2.1.4: PLA bi-annual regional monitoring and documentation**

PLA conducted 2 bi annual monitoring and evaluation exercises in the districts of Kampala, Iganga, Bugweri, Kaliro, Bugiri, Busia, Tororo, Lira, Dokolo, and Amolator to document the quality of service delivery to our target groups, impact, change, relevance of the PLA's services to the target groups and districts of operation. The findings indicated that PLA is still relevant to the communities of operation; overall, on average, majority 85% of the clients reported that they were satisfied with the services received from PLA and 87% indicated that they would refer another person facing the same challenge to PLA for assistance. The monitoring also documented the impact of legal aid and livelihood through the incorporation of business coaching in the legal aid programme. Some of the lessons learned from the field included; legal aid at police has strengthened partnership and collaboration among police officers, HRAs and the general public. The report recommendation among others the need to continue building the capacity of Human Rights Activist and CBOs in data management as well as the use past clients that have received legal aid services to increase PLA visibility.

#### **2.2.1.5: Commitment to champion the eradication of child marriages in Northern Region**

As a result of the stakeholders' meetings in Northern Uganda wherein issues of rampant child marriages, domestic violence, land wrangles and witchcraft emerged as key issues affecting the community members; PLA engaged the Lango Cultural Institution to solicit for their interventions in the rampant child marriages, unfair banishing of community members on unfounded allegations of witch craft and domestic violence in Lango sub region. A position paper was presented to his royal highness and the Cabinet Ministers of the Lango Cultural Institution. His Royal Highness in his response to the presentation, he resonated with issues presented and committed to champion the campaign to end child marriage ingrained in the cultural practices.

## **2.3 INSTITUTIONAL STRENGTHENING AND DEVELOPMENT**

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

### **2.3.1 STRATEGY 1: DEVELOP STRATEGIC PARTNERSHIPS**

#### **2.3.1.1: In country strategic engagements and partnerships**

PLA remained a member of National Task Force on Trafficking in Person under the Ministry of Internal Affairs. PLA used the platform to reinforce her efforts in promoting safe labour migration for women and youths through the strategic resolutions reached and implemented by the different government departments and ministries.

We continued to serve on the executive steering committee of the Uganda Social Protection Platform. We used this platform to rally support and generate public debates on extending social protection cover to the informal sector workers.

PLA also remained an active member of the Child Protection Working Group under the Ministry of Gender, Labour and Social Development through our participation on the monthly coordination and strategic meetings and participation in the subcommittee that informs child rights organizations on the legal and policy frame work on children. The National Action Plan on child labour was accordingly adopted by the working group.

PLA became part of the National Institutional Frame work for Alliance 8.7 in Uganda as a member of the National Coordination Committee chaired by the Ministry of Gender, Labour and Social Development which is responsible for Promoting the development and implementation of innovative actions against child labour, modern slavery, forced labour and human trafficking; Providing guidance on strategies for effective mobilization and accountable application of resources; Receiving and considering reports from the Alliance 8.7 National Action Groups.

#### **2.3.1.2: Regional, continental and international engagements and partnerships**

This year we scaled up our interventions and presence at regional and continental level and subsequently PLA was elected as the vice chairperson for the East African Child Rights Network (EACRN).

For the first time, PLA took part in the NGO forum and the attended the opening session of the 65<sup>th</sup> Ordinary session of the African Commission on Human and People's Rights in Banjul Gambia in October 2019. The NGO forum provided learning and networking platform for future strategic engagement and participation of the forum and sessions of the commission in advancing the agenda for the promotion of social economic rights of our target groups.



*The Manager Programmes on Right at the NGO forum in Banjul in Gambia*

PLA further participated in the 14th CSO Forum on the African Charter on the Rights and Welfare of the Child in Ethiopia Addis Ababa and attended the 33<sup>rd</sup> Ordinary session of the African Committee of Expert on the Rights and Welfare of the child in March 2019. The Forum was convened under the theme “Humanitarian Action in Africa: Children’s Rights First”. The forum brings together National and Regional child rights organizations and networks. At the meeting, PLA was elected as the vice chairperson for the East African Child Rights Network and given the task of interesting the leadership of the Uganda Child Rights NGO Network to be part of the regional Network.

PLA participated in several regional meetings including the regional workshop on regulation and ethics of International Labour Recruitment which was organized by the International Organization of Migration and UN Migration Agency, the regional anti labour trafficking which was organized by Germany International Corporation under the Better Migration Management programme. At both meeting PLA made presentations on safe options of labour migration. These platforms continued to position PLA as a key strategic partner on labour migration issues in Uganda as well as within the region.

PLA also participated in the Social Protection and Climate change meeting in the SADC: 2030 Agenda for Sustainable Development conference. The event was organized by SASPEN and Friedrich Ebert Stiftung in South Africa. The participants resolved to domesticate the international instruments on social protection as well as climate change in their own countries in order to promote improved livelihood and health across the globe.



**Second right: The PLA Executive Director during the meeting in South Africa**

## **2.3.2 STRATEGY 2: CAPACITY BUILDING OF PLA PARTNERS, STAFF, BOARD OF DIRECTORS, STAKEHOLDERS AND DUTY BEARERS**

### **2.3.2.1 CAPACITY BUILDING OF PARTNERS**

Strengthened the capacity of district and community service structures to respond to the ever increasing justice needs of the target groups in the districts of operation.

#### **2.3.2.1.1: Capacity building of the newly elected Local council leaders**

305 (184 female and 121 male) local council leaders from Kampala, Wakiso, Bugiri and Tororo districts were oriented on their role as local council leaders under the local government Act, their role in promoting safe labour migration for women and youths and were also oriented on the new domestic workers awareness curriculum to provide the necessary and appropriate support and services to these vulnerable categories of workers and other community members in their areas of operation.



*The facilitator, Mr. Expedito Kkaaya facilitating a session and on the right is a participant contributing during the one of the trainings.*

#### **2.3.2.1.2: 82 Recruitment companies trained on their role in promoting safe labour migration for Ugandan**

PLA in partnership with Uganda Association for External Recruitment Agencies and the Ministry of Gender, Labour and Social Development trained 82 representatives from Recruitment Companies registered and licensed to recruit and place Uganda Migrant Workers abroad who are also members of UAERA. These were trained on the Ethical recruitment process 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, among other topics.



*The Assistant Commissioner of Labour Mr. Turyasiime Milton facilitating a session on ethical recruitment.*

### **2.3.2.1.3: Improved coordination of key stakeholders in the externalisation of labour**

In partnership with the Ministry of Gender Labour and Social Development (MoGLSD) PLA convened the meetings with key stakeholders in the migrant labour sector. The meetings were attended by 67 (37 Female, 30 Male) participants from the MoGLSD, Rahab Uganda, IOM, GIZ, FIDA (U), Ministry of Internal Affairs, UAERA, Accredited training centers, office of the president, Willow International among other stakeholders in the sector. During the meetings, the progress on the strategies from the previous engagements were presented and emerging issues affecting the sector included human trafficking, human rights abuses were discussed and way forward was reached.



**Mr. Muhanguzi Emmanuel the Principle Labour Officer-MoGLSD sharing progress on strategies**



*On the left is Senior State Attorney representing the office of the ODPP and on the right is the Consulate representative from Ministry of Foreign affair at the stakeholders' meeting at fairway hotel.*

#### **2.3.2.1.4: Launched the Domestic Workers' Association Limited**

PLA supported the Domestic Workers to launch their Association. Firstly, it was registered and later officially launched by Mr. Wandera Martin the Director in-Charge of Employment Services-Ministry of Gender Labour and Social Development (MGLSD) at a national high level meeting which was attended by stakeholders including representatives from MGLSD, trade unions, labour officers, domestic workers, employers of domestic workers, recruiters of domestic workers, local council leaders and members of the civil society organisations. PLA support to domestic workers to

launch their association at National level publicized its existence to the wide public as Government committed to working with the association to improve the domestic work sector in Uganda.



*Mr. Wandera Martin the Director Labour -MGLSD together with the Chairperson and member of the DOWA at its launch at Imperial Royale-Kampala.*

#### **2.3.2.2: CONTINUOUS CAPACITY BUILDING OF STAFF**

- ❖ 11 lawyers and paralegals received professional counseling session to cope with work pressures. 11 (3 female and 8 male) Lawyers and paralegals from Kampala, Eastern and Northern offices received professional counselling sessions. They were oriented on managing stress at work place, emotional intelligent and being mindful while handling clients to avoid a mental break down. The lawyers and parallels were also taken through different modes of professional effective communication. The session has played a critical role in helping the lawyers and paralegals to cope with the work pressure without transferring it into their personal and private lives.
- ❖ The Manager rights social protection and accountability and legal assistant Kampala attended and participated in a three days regional training on Solidarity Social Economy( SSE) organised by KCCA in partnership with Global Social Economy Forum( GSEF). The aim of the training was to foster an understanding and appreciation of Solidarity Social Economy( SSE) The training provided an opportunity to the staff to reflect on how PLA work can be translated into solidarity social economy.
- ❖ Three staff including the Lira Legal officer, Advocacy and Communications Associate and Legal Assistant were trained on the use of press and media to sell the organization and its objectives, how to prepare when meeting a journalist, how to make press statements and media release. The training was organized by Uganda Radio Network in partnership with LASPNET.

- ❖ Two PLA staff including the Manager Rights Social Protection and Accountability and the Project officer were trained as Master National Trainers of the Case Management for OVC programmes. This training did not only provide a reflection on the way PLA OVC programmes are designed but also provided a better understanding on case management. There is need to ensure that OVC programmes designed build resilience and strengthen the family unit.
- ❖ One of the Legal Assistants in Kampala was trained on commercial sexual exploitation of children by Center for Domestic Violence Prevention. The training enriched the Legal Assistant with information the different forms of Commercial sexual exploitation of children and domestic violence, causes of Commercial sexual exploitation of children and domestic violence, who participates in Commercial sexual exploitation of children and domestic violence and ways of eliminating it.
- ❖ The Legal officer Kampala attended and participated in a two days training organised by the Eastern Africa Child Rights Network (EACRN) on how Civil Society organizations can effectively engage with the available Human Rights Enforcement mechanisms in advocacy work on child trafficking and commercial sex exploitation of children (CSEC) at African Union level and ensure that regional and sub-regional CSOS can effectively connect and build capacity of their counterparts in influencing national and regional policies as well as ensure improved engagement of Child rights CSOs with the African Committee of Experts on the Rights and Welfare of the Child (ACERWC).
- ❖ The Legal Officer also attended and participated in training organized by DGF titled “*the learning and experience sharing workshop on gender analysis, gender sensitive programming, data collection, and analysis and reporting for access to justice partners.*” She learned about the key gender concepts relevant to programming with reference to access to justice, gender issues in access to justice, current practice on gender analysis as well as gender mainstreaming in access to justice. She learnt that during programming and reporting, there is need to use a gender sensitive language as well as think of the most appropriate time and space when addressing the gender issues.



*Mr. Adam from DGF doing a recap of the first day training session*

### 2.3.4 STRATEGY 3: SECRETARIAT COORDINATED AND FULLY FUNCTIONAL

- With support from our development partner the Democratic Governance Facility, we undertook an organizational Capacity Assessment. The assessment unpacked our strengths, weakness as well as opportunities that could be explored by the organization to improve our capacity, relevance and operation. An organizational improvement plan was developed to improvement in our areas of weakness.
- In the year 2019, PLA embarked on the process of developing the PLA Strategic Plan 2019/2020-2024/25. PLA engaged a consultant who reviewed the past performance against the previous one. Later, on the consultant held different consultations with the key PLA stakeholders to formulate the strategic new road map for the next five years. The launch was officiated by Mr.Milton Turyasimma Ag. Commissioner Employment Services-ministry of Gender Labour and Social Development.



*On the extreme right is the PLA Executive Director, flanked by other key partners during the launch of the PLA Strategic Plan at Imperial Royale Hotel in Kampala*

- PLA also crowned the year 2019 with conducting an Annual General Meeting with its key stakeholders. During the meeting, PLA ably presented its achievement, challenges, financial standing, as well as areas of improvement. The board applauded the contribution of the PLA development partners towards its ability to reach out to the vulnerable workers across the country, not to mention the support given to the Community Based Organizations and partners. Additionally, the board and the staff were commended for the support and commitment they exhibited during the running of the secretariat as well as overseeing of the implementation of various projects.

# CHAPTER THREE:

## 2019 BEST PRACTICES

- Community trained Human Rights Advocates and partner CBOs remain very key and instrumental in widening the coverage and taking services to nearer to the target groups and hard to reach areas of the communities where they reside. These community champions are also a sustainable model of provision of services especially legal aid services given the increasing justice needs and the fact that most community members seek for information. Advice and support from friends and community leaders before engaging with the justice institutions.
- Empowering community and grassroots with information is paramount in enabling community members to access correct information on their justice needs given that majority of the community members in Uganda seek for assistance and information from local council leaders, family members and friends.
- Our strategy of Provision of legal at police to police suspects has proven instrumental in promoting timely access to justice as simple cases are resolved and concluded, reinforces the rule of law and observance of the rights of the suspect by the police force, decongests police cells and in the long term prisons and reduces government expenditure on the rehabilitation programme.

## CHAPTER FOUR: CHALLENGES

- Lack of institutional funds was the major challenge in the year 2019. This inhibited our ability to respond in real time to the emerging issues during the course of the year.
- Increased justice needs of our target group in the areas of operations due to increasing poverty. This has continued to stretch our services beyond the labour niche.

# CHAPTER FIVE: LESSONS LEARNT IN 2019

## LESSONS LEARNT

- There is need to unpack and understand the concept of self influencing and subsequently promote the same amongst the vulnerable and marginalized groups to promote ownership of the interventions. This concept was learnt during the Annual learning and knowledge exchange conference organized by VOICE for all its grantees.
- We also learnt that provision of legal aid at police to police suspects is instrumental in promoting timely access to justice as simple cases are resolved and concluded, reinforces the rule of law and observance of the rights of the suspect by the police force, decongests police cells and in the long term prisons and reduces government expenditure on the rehabilitation programme.

# OUR FINANCIAL STANDING IN 2019

## PLATFORM FOR LABOUR ACTION (PLA)

(A Company Limited by Guarantee and not having a Share Capital)

### STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2019

	Notes	2019 Actual Ushs.	2018 Actual Ushs.
<b>INCOME</b>			
Total grants	3	1,549,193,782	1,786,340,116
Other income	4	141,455,596	83,314,643
<b>Total Income</b>		<b>1,690,649,378</b>	<b>1,869,654,759</b>
<b>EXPENDITURE</b>			
Administrative expenses	5	186,377,595	212,343,342
Personnel expenses	6	873,116,431	724,124,093
Program expenses	7	754,472,387	806,210,600
Capital expenditure	8	2,900,000	-
<b>Total Expenditure</b>		<b>1,816,866,413</b>	<b>1,742,678,035</b>
<b>(Deficit)/Surplus for the Year</b>		<b>(126,217,035)</b>	<b>126,976,724</b>
Refund to donors	9	(16,639,969)	(6,410,553)
Balance at 1 January		244,137,809	112,412,130
Opening balance adjustment		-	11,159,508
<b>BALANCE AT 31 DECEMBER</b>		<b>101,280,805</b>	<b>244,137,809</b>
<b>Represented by:</b>			
Receivables	11	2,298,562	3,527,000
Cash and bank balances	12	299,163,969	779,934,831
Payables and accruals	16	(14,442,850)	(8,500,000)
Deferred Income	17	(185,738,876)	(530,824,022)
		<b>101,280,805</b>	<b>244,137,809</b>

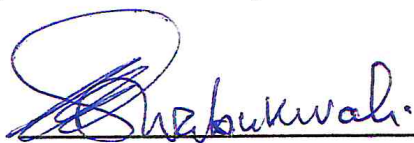
# PLATFORM FOR LABOUR ACTION (PLA)

(A Company Limited by Guarantee and not having a Share Capital)

## STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2019

	Note	2019 Ushs.	2018 Ushs.
<b>ASSETS</b>			
<b>NON-CURRENT ASSETS</b>			
Property and Equipment	10	20,511,265	25,403,502
<b>CURRENT ASSETS</b>			
Receivables	11	2,298,562	3,527,000
Cash and bank balances	12	299,163,969	779,934,831
		301,462,531	783,461,831
<b>TOTAL ASSETS</b>		<b>321,973,796</b>	<b>808,865,333</b>
<b>FUNDS AND LIABILITIES</b>			
<b>FUNDS</b>			
Capital Fund	13	20,511,265	25,403,502
General Fund	14	23,263,382	11,976,610
Restricted Fund	15	78,017,423	232,161,199
		121,792,070	269,541,311
<b>CURRENT LIABILITIES</b>			
Payables and accruals	16	14,442,850	8,500,000
Deferred Income	17	185,738,876	530,824,022
		200,181,726	539,324,022
<b>TOTAL FUNDS AND LIABILITIES</b>		<b>321,973,796</b>	<b>808,865,333</b>

These financial statements were approved by the Board of Directors on ... 10<sup>th</sup> June ... 2020  
and were signed on its behalf by:



CHAIRPERSON



EXECUTIVE DIRECTOR

# CHAPTER SEVEN: APPRECIATION

First and foremost, we thank the Government of Uganda for the relative peace and stability in the country as well as its enabling policies that allow civil society organizations like Platform for Labour Action to supplement its efforts. Specific appreciation is extended to the leadership of the Ministry of Gender, Labour and Social Development our line Ministry of operation for the technical support and cooperation we enjoyed in the year 2019 that enabled us to undertake and participate in strategic platform and forums. We also thank the leadership of the Ministry of Internal Affairs for the cooperation extended to us in the implementation of our interventions as well as co-opting PLA to serve as a member of the national task force on trafficking in person. Our appreciation is also extended to the Ministry of local government and the 12 local governments in our districts of operation (Kampala, Wakiso, Mukono, Iganga, Kaliro, Bugiri, Bugweri, Busia, Tororo, Lira, Amolatar and Dokolo) for the support, cooperation and partnership extended to us during the year that enabled us to deliver services to people we represent.

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

In a very special way, we would like to appreciate the following development partners: the Democratic Governance Facility (DGF), VOICE, United Nations Democracy Fund (UNDEF), Hivos and Global Giving for the financial and technical support given to us during this 2019 that enabled us to implement and deliver services to our target groups.

We remain eternally indebted for your support and encouragement as we look forward for future partnerships, synergies and partnerships.

## **CONTACT US:**

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