



# MINISTRY OF GENDER, LABOUR AND SOCIAL DEVELOPMENT

## MGLSD NRM MANIFESTO PERFORMANCE

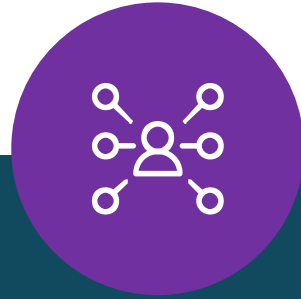
**PRESENTED DURING THE NRM MANIFESTO WEEK,  
AT THE CONFERENCE HALL, OFFICE OF THE PRESIDENT**

**24TH MAY 2023**

**BY**

**Minister of Gender Labour and Social Development**

# Presentation Outline



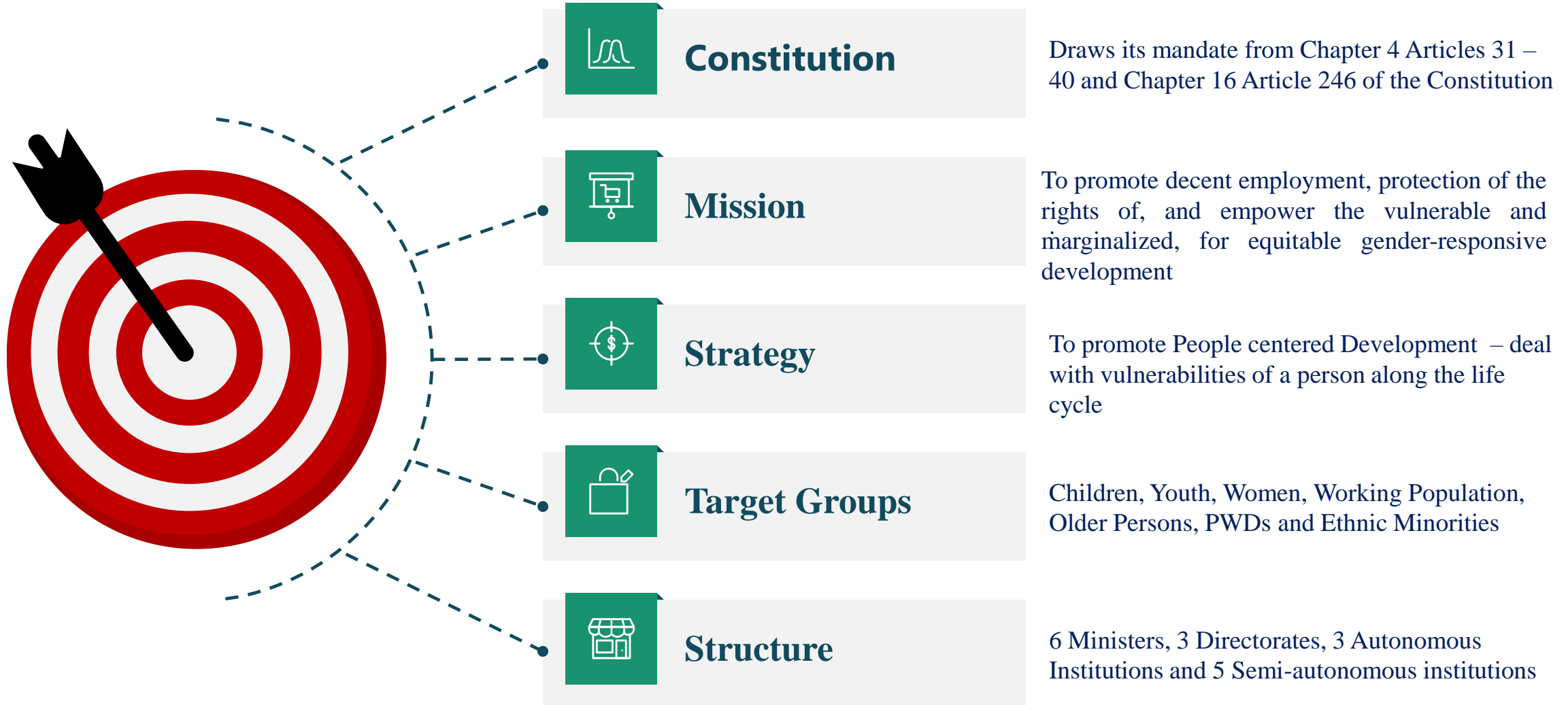
Introduction

Key  
Milestones  
Achieved

Performance  
Challenges

Way  
forward

# Introduction



# Introduction

In the NRM Manifesto, the Ministry contributes majorly to ensuring **Justice and Equity Priority** Area focusing on **Affirmative Action of Special Interest Groups and Law and Order. (Page 246).**

The MGLSD also contributes to **Creating Jobs and Wealth Creation for All Ugandans (Page 26)** through Labour Productivity and Employment, formal and non-formal Skilling, Support to PDM Implementation, through Community Mobilisation, Culture and Creative Industries, Social Security.

# The Ministry Contributes to Three NRM Manifesto Thematic Areas.



# Affirmative Action of Special Interest Groups.

## Key Achievements

### Youth

#### Economic Empowerment

##### Youth Livelihood Programme(YLP)

- ❑ 162 youth groups covering 1,040 beneficiaries, of which 542 are female and 498 are male, were financed under YLP. A total of Ushs1.918Bn has been disbursed over the period.
- ❑ Over the period, Ushs2.041Bn has been recovered from Youth groups under YLP.
- ❑ On 25th February 2023 the NYC Organized youth farm camp at Kapeeka Agro and Livestock Farm to provide exposure to over 200 young farmers and entrepreneurs within the agricultural value chain.

#### Youth Venture Capital

- ❑ 6,063 youth enterprises supported in the last 2 years under Youth Venture Capital Fund worth UGX 22.8bn providing employment to estimated 12,126 youth.
- ❑ Youth Enterprises supported under YVC, since FY 2021/22, were 4,389, and the total amount disbursed was UGX16,715,772,933, for FY 2022/23, UGX 6,155,880,000, and the Total since inception is 54,28 and total disbursed is UGX 196,512,656,136.

#### Leadership and Representation

- ❑ 250 Female Youth Leaders benefitted from leadership skills and life skills at Round table dialogue by the NYC
- ❑ An Annual National Youth Council Meeting. The meeting was Convened in Gulu City where 600 delegates.



**H.E. The President of the Republic of Uganda Commissions the Gulu ICT and Skilling Hub During International Youth Day Celebrations 2023 at Kaunda Grounds in Gulu City**



**Female Youth Leaders that participated in the Female youth leaders roundtable discussions at Eureka Hotel Ntinda Kampala**



# Key Achievements: Women

## Economic Empowerment

- ❑ **3,544 women groups covering 30,142 beneficiaries** have been supported by the Women Enterprise Fund under UWEP. A total of Ushs25.15Bn has been disbursed over the period;
- ❑ Over the period, **Ushs9.231Bn has been recovered** from women enterprises under UWEP;
- ❑ In partnership with UIRI, 239 women and youth groups covering 3,118 beneficiaries have been skilled in quality product development.
- ❑ **400 Women mobilized and trained on modern farming** techniques, environment conservation , nutrition such as agro processing in the local governments of Serere, Luweero, Tororo and Busia.

# Key Achievements –Women

## Leadership and Representation

- ❑ 4,905 women leaders from 30 districts from 4 regions of the East, West, North and Central trained in leadership skills and mobilization of communities for uptake on Government programs by NWC.
- ❑ **Women Leader's Code of Conduct** and operational Manual developed by NWC
- ❑ Guidelines on operationalization for institutional support to Women's Council developed by NWC
- ❑ **Communication strategy** for women's participation in decision making developed

# KEY ACHIEVEMENTS-Women

Government of Uganda has secured a World Bank IDA Grant amounting to US\$217 Million to finance ‘Generating Growth Opportunities and Productivity for Women Enterprises (GROW) Project’ starting this financial year



## GOAL

Increase access to entrepreneurial services that enable female entrepreneurs to grow their enterprises in targeted locations, including host and refugee communities



## TARGET POPULATION

An estimated 1.6 million people in 146 districts will benefit from the project



## COMPONENTS

- Women empowerment and enterprise development services.
- Access to finance for women entrepreneurs
- Enabling infrastructure for skilling women
- Program Management Support, Policy Innovation, and Evidence Generation

# KEY ACHIEVEMENTS: PERSONS WITH DISABILITIES

Support to vulnerable PWDs to enable them lead a dignified basic life

01

Disbursed Ushs16.11Bn under the National Special Grant for PWDs

02

Benefiting 3,300 Persons with Disabilities groups covering 27,360 beneficiaries, of which 13,606 are male and 13,754 are female

03

All Local Governments Covered

# Key Achievements –Older Persons

## Economic Empowerment

- ❑ Under the **Special Enterprise Grant for Older Persons (SEGO) Programme**, **527** Older Persons groups covering 3509 beneficiaries, of which 1,782 are male and 1727 are female have been verified in 165 LGs.

## Leadership and Representation

- ❑ 112 City/District/Municipality Chairpersons for Older Persons of which 25 from northern region; 47 from eastern region; 40 from central region and 112 SCDOs/CDOs focal persons oriented on their roles and responsibilities by **NCOP**
- ❑ National Council for Older Person Strategic Plan developed and launched by **NCOP**

# Key Achievements-Social Protection Of Older Persons ( SAGE )

Established the National Single Registry which is a repository of data on social protection from existing social protection programmes

Eligible beneficiaries receive shs25,000 per month

Payments are delivered through a Payment Service Provider (PSP)- Centenary Bank



Disbursed UGX 238.622BN in Last 2 FYs (UGX 118.321bn in FY 2021/22 and UGX 121.301 BN FY 2022/23 respectively).

The programme is reaching 306,278 older persons, of which 188,475 are Female and 117,803 are Male in all LGs



# Implications for Lowering Age of Eligibility for SAGE

Target options according to age	Coverage of beneficiaries per option	Total Cost by option (UGX Bn)	Current budget provision (UGX Bn)	Additional budget requirements by option (UGX Bn)
<b>80+</b>	358,420	147.6	121.294	26.306
<b>75+</b>	505,881	192.69	121.294	71.396
<b>70+</b>	764,945	278.70	121.294	157.406
<b>65+</b>	1,048,598	373.36	121.294	252.066
<b>60+</b>	1,509,300	524.90	121.294	403.606

# KEY ACHIEVEMENTS

## Supporting Special Interest Groups

- Disseminated 6,000 copies of National Action Plan on Business and Human Rights
- Built Capacity of 1500 LG and MDAs staff on National Action Plan on Business and Human Rights
- Conducted Social Equity and Rights Inclusion Inspections for LG across 115 LGs
- Conducted Capacity building of 1,800 on Human Rights Based Approach to Programming for Local Governments
- Prepared and disseminated the 9th Annual Report 2021/2022 on the status of Equal Opportunities in Uganda
- Conducted Assessments of the MPS and LG budget framework papers on gender and equity compliance was done in all MDAs and LGs
- Submitted National Equal Opportunities Policy to Cabinet- **awaiting approval.**
- Revised National Policy on PWDs 2023 approved by Cabinet
- Submitted the National Gender Policy Submitted to Cabinet-**awaiting approval.**
- Reviewed National Policy on Older Persons
- Reviewed the National Employment Policy
- Finalized the National Family Policy

# FINANCING SPECIAL INTEREST GROUPS

Programme/Institution	Budget FY 2021/2022	Budget FY 2022/2023	Change	% Change
Amount in Billions of UShs				
YLP	3.3	20.49	17.19	521
UWEP	32	13.67	-18.33	-57
NSGPWDs	9.6	16.6	7	73
SEGO	0	5	5	0
SAGE	118.321	121.301	2.98	3
GROW	0	21	21	0
National Youth Council	2	4	2	100
National Women Council	1.4	9.4	8	571
National Council for Older persons	0.76	2.4	1.64	216
National Council for Disability	0.93	1.05	0.12	13
<b>Total</b>	<b>168.311</b>	<b>214.911</b>	<b>46.6</b>	<b>28</b>

- ❑ Allocation to Special Interest Groups over the period increased from UGX **168.311 to 214.911** by 28%.
- ❑ Under PDM, 80% of the allocation to beneficiary groups under financial inclusion Pillar amounting to over **UGX 800 billion** is allocated to Special Interest Groups.

# Key Challenges for SAGE



- ❑ **Lowering the Age-**Still remains high at 80 years

**There is a huge outcry/demand for lowering the eligibility age**

- ❑ **Increasing Benefit Amount.** This has remained stagnant at Ushs25,000 and impact of Inflation affected the grant value
- ❑ **Programme not reaching all eligible Older persons** due to non-registration for the National ID and understating of date of birth during NIRA registration. **43,559 registered with wrong details**
- ❑ Fees levied for change of errors on National IDs for eligible beneficiaries are prohibitive
- ❑ Infirm eligible older persons; There are 5,556 eligible older persons for SAGE but have not been enrolled because they are infirm and could not move to pay points for enrolment

# Way Forward



**Continue with SAGE and consider lowering the age of beneficiaries from 80**

- Conduct home-based visits, sensitization and follow-up of beneficiaries to encourage them to turn-up at payments points for migration/on-boarding
- Sensitize and mobilize of Older persons to go to NIRA Offices/designated points to register for National IDs
- Roll-out Parish Appeals Committees to support older persons correct errors on their National IDs
- Engage the Payment Service Provider-Centenary Bank and District Local Government staff on undertaking home enrolments
- Fast track the **upgrading the Social Registry module** of the National Single Registry to facilitate beneficiary targeting

# YOUTH

## Challenges

- ❑ Recovery of Youth Livelihood Programme funds is low. By March 2023, Ushs39.511Billion had been recovered against amount disbursed of Ushs162 Billion leaving Ushs 122.489 Billion outstanding.

## Way forward

- ❖ Scale up efforts to recover funds from women beneficiaries under YLP
- ❖ Develop and implement a recovery strategy of funds for youth

# WOMEN

## Challenges

- ❑ Recovery of Uganda Women Entrepreneurship Programme (UWEP) funds is below the target.
- ❑ GBV Case Management system not rolled out. Out of 135 DLGs and 11 cities , 48 districts and KCCA are supported in GBV case management.
- ❑ GBV and other social welfare challenges as a result of increased infrastructural development.
- ❑ Information for effective regulation of the creative industry is inadequate hence the potential of the sub sector remains untapped.

## Way forward

- ❖ Scale up efforts to recover funds from women beneficiaries under UWEP
- ❖ Develop and implement a recovery strategy of funds for women
- ❖ Mobilize women to benefit from Emyooga, OWC and other wealth creation Programmes.
- ❖ Develop and implement a comprehensive programme on GBV prevention and response

# Persons with Disabilities

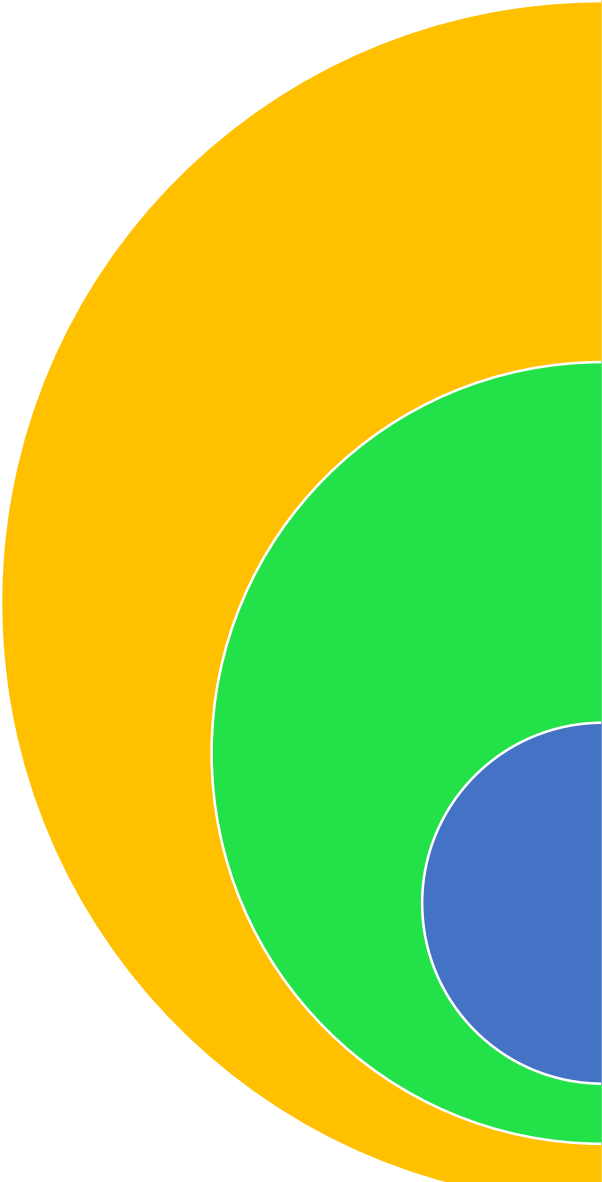
## Challenges

- ❑ Overwhelming demand of the grant by Persons with Disabilities amidst inadequate resources. **Up to 3,906,000 PWDs are eligible versus only 18,571 PWDs served**
- ❑ Exclusion of PWDs in PDM. There are no exclusive PWD Groups that have been formed to benefit from PDM funds.
- ❑ Limited access to assistive devices has hindered full participation of PWDs in the programme.
- ❑ Limited access to National Identification Cards due to limited identification features which require thumbprints among others.

## Way forward

- ❖ Enhance the grant to benefit at least 4 groups per Sub County.
- ❖ Continuous sensitization on implementation of PDM Guidelines prioritizing the 10% allocation to PWDs
- ❖ Ministry of Health to prioritize budget for assistive devices and regional Orthopedic Workshops to fabricate and distribute devices for persons with disabilities
- ❖ Ministry of Internal Affairs to add more identification features in the forthcoming mass rollout NIRA registration to accommodate needs of PWDs.
- ❖ Ministry of Agriculture to have targeted support towards Persons with Disabilities in agricultural extension services.

# Key Achievements –Equal Opportunities Commission

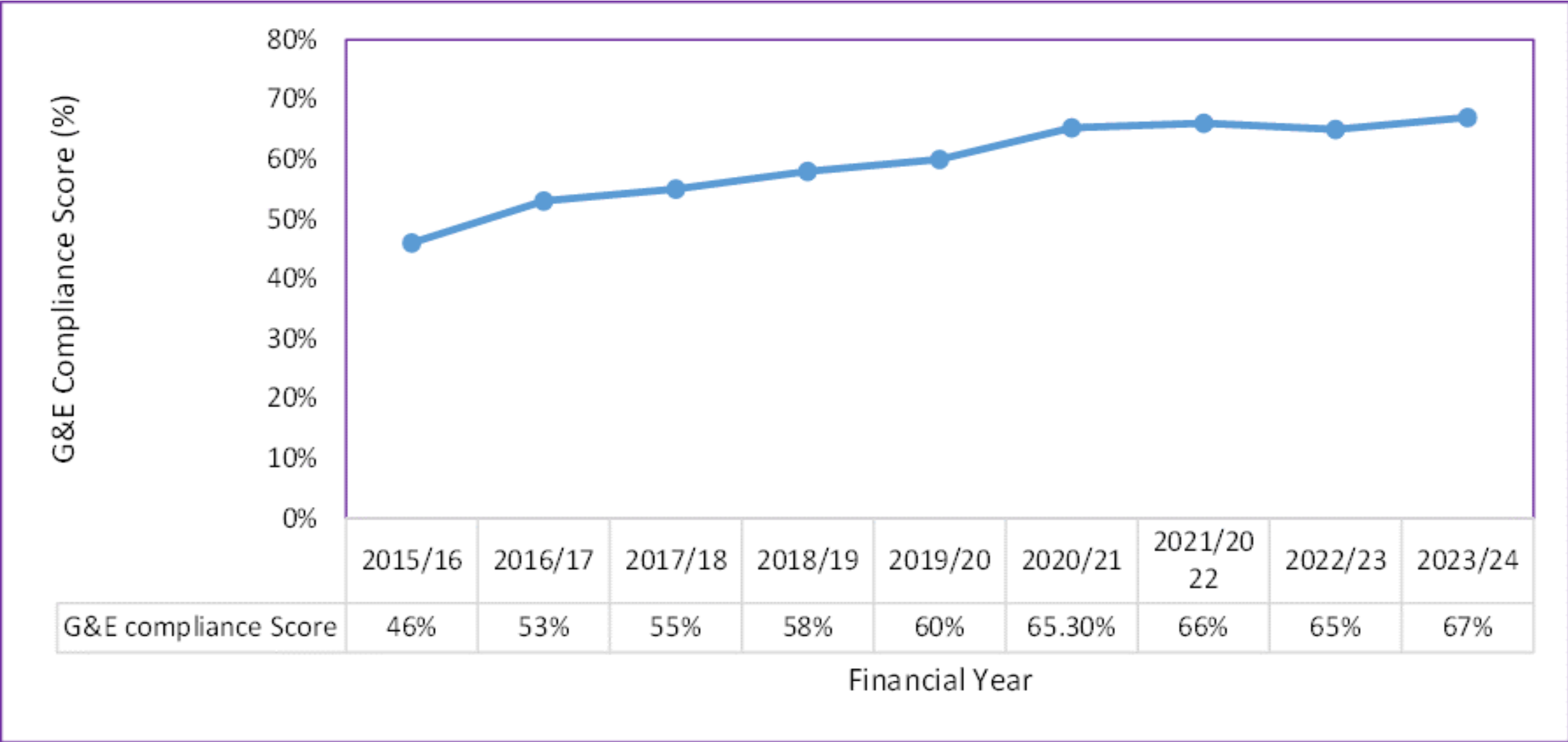


In regard to ensuring Justice and Equity, in the period 2021 – 2023, **the Commission registered over 1552 complaints**, held tribunal hearings across the country and a total of 946 cases have been concluded.

Overall compliance of Programme Budget Framework Papers (BFPs) and Ministerial Policy Statements (MPSs) **with gender and equity requirements for the FY 2023/24 budget stand at 54.35% and 67% respectively.**

The Commission has been engaging with the **special interest groups** in a bid to redress imbalances which may exist among them. During several engagements with the ethnic Minority groups, The **Commission registered complaint from the Benet**, Maragoli, Banyabindi, Babukusu, Nyangia, Nubbi, Napore, Teph and Batwa. Through studies, the Commission identified other categories of the Ethnic Minorities. These include; the Aliba, Bahehe, Bamba, Babwisi, Bagungu, Banyabutumbi, Basongora, Gimara, Ik, Lendu, Mening, Mvuba, Ngikutio, Reli, Shana, and the Vonoma. Others include; the Banyara, Batuku, Paluo (Chope), Basongora, Kebu, Bagwe, Barundi, Bagangaizi, Bayaga, Basese, Meru, Mwangwar, Bahehe, Bakingwe and Banyanyanja.

**Figure 1: Compliance of Vote MPs with G&E for the FYs 2015/16 - 2023/24**



**Source:** EOC Gender and Equity Assessment Report FY 2023/2024

**Education and Communication**

# Challenges and Way forward-for reaching Minority Groups

## Challenges

- ❑ **Minority groups face** denial to access services due to lack of National Identity Cards and constant evictions of indigenous minority groups among others.
- ❑ Most of the complaints registered by the Ethnic Minorities have been resolved by the Commission.

## Way forward

- ❑ Under the Medium Term Plan the *Commission will conduct a comprehensive study on the status of the Ethnic Minorities to inform inclusive planning and budgeting and promote the plight of the ethnic minority groups.*

# Key Achievements – Child Rights .

- One hundred and eighty (180) Child rights model clubs were established in selected districts of across the country to promote meaningful child participation in Child Rights Governance and development. By National Children Authority
- The Authority distributed one thousand (2,000) tree seedlings to sixty (60) primary schools in Elgon, Teso and Kigezi sub regions in the campaign to empower children to conserve the environment.
- The Authority built capacity of 50 local governments in investment in children towards holistic development of the child.
- The Authority carried orientation of 500 Local Councils on their roles in Child Protection and wellbeing of children.

# KEY ACHIEVEMENTS-Creating Jobs and Wealth for all

## Ugandans Page 26



- ❑ Employment bill developed and approved by Cabinet. The draft is before Parliament.
- ❑ Labour Unions (Amendment) Bill 2023 awaiting approval of Cabinet
- ❑ Workers Compensation (Amendment) Bill 2023 awaiting approval by Cabinet
- ❑ Labour Disputes (Arbitration and Settlement) Amendment Act 2021 passed by Parliament.
- ❑ National Social Security (Amendment) Act 2022 passed by Parliament.
- ❑ The Violence and Harassment Convention 2019 (C190) ratified by Government.
- ❑ 46 Labour Unions and 2 Federation of Labour Unions with 1.8 million members registered.
- ❑ 85 collective bargaining agreements registered and verified.
- ❑ 239 graduate volunteers and 95 apprentices have been placed in workplaces in Manufacturing and Service sectors with the support from UNDP and ILO respectively.

# KEY ACHIEVEMENTS-Settlement of Disputes and Workers Compensation Cases

S/No	Cases	FY 2021/22	FY 2022/23	Total
1	Complaints and Disputes Registered	589	405	994
2	Complaints Settled	65	32	107
3	Complaints Referred to Industrial Court	85	60	145
4	Workers compensation cases computed for Government and private Sector	64	69	133
5	Disputes of assessment of permanent incapacity disposed by the Medical Arbitration Board	45	36	81
6	Disputes of assessment of permanent incapacity differed by the Medical Arbitration Board for reassessment	44	28	72

# Challenges and Way forward-Labour, Employment and Productivity

## Challenges

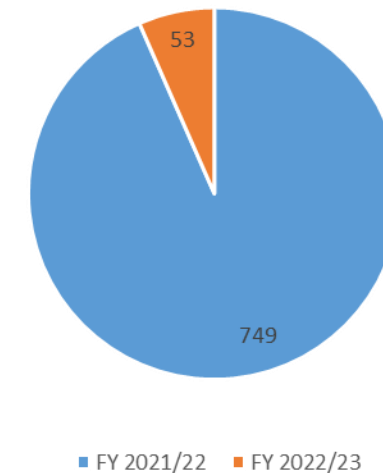
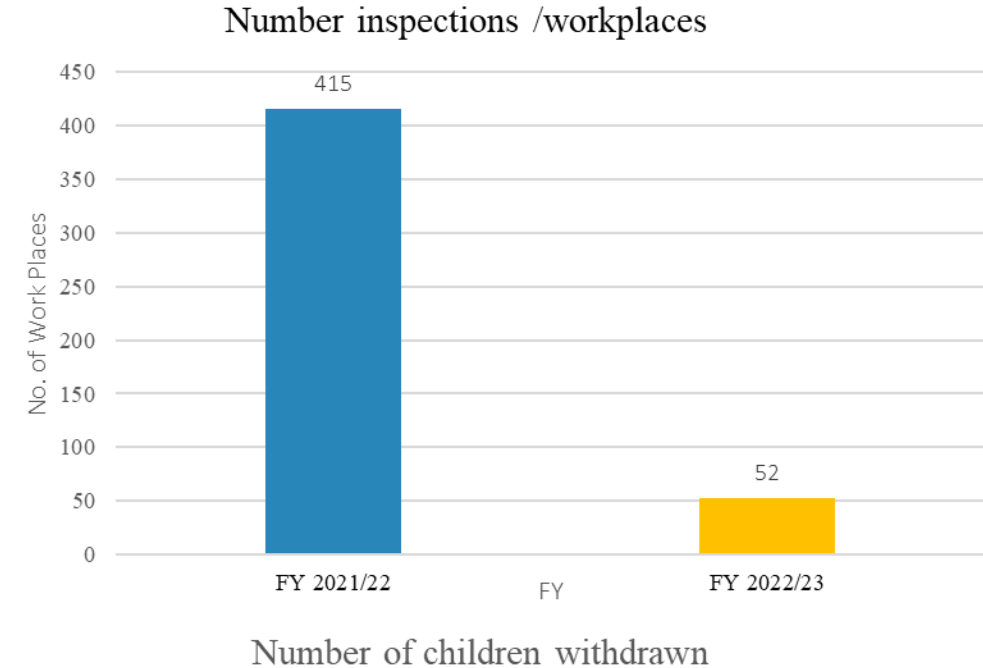
- ❑ Lack of a comprehensive National Database on all Employees and Employers
- ❑ Case backlog at Labour Offices and the Industrial Court is currently over 3,000 cases and is rising.
- ❑ Limited Manpower and capacity to undertake workplace inspections
- ❑ Effects of the CoVID 19. These include but not limited to GBV, Child abuse, loss of jobs/opportunities both internally and externally and upscale of labour disputes
- ❑ Absence of a structured institution to enhance Uganda's Labour Productivity and Competitiveness:

## Way forward

- ❖ Fast-track the development of a functional Labour Returns and Statistics Management Information system
- ❖ National Apprenticeship and Graduate Volunteer Scheme to develop employability, self-employment and labour productivity enhancement opportunities of the youth aged 16 to 35 years. Annually, the Scheme targets 3,500 youth.

# KEY ACHIEVEMENTS-Work Place Inspection

- ❑ 467 labor inspections conducted for compliance of labor standards in 467 workplaces with 55,606 workers (39,156 Female and 16,471 Male) in all sectors of the economy
- ❑ 802 children withdrawn from Child labour, skilled and integrated into the schooling system
- ❑ Draft National Labour Inspection Strategy and Plan developed.
- ❑ Operationalization of the National Child Labour Steering Committee



# KEY ACHIEVEMENTS-Jua Kali Programme

- ❑ 5,760 business toolkits and equipment were provided to 279 Jua-kali groups in 66 districts. The Jua Kali groups comprised 11,091 members (4,484 males and 6,607 females).

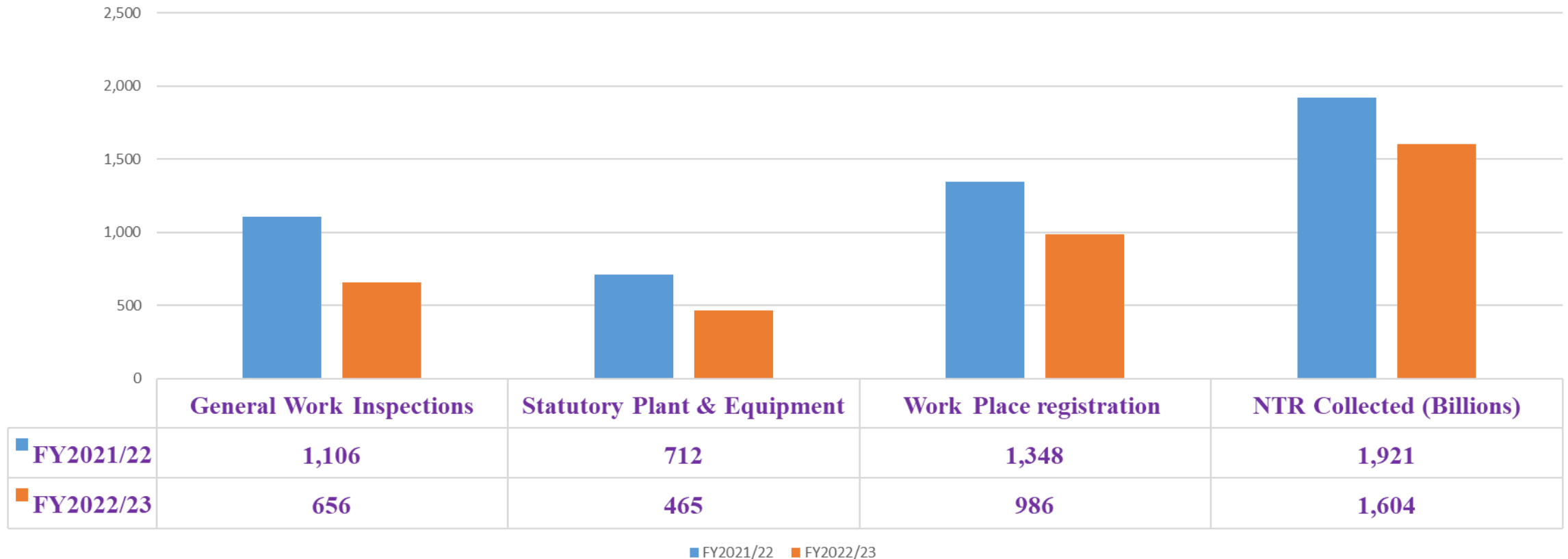


- ❑ Business Development Services provided to 285 representatives from the 279 jua-kali groups
- ❑ 163 infrastructure development projects inspected for Social Safeguards compliance in nine (9) sub-regions, namely, Bunyoro, Rwenzori, Kigezi, Ankole, Bukedi, Karamoja, Toro, Buganda, and West Nile
- ❑ 89 contractors for infrastructural projects were trained on social safeguards standards and compliance focusing on Social Safety and Health Safeguards Management
- ❑ 182 Jua Kalis from Kampala Metropolitan Area trained utilisation of Jua Kali Management Information System (JKMIS)

# KEY ACHIEVEMENTS-Occupational Safety and Health Inspection

- 1,245 Workplaces registered in eastern, western, northern and central regions of the country in accordance with the OSH Act, 2006,
- 123 Local Government labour officers trained in regulation of OSH

Occupational Safety and Health



# Challenges and Way forward-Occupational Safety and Health

## Challenges

- ❑ Lack of Specialized equipment and a facility for occupational health surveillance, inspection of construction, and statutory equipment examination
- ❑ Regulatory framework on OSH is weak
- ❑ Lack of an integrated management system between MDAs involved in the management of chemicals such as MAAIF, URA, MEMD, NEMA. The profile of hazardous chemicals is only 10% complete.
- ❑ Laws on chemical safety and security are obsolete. Only 10% of workplaces inspected practice safe handling of chemicals

## Way forward

- ❖ Fast-track the integration of the Occupational Safety and Health Management Information System with the chemical management systems of other MDAS
- ❖ Procure equipment for blood sampling, and detecting chemical contamination levels at workplaces
- ❖ Fast track the development of management of Toxic Chemicals Regulations
- ❖ Step up workplace inspection and registration countrywide
- ❖ Step up advocacy on OSH Countrywide
- ❖ Fast-track the procurement of a specialized facility and equipment for inspection
- ❖ Fast-track the review of OSH laws and regulations

# KEY ACHIEVEMENTS-Externalization of Labour, Page 26

The Employment (Recruitment of Ugandan Migrant Workers) Regulations, 2021 were developed

Government revised the bi-lateral labour agreements with Saudi Arabia

To strengthen regulation of external employment, Government rolled out the External Employment Management Information System (EEMIS) to enhance sharing of information of migrant workers with the foreign Missions in the destination countries and other stakeholders

Government has so far licensed 408 recruitment Agencies and a total of 152,612 persons have been deployed for the period over the period under review

**Over the last two Financial Years, Government has so far collected Ushs 23.38Billion as Non-Tax Revenue from Labour Externalisation**



# KEY ACHIEVEMENTS-*Contribution of Externalization of Labor*

Uganda is receiving remittances of about **USD 900 million from Middle East migrant workers** (source: World Bank, 2021). This is still low compared to remittances from other countries.

300,000 employment opportunities with wages averaging Ushs 1,800,000 have been created.

Externalization of labour is also contributing to NTR resource mobilization through Passport Fees. ***Over 1000 passports issued per day, 60% of these passports are clients of labour externalization recruitment companies.***

Government is also generating revenue from taxes on interest earned **on bank guarantees. For companies to be licensed they deposit a bank guarantee of Ushs 100m.**

***Over the last two Financial Years, Government has so far collected Ushs 23.38Billion***

# KEY ACHIEVEMENTS-Sources of NTR collected from Externalization of Labour



<b>Share %</b>	<b>94.02%</b>	<b>0.63%</b>	<b>1.15%</b>	<b>0.11%</b>	<b>3.82%</b>	<b>0.28%</b>
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# Challenges and Way forward-Externalisation of Labour

## Challenges

- ❑ Lack of a digitally enabled rapid response system for protecting migrant workers. A 24-hour call center to receive and respond to complaints of Ugandan migrant workers is critical to for timely justice for migrant workers by judicial authorities of the host countries.
- ❑ Holding migrant workers for long periods in accommodation centers due to delays in settling disputes and issuing exit visas.
- ❑ Inability to effectively assist trafficked migrant workers.
- ❑ Monitoring and supervision of the 408 recruitment agencies and 65 pre-departure orientation training centres is inadequate.
- ❖ Human trafficking:
- ❖ Illegal Recruiters: Migrant workers are exploited by illegal Ugandan recruiters resident in host countries through false promises for better pay.
- ❖ Inability by Embassies to offer legal aid to Ugandan migrant workers in courts;
- ❖ Rights of workers especially the domestic workers are often violated because work in a hidden economy.
- ❖ Consular assistance to migrant workers under distress is inadequate.
- ❖ Lack of Bilateral Labour Agreements with several destination countries such as Qatar, Bahrain, Oman and Kuwait.



THE REPUBLIC OF UGANDA

# SIMPLIFIED HANDBOOK ON THE PARISH DEVELOPMENT MODEL (PDM)



- ❑ Supported the implementation of the Parish Development Model, by producing and disseminating;
  - 5,486 copies of Trainers' manual/guide on PDM,
  - 1,950 copies Community Mobilization and Mindset Change Pillar Operational Manual,
  - 1000 copies of PDM Brochures, and
  - 13,400 copies of Simplified Handbook on implementation of PDM
- ❑ **885 District/City/MC ToTs** (DCDO, DCO, DPO, Planner, Communication Officer) stakeholders oriented on the implementation of the PDM
- ❑ **63 National Parish Development Model Facilitators** (Subject Matter Specialists) trained to support rollout of training activities across the country
- ❑ **150 youth with disabilities trained in vocational skills** to enhance their effective participation in the Parish Development Model
- ❑ **Capacity building of 30 district/City Councils for Persons with Disabilities** on monitoring and reporting on disability inclusion in the parish development model undertaken
- ❑ **Monitoring of PDM conducted in 20 districts;**
- ❑ **1,500 Religious leaders from 6 regions sensitized** on the PDM

## KEY ACHIEVEMENTS-Support to PDM Implementation Page 102

- ❑ Capacity building of **2,710 (1,330 CDOs and 1,380 Special Interest Groups –Executive leaders of Youth, Women, PWD and Older Persons Councils)** on household mentorship and Visioning under the PDM conducted in 118 Local Governments
- ❑ Supported ICOLEW learners to mobilize and secure savings amounting to Ushs168,736,200 as a key element of the learning cycle.
- ❑ **115 Community Development Officers** from the local governments trained on the integration of the Parish Development Model (PDM) to child wellbeing
- ❑ **Nine (9) Community Learning Centers (CLCs)** established in the districts of Namayingo, Mpigi, Iganga and Nwoya) to provide integrated services including demo gardens, sports and recreation, Early Childhood Development (ECD) services, library services and skills enhancement
- ❑ **704,012 users (NLU and 6 public/ community libraries)** accessed library services
- ❑ ICT Open access centers accessed in 20 public/ community libraries

# Key Achievements-Skilling

## Youth Skilling

- ❑ 312 Youth With Disabilities trained on Vocational Skills
- ❑ Guidelines for vocational Rehabilitation centres developed
- ❑ In partnership with UIRI skilled 239 Youth and Women groups
- ❑ 1,574 disadvantaged youth trained in non formal vocational and entrepreneurial skills training at Regional Youth Skills Development centres (Kobulin and Ntawo) for self employment.
- ❑ Non formal vocational skills in tailoring, concrete practice & joinery, carpentry and liquid soap making).

## Culture and Creative Industry

- ❑ A baseline assessment to map culture and creative goods and services in the country was conducted;
- ❑ A project proposal to Support the development of the creative industry has been developed
- ❑ National Culture Policy Finalized awaits Cabinet approval;
- ❑ Mindset Manual for Faith Communities disseminated;
- ❑ 14 Cultural Leaders supported with monthly emoluments

# Skills training at youth centres



**Bakery**



**Concrete practice**

# KEY ACHIEVEMENTS : LAW AND ORDER

## Strengthen Juvenile Justice System

- ❑ 2,335 children in conflict with the law and destitute provided food and non food items to improve welfare and psychosocial support
- ❑ 479 street children withdrawn from streets of Kampala, rehabilitated and resettled with families and communities
- ❑ 70 capital offenders at KNRC discharged and integrated into the communities
- ❑ Capacity building of 20 SPSWO, PSWO, PCDO and CDOs on delivery of services to youth and children conducted in the local governments of Bushenyi and Bushenyi-Ishaaka
- ❑ 60 NGO residential Children homes inspected and assessed for compliance to Children and Babies Home Rules
- ❑ 3,000 child abuse cases received and managed through the Toll-Free Uganda Child Helpline (SAUTI 116)
- ❑ 178,766 calls on abuse of children received of which 9,510 cases followed up and closed 1,125 cases

# Challenges and Way forward-for strengthening the Juvenile Justice System

## Challenges

- ❑ The structures in the Institutions of the Ministry that provide social protection to vulnerable groups such as PWDs, Juveniles and Older Persons are dilapidated and most of them condemned
- ❑ The system for diversion of petty juvenile offenders from justice system is weak. As a result, the number of children in conflict and contact with the law is increasing leading to congestion and poor welfare services

## Way forward

- ❖ Fast-track the approval of a project proposal to rehabilitate and re-tool all Ministry institutions that protect vulnerable groups.
- ❖ Engage stakeholders in JLOS to provide alternative custodial services to reduce congestion in remand homes

# KEY ACHIEVEMENTS : LAW AND ORDER

## LABOUR JUSTICE-THE INDUSTRIAL COURT

### INDUSTRIAL COURT PERFORMANCE

Category	Cases B/F		Registered		Completed		Part-Heard		Pending	
	2021/22	2022/23	2021/22	2022/23	2021/22	2022/23	2021/22	2022/23	2021/22	2022/23
	<b>Labour Dispute Claim</b>	302	831	1	1	25	9	73	205	278
<b>Labour Dispute References</b>	1408	4925	299	226	123	108	492	1765	1584	5043
<b>Labour Dispute Appeals</b>	147	426	21	9	25	16	17	63	143	419
<b>Labour Dispute Misc. Application</b>	609	2020	209	141	142	226	51	302	676	1935
<b>Labour Dispute Mediations</b>	58	117	52	50	69	50	0	0	41	117
<b>Hearings Concluded pending Judgement</b>		0		0		0		371		0
<b>TOTAL</b>	<b>2524</b>	<b>8319</b>	<b>582</b>	<b>427</b>	<b>384</b>	<b>409</b>	<b>718</b>	<b>2706</b>	<b>2722</b>	<b>8337</b>

# Challenges and Way forward-for strengthening the Labour Justice System

## Challenges

The case backlog is a major challenge as it increased from **FY 2021/2022 from 2722 to FY 2022/2023 at 8337.**

❑ Its important to note that the Court has **no wage nor Development Budget.** The Court is **therefore constrained**

- ✓ To pay its **Contract Staff** salary,
- ✓ Procure all **capital development** equipment,
- ✓ **Retool the Court**, from its non wage Budget, hence reducing on the Budget under Case disposal and yet this is the core mandate of the Court.

## Way forward

**ENHANCE USE OF INFORMATION AND COMMUNICATION TECHNOLOGY IN THE COURTS.**

- ❑ The 5 Court halls will need to be fully **digitalized with court recording, video conferencing and transcribing equipment for efficiency.**
- ❑ Develop and install an *Electronic Court Case Management Information System(ECCMIS) for the Court.*
- ❑ Subscription *to online Legal Research Database* for Judicial Officers
- ❑

# THANK YOU FOR LISTENING

