

# **UNLOCKING THE MINISTRY: A COMPREHENSIVE EXPLORATION OF ITS ROLE AND WHAT IT DOES FROM WHOLESOME PERSPECTIVE**

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## 1.THE MISSION, VISION, AND MANDATE OF THE MINISTRY

### 1.1. The Mission

“Promotion of gender equality, social protection and transformation of communities”

The Ministry of Labour and Gender in Uganda aims to promote a fair and equitable labor market, enhance social protection, and ensure gender equality and empowerment for all citizens. By fostering a conducive environment for economic growth and social development, the Ministry strives to improve the quality of life for all Ugandans through effective policy implementation, capacity building, and partnerships with stakeholders.

### 1.2. Vision

“A better standard of living, equity and social cohesion”

The Ministry's vision is to achieve a dynamic and inclusive labor market, underpinned by gender equality and social justice, where every individual has access to decent work opportunities, social security, and the ability to fully participate in the country's socio-economic development. This vision encompasses a future where gender disparities are eliminated, and both men and women can contribute equally to national prosperity.

### 1.3. Mandate of the Ministry

The Mandate of the Ministry is to mobilize and empower communities to harness their potential while, protecting the rights of vulnerable population groups.

The Ministry promotes issues of labour productivity and employment, social protection, gender equality & equity, human rights, culture and empowerment;

Overall, the Ministry aims to achieve a better standard of living, equity and social cohesion;

The Ministry is responsible for the protection and promotion of the rights of the vulnerable population, addressing gender inequalities, ensuring cultural growth, labour and employment as well as community mobilization and empowerment.

Therefore, the Ministry plays a fundamental role in creating demand for social services and laying a foundation for other sectors to improve their outcomes.

## 2. THE MINISTERS

### 2.1. Minister for Gender, Labour and Social Development

**Hon. Amongi Betty Ongom** is a dedicated advocate for human rights, democracy, and justice, particularly focusing on women's rights in Uganda. She has led campaigns to abolish the refund of bride price and has actively promoted the inclusion of women in Parliament through her roles in global parliamentary associations such as the Commonwealth Parliamentary Association and the Inter Parliamentary Union. Her advocacy has taken her to various countries including Kenya, Nigeria, Somalia, Japan, and Saudi Arabia, among others.

In Somalia, her efforts contributed to Clan Leaders agreeing to gradually adopt a quota system for women in Parliament. As an expert trainer for the Commonwealth Parliamentary Association and IPU, she also serves as a Gender expert for the Uganda Gender Partnership Donor Group, influencing donor priorities for women's empowerment.

Amongi holds professional training in International Relations, Diplomatic Studies, Political Science, and Gender and Development Studies. She previously served as Uganda's Minister of Lands, Housing and Urban Development and is currently the Minister of Gender, Labour and Social Development.

## 2.2. Minister of State for Gender and Culture

**Peace Regis Mutuuzo** was born in on 2 May 1975, in Rwimi sub-county, Bunyangabu county, in Kabarole District, in the Western Region of Uganda.

Since then, Bunyangabu county was transformed into Bunyangabu District where she was elected and is currently serving as the District Woman Representative in Uganda's 10th Parliament.

She studied at St. Peter and Paul Primary School, Katikamu SDA Secondary School and at Mpanga Secondary School in Fort Portal. She was the head-girl while at Mpanga.

She attended National Teachers College Kakoba (NTCK), now a component of Bishop Stuart University in Mbarara, graduating with a Diploma in Secondary Education.

She served as the president of the students' guild at NTCK, while there. She then joined Makerere University, the oldest public university in Uganda, graduating with a Bachelor of Environmental Science.

Later, she obtained a Master of Public Administration and Management from Uganda Management Institute in Kampala

## 2.3. Minister of State for Youth and Children Affairs

**Hon. Dr. Balaam Barugahara Ateenyi** is a multi-faceted individual with a diverse background in business, music, and events promotion. In addition to his entrepreneurial ventures, he is known for his contributions to the entertainment industry in Uganda.

As the State Minister for Gender, Labour, and Social Development in charge of Children and Youth Affairs, Hon. Dr. Balaam Barugahara Ateenyi plays a crucial role in shaping policies and programs that promote the welfare and development of the youth and children in Uganda. His dedication to advocacy and empowerment has made him a respected figure in both the political and entertainment spheres, embodying a commitment to creating a better future for the younger generation.

#### 2.4. Minister of State for Labour, Employment and Industrial Relations

**Hon. Davinia Esther Anyakun** in Uganda is responsible for overseeing policies and initiatives related to labor, employment, and industrial relations in the country. This role involves ensuring the creation and maintenance of fair labor practices, promoting employment opportunities, and fostering industrial harmony. The minister works to implement and enforce labor laws, advocate for workers' rights, and support job creation and skills development programs.

Key responsibilities include addressing labor disputes, improving workplace conditions, and enhancing the productivity of the workforce. The minister also collaborates with various stakeholders, including employers, trade unions, and international organizations, to develop strategies that promote decent work and sustainable economic growth.

Additionally, the minister plays a crucial role in shaping policies that address unemployment, underemployment, and informal sector challenges, aiming to create a more inclusive and equitable labor market. Through these efforts, the Minister of State for Labour, Employment, and Industrial Relations contributes to the broader goals of social and economic development in Uganda.

## 2.5. Minister of State for Disability Affairs

**Hon. Asamo Hellen Grace** has over 20 years of experience in legislation, community mobilization, advocacy, and promoting gender equity. She has been a Member of Parliament in Uganda since 2011, representing Persons with Disabilities. Since 2017, she has chaired the Equal Opportunities Committee of Parliament and has been a member of the Legal and Parliamentary Affairs Committee since 2018.

She has served on the IGAD Committee of Women, Peace, and Security since 2016 and was the Deputy Executive Director of the National Union of Persons with Disabilities from 2003 to 2011. Hon. Asamo is also an Executive Member of the National Women's Council since 2002, working on policy formulation to advocate for increased budgets for women's projects.

Additionally, she was the Chairperson of the University Council at the International University of East Africa from 2014 to 2017

## 2.6. Minister of State Elderly

**Hon. Dominic Mafwabi Gidudu** in Uganda is responsible for overseeing policies and programs that address the needs and welfare of elderly citizens. This role involves developing and implementing strategies to ensure the social, economic, and health-related well-being of the elderly population. The minister works to create and enforce laws that protect the rights of older adults and promote their inclusion in society.

Key responsibilities include advocating for better healthcare services, social security, and pension schemes tailored to the needs of the elderly. The minister also focuses on raising awareness about issues affecting the elderly, combating age discrimination, and promoting their active participation in community life.

Additionally, the minister collaborates with various stakeholders, including government agencies, non-governmental organizations, and international partners, to enhance the support systems for the elderly. Through these efforts, the Minister of State for the Elderly aims to improve the quality of life for older adults and ensure they receive the respect and care they deserve

### 3. MINISTRY DIRECTORATES AND DEPARTMENTS: MANDATES AND RESPONSIBILITIES

#### 3.1. Directorate of Social Protection

##### 3.1.1. Department of Community Development

##### **Responsibilities**

- Formulating and disseminating policies and developing and disseminating community mobilization strategy and assist local governments to implement
- Developing and disseminating guidelines and regulations and setting standards on community development work and functional literacy
- Monitoring and evaluating policy implementation on community development and functional literacy
- Developing plans for mobilization for community participation
- Developing relevant functional literacy material
- Training for capacity building of local governments and institutions involved in the implementation of community development and literacy initiatives
- Developing plans, budgets and reports for resource mobilization
- Providing technical advice, support supervision and training to local governments on community development and literacy

##### 3.1.2. Department of Eldery and Disability



## **Responsibilities**

- Procuring Food and materials for trainees in the institutions;
- Support Council for Elderly supported;
- Commemorating International days, (1st October for Older persons and 3rd Dec for PWDs);
- Conducting Support supervision and monitoring services to the PWDs Programs and institutions;
- PWDs trained in employable skills;
- Reviewing and finalizing the Policy and National Plan of Action on Disability respectively;
- Completing and submitting Staff appraisal reports on time;
- Caring and protection for older persons provided;
- Supporting National Council for Disability;
- Commemorating Persons with Disability and Older Persons' International days;
- Validating Course outline for Post Graduate Diploma on Social Gerontology; and
- Submitting Quarterly and Annual work plans developed on time

### **3.2. Directorate of Labour, Employment and Occupational Safety and Health**

#### **3.2.1. Department Of Labour and industrial**

## **Responsibilities**

- Adherence to relevant labour Acts by workers and enforcing employers;
- Implementing agree upon Policies, legislation, programmes and guidelines developed, and implemented;

- Technically informing and advising Government, employers, workers and their organizations;
- Forming Trade unions;
- Functionalizing Industrial Court; and
- Under taking International and national reporting.

### **3.2.2. Department Of Employment Services**

#### **Responsibilities**

1. Developing and disseminating Effective policies, plans, legislation, standards and guidelines;
2. Developing and disseminating Comprehensive Strategies for job creation; and
3. Labour Statistics and Labour Market Information produced to inform Government, employers, workers and their organizations on employment.

### **3.2.3. Department Of Occupational Safety and Health**

#### **Responsibilities**

- Inspecting Workplaces;
- Identifying and recommending remedial measures of Work place hazards (Dangerous machinery, plants, equipment, and work practices);
- Certifying Statutory Equipment (Pressure vessels, lifting machinery and equipment);
- Recommendation of Architectural Plans for commercial buildings for approval;
- Projects' Environment Impact Assessment reviewing for Safety and Health Standard compliance;

- Investigation of Accidents, occupational diseases and dangerous occurrences at workplaces.

### 3.3. Directorate of Gender and Community Development

#### 3.3.1. Department Of Gender and Women Affairs

#### **Responsibilities**

- Formulation and review of policies and legislation on gender and women empowerment
- Develop strategies on gender and women's advancement
- Training and capacity building of sectors and local Governments to mainstream gender and address women's concerns
- Monitor and evaluate the implementation of Government legislations, policies and programmes related to gender and women's empowerment
- Provide advice and technical support supervision to Local Governments and other stakeholders
- Develop and set standards for Gender Mainstreaming for sectors and Local Governments.
- Create awareness among communities and the public at large on the need to address gender concerns
- Participation in negotiation and implementation of regional, national and international protocols
- Research and documentation on gender and the situation of women in Uganda
- Coordination and consultations with stakeholders and partners at all levels on Gender Equality and Women's Empowerment

- Mobilize necessary resources through planning, budgeting and reporting for Gender Equality and Women's Empowerment programmes

### 3.3.2. Department Of Equity and Rights

#### **Responsibilities**

- Equity Promotion Strategy and Human Rights Mainstreaming Strategy;
- Advocating for the Equity and rights issues of vulnerable groups for;
- Awareness creation on rights of vulnerable groups carried out; and
- LGs technical staff and other stakeholders trained in Human Rights Based Approach to development programming.

### 3.3.3. Department of Youth and Children Affairs

#### **Responsibilities**

- Reviewing and Dissemination of Laws and policies on youth and children formulated;
- Building Capacity of the MGLSD, Local Governments and other stakeholders;
- Participation of disadvantaged children and youth in development process improved; and
- Carrying out M&E for Children activities.

## 4. THE OTHER SEMI-AUTONOMOUS INSTITUTIONS UNDER THE MINISTRY

### 4.1. Institution Of Rehabilitation Center

#### **Kampiringisa Rehabilitation Center**

Kampiringisa National Rehabilitation Center in Mpigi District was established in 1952 by ordinance Act as a Boys' Approved School to cater for boys who needed care and protection, those beyond parental control and delinquents. The Children Act Cap 59 sub section 96 transformed the school into a National Rehabilitation Centre with one wing declared for girl delinquents.

### **Objective of the centre**

The centre is to detain, retrain, rehabilitate and integrate the children taken to the centre back into the community. It caters for children between the age of 12 to 18 years. The period of stay at the centre depends on the gravity of the offence, the maximum being three years.

### **Ongoing activities at the centre**

Casework, counselling, tracing and resettlement, life skills and vocational skills training for the children, hygiene and health management, recreation, farming; opened up 19 acres of land for crop farming, spiritual development in liaison with NGOs Screening, rehabilitation and integration of street children

## **4.2. Institution Of Youth Skills Centers**

### **4.2.1. Ntawo Youth Skills Center**

## **INTRODUCTION**

Ntawo Youth and Women Skills Training Center is one of the four regional Vocational skills Training Centers directly operated and administered by the Ministry of Gender, Labour and Social Development through the Department of Youth and Children Affairs. This was as recognition of the needs to provide employable skills to Youth and Women especially from rural areas.

The Center aims at offer vocational, Livelihoods and life skills and hands-on training to the youth which can help them to start income generating activities.

## **OBJECTIVES**

- To equip youth and women with vocational hands-on skills training for gainful employment.
- To enhance self-employment- oriented skills training for youth and women to create employment and income generating opportunities.
- Provide equitable access to skills development

## **TRAINING PROGRAMME**

### **Vocational Skill Hands-On training(Category 1)**

- Tailoring
- Hair dressing
- Carpentry
- Instant skills training (Category 2)
- Entrepreneurship skills training {Compulsory to all courses}
- Life skills training/SRH
- Soap/Crisps making
- Soft skills
- Mindset change
- Motor cycle repair
- Solar Repairs

## **Achievement**

A total of 2591 youth were trained in project based vocational skills since 2015/16 to 2018/19.

#### 4.2.2. Kobulin Youth Skills Center

##### **Background**

Kobulin Youth Skills Training Centre is mandated to empower out of school youth to harness their potential through non skills development. The mandate is achieved through: on formal skills training to out school youth, entrepreneurship and life skills implemented by Kobulin youth skills training centre-Napak.

##### **Introduction**

Kobulin Youth Skills Training Centre was officially launched and Commissioned by Hon. Minister of Karamoja/First Lady Janet Kataha Museveni on 8th June 2015 to provide non- formal skills to out of school youth and also provide temporary transit facility for migrant children returning from the streets of Kampala and other towns.

##### **Overall objective**

The overall objective of Kobulin Youth Skills centre is to protect and empower the vulnerable young people for improved livelihood especially within Karamoja and Eastern Uganda.

##### **Specific objectives**

- To continue to lobby for rehabilitation, expansion of Kobulin Youth Skills Centre with furnishings and installation of necessary facilities.

- To provide transit facility, welfare, protection, psychosocial services for vulnerable children through integration and reduction of outward migration of children and youth out of Karamoja.
- To provide tailored skills training and socio-economic support to the vulnerable young people and women.

### **Expected outputs**

- Fully furnished and operational transit facility for migrant children and vulnerable children
- Reduced number of outward migration of children and youth to the streets.
- Self-reliant and productive young people as a result of skills and IGA start up support.

### **4.3. Institution Of Alternative Care Facilities**

#### **Naguru Reception Centre**

Naguru Reception Centre was established in 1959 to provide residential care for abandoned, missing, abused orphaned with no relatives, children with mentally ill or disabled parents or those whose parents were in prison.

The institution was meant to care temporarily for 25 children aged between 2 to 7 years as the parents/relatives were being traced.

The main objective of the centre is to provide safe and better care for children and expose some with no traceable parents for adoption or link to alternative care facilities for long term programmes.

#### **Licensed Care Facilities**



The Institution of Alternative Care Facilities in Uganda is dedicated to providing comprehensive care and support to vulnerable individuals, including children, the elderly, and persons with disabilities. These facilities operate under strict regulations and licensing requirements to ensure high standards of care and protection.

#### 4.4. Institution Of National Library Of Uganda

The National Library of Uganda was established by an Act of Parliament in 2003, replacing the Public Libraries Board itself established in 1964. It is the legal deposit library for Uganda.

#### **Functions Of The NLU**

- To collect, manage, preserve and disseminate Uganda's documented heritage.
- To provide local governments with policies, guidelines and standards for the management of public libraries and to oversee, inspect and guide local governments on the management of public libraries.
- To promote a reading culture in the country.
- To provide leadership in the field of library and information science in the country

#### 4.5. Institution Of Uganda National Cultural Centre

The Uganda National Cultural Centre (UNCC) is a Ugandan statutory body that was established by the Uganda National Cultural Centre Act, a 1959 Act of Parliament (amended 1965). Officially inaugurated on 2nd December 1959, it is charged with:

- providing and establishing theatres and cultural centres in the country.
- encouraging and developing cultural and artistic activities.
- providing a home to societies, groups and organisations that deal in art, culture and entertainment.

The Centre has two main components: the National Theatre and the Nommo Gallery.

The National Theatre provides a venue for stage performances of different kinds, and also serves as a cinema; the Nommo Gallery features exhibitions of works of art by both Ugandan and foreign artists.

#### 4.6. Institution Of Industrial Court

The Industrial Court of Uganda is an established Court under the Labour Disputes (Arbitration and Settlement) Act, 2006 Cap 224, (LADASA), Laws of Uganda, section 7.

The Act was assented to on 24th May 2006; and commenced on the 7th August 2006 vide a Ministerial statutory instrument.

The Court's jurisdiction is referral and its functions are to arbitrate labour disputes referred to it under the Act; adjudicating questions of law arising from references to it by any other law; and dispose of the labour disputes without undue delay.

Its jurisdiction ambit are labour disputes referred to it by a party to a dispute where a labour officer has failed to dispose of the dispute within 08 weeks under the court's regulations as requested under the Act , or disputes referred by a labour officer at the request of the party or on the officer's own volition when is unable to resolve the dispute ; or by the responsible Minister on notice of an intended withdrawal of labour within 05 days.

Appeals can also be filed against labour officers' decisions under the Employment Act.

Labour Disputes (Arbitration and Settlement) Act 2006, SI 35, 2006, Labour Disputes (Arbitration and Settlement) Act, 2006 Cap 224, Laws of Uganda, s.5.

After being in abeyance for over seven years, the court finally became operational in the latter half of 2014. This new court is a successor to the Industrial Court that was first established in 1964 under the legal regime created by the Trade Disputes (Arbitration and Settlement) Act.

The new Industrial Court, however, is a novel entity: designed to acknowledge and address the new and different challenges presented by a Uganda that, since the mid-sixties, has fundamentally transformed.

Changes in the economic landscape, both nationally and regionally, call for increased efficiency and enhanced quality in Government service delivery.

And efficiency and quality are attained partly through cost-cutting and specialization.

### **Why the court exists**

To Provide a platform for people to equitably express their labour grievances as to achieve equal opportunity in employment in Uganda

#### **4.7. Institution Of National Council for Older Persons**

The National Council for Older Persons, a semi-autonomous body was established by the National Council of Older Persons Act 2013. This Council is mandated to guide, monitor and advise all stakeholders on quality service delivery to older persons as provided for in the National Policy on Older Persons in Uganda 2009 and the National Objectives and Directive Principles of State Policy Objective VII of Constitution of Uganda which stipulates, “The State will make reasonable provision for the welfare and maintenance of the aged”

### **Composition of the National Council for Older Persons:**

- two older persons, male and female from each region elected by the district executive committees of older persons;
- one representative of Non-Governmental Organisations working with older persons appointed by the Minister in consultation with the National Network for Organisation of Older Persons;

- one geriatrician experienced in managing diseases of older persons, appointed by the Minister in consultation with the National Network for Organisations of Older Persons;
- one social gerontologist, experienced in managing socio economic aspects of older persons appointed by the Minister in consultation with the National Network for Organisation of Older Persons;
- one representative from the following government Ministries, as ex-officio members—
- Ministry responsible for gender, labour and social development;
- Ministry responsible for health;
- Ministry responsible for public service;
- Ministry responsible for finance, planning and economic development; and
- Ministry responsible for local government.

**Functions of National Council for Older Persons are:**

- to act as a body at national level through which the needs, problems, concerns, potentials and abilities of older persons can be communicated to government and its agencies.
- to monitor and evaluate the extent to which Government, NGOs and the private sector include and meet the needs of older persons in their planning and service delivery
- to act as a co-coordinating body between Government departments, other service providers and older persons.
- to solicit for and acquire funds and other resources from Government and development partners for use in the performance of the national council's functions.

- to advocate for the promotion of and encourage activities and individuals for the promotion and development of programmes and projects designed to improve the lives and situation of older persons
- to carry out or commission surveys and investigations in matters or incidents relating—
- to violation of rights of older persons;
- to non-compliance with policies, programmes; and
- to take appropriate action in relation to the surveys and investigation or refer the matter to the relevant authority.
- to hold annual general meetings of representatives from district councils for older persons for the purpose of reviewing the council's performance and plan for the subsequent year
- to assist the Electoral Commission to ensure the conducting of free and fair elections of representatives of older persons to the respective local government councils
- to perform any other function relating to the foregoing or conducive or incidental to the carrying out of the objects of the national council as the Minister may determine.

#### **On-going activities:**

- advocacy for equal opportunities
- protection of older persons rights
- coordination and networking with stakeholders
- provision of support to electoral process for election of older persons
- advocacy for access to age friendly services, economic empowerment and financial inclusion, legal representation and other public services

- monitoring and evaluation of mainstreaming of older persons issues in laws, policies, plans and programmes of government, CSOs/NGOs and private sector
- Raising awareness on, and against Ageism.

#### 4.8. Institution Of National Children Authority

##### **Establishment and Mandate of the Authority**

The National Children Authority (NCA) was established in May 2016 by the Children (Amendment) Act 2016 No. 9 “to provide a structure and mechanism, which will ensure proper co-ordination, monitoring and evaluation of policies and child rights programs relating to the survival, development, protection and participation of the child and for other connected matters”.

##### **The Vision**

A Uganda where Children’s Rights and responsibilities are observed and fulfilled by all and Mission of the Authority is Contribute to the improvement of quality of life of the Children of Uganda through protection of children rights.

##### **Goal**

To Increase planning, coordination, monitoring and evaluation of implementation of child survival and development, child protection, and child participatory Laws, Policies and Programs at all level

##### **The functions of the Authority are to:-**

- Advise the Government on the formulation of a National Child Protection Policy and Child Rights Programmes;
- Create a awareness, on the right of a child to be protected from abuse and develop methods of preventing child abuse;

- Consult the relevant ministries, local authorities, districts and divisional, public and private sector organizations and recommend all such measures as are necessary, for the purpose of preventing child abuse and for protecting and safeguarding the interests of the victims of such abuse;
- Recommend legal, administrative or other reforms required for the effective implementation of the national policy for the prevention of child abuse;
- Monitor the implementation of laws relating to all forms of child abuse;
- Monitor the progress of all investigations and criminal proceedings relating to child abuse;
- Recommend measures to address the humanitarian concerns relating to children affected by armed conflict and the protection of such children, including measures for their mental and physical well-being and their re-integration into society;
- Take appropriate steps where necessary for securing the safety and protection of the children involved in criminal investigations and criminal proceedings;
- Receive complaints from the public relating to child abuse and where necessary, to refer such complaints to the appropriate authorities;
- Advise, co-ordinate and assist the government and local authorities, and nongovernmental organizations in campaigns against child abuse;
- Prepare and maintain a national data base on children;

#### 4.9. Institution Of The National Women's Council

The National Women's Council (NWC) is an autonomous body, established by the National Women's Council ACT 1993 (cap 318). Its objective is to bring all women of Uganda together for development purposes, irrespective of their religion, tribe, origin, status or political affiliation.

The National Women's Council is a national machinery mandated to organize and unify all women of Uganda who actively contribute to sustainable community and national development through promotion of peace, accountability, justice and self-development through training, sensitization, networking, lobbying, advocacy and provision of micro-finance credit services

The establishment of the councils provided an independent and united forum through which women could participate in decision making process and also provided a channel through which social economic amenities could reach the women particularly those at the grassroots.

**Vision:**

To organize and unify women of Uganda who actively contribute to sustainable community and National development

**Mission:**

To organize and support the development of women of Uganda to enhance their contribution to sustainable social and economic development

**Objectives**

- To organize the women of Uganda in a unified body;
- To engage women of Uganda in activities that is of benefit to them and the nation.

## 5. MINISTRY MANAGEMENT INFORMATION SYSTEMS: PURPOSES AND DEPARTMENTS

### 5.1. Occupational Safety and Health MIS

#### About The MIS



The Occupational Safety and Health Department (OSHD) is in the Directorate of Labour, Employment and Occupational Safety and Health in the Ministry of Gender, Labour and Social Development. The Department administers and enforces the Occupational Safety and Health Act, No.9, 2006 and its Subsidiary Legislation. The Department houses the National Authority for the implementation of the Chemical Weapons Convention (CWC) in liaison with the Organisation for the Protection of Chemical Weapons (OPCW) Technical Secretariat.

### **Mission**

Ensure the existence of Safety and Health at all Workplaces and Work Environment.

### **Mandate**

Evaluating and controlling the physical, chemical, physiological, social, and technical factors that affect a person at work and the working environment.

### **Objectives:**

- Minimize occupational accidents, diseases and injuries.
- Promote good health of the worker at the workplace.
- Promote good working conditions.
- Promote construction of safe and healthy workplaces.
- Promote awareness of Occupational Safety and Health among Workers, Employers and the General Public through training and awareness campaign.

## **5.2. Orphans And Other Vulnerable MIS**

### **Department: Child and Family Protection**

**Purpose:** The Orphans and Other Vulnerable Children Management Information System (OVCNIS) serves to monitor and evaluate the needs, service provision, and utilization of services for orphans and vulnerable children (OVC) and their households.

It is designed to ensure that the needs of OVC and vulnerable households are identified, adequate services are provided meeting national quality standards, and these services are effectively utilized, leading to improved quality of life for OVC and vulnerable households.

### **OVC MIS Components and Indicators:**

**OVC Indicators:** Includes UNAIDS National OVC Policy & Planning Effort Index and other OVC indicators measuring needs, service provision, and utilization across 10 core program areas at national, local government, service provider, and household levels.

**UNAIDS National OVC Policy and Planning Effort Index:** A self-assessment tool containing 8 components required to create an enabling environment for a national response to the crisis facing OVC.

**National, Local Government, Service Provider, and Household Level OVC Indicators:** Measure outcomes, local government capacity, service provision, and household demographics and needs.

**OVC MIS Modules:** Include modules for local government capacity, service provision and utilization, household needs, and children/babies home data collection.

**Standard Reports:** Generate national and district-specific reports for all indicators, including GIS maps for geographic analysis.

### **5.3. External Employment MIS**

**Department:** Department of Employment Services

**Purpose:** The External Employment Management Information System (EEMIS) falls under the Department of Employment Services within the Ministry of Gender, Labour, and Social Development. It aims to regulate and manage labour migration from Uganda

by enforcing rules and regulations governing the recruitment of Ugandan migrant workers abroad.

### **Key Functions and Features:**

**Regulation of Labour Migration:** Oversees the recruitment process of Ugandan migrant workers abroad, ensuring compliance with regulations.

**Coordination of Stakeholders:** Coordinates with licensed labour export companies, the Joint Intelligence Committee, Uganda Missions abroad, Ministry of Foreign Affairs, and Entebbe International Airport to facilitate smooth execution of labour migration processes.

**Data Collection and Management:** Strengthens the collection, management, and analysis of labour migration data to enhance regulation and decision-making.

**Integration with LMIS and LMIAS:** Forms part of a broader Labour Management Information System (LMIS) and Labour Market Information and Analysis Systems (LMIAS) being developed by the Ministry.

## **5.4. Remand Home MIS**

### **Department: Child and Family Protection**

**Purpose:** The Remand Homes Management Information System (RHMIS) is an IT e-Government system developed to monitor activities and welfare of children in remand homes in Uganda. It falls under the purview of the Ministry of Gender, Labour, and Social Development, which is primarily responsible for children in conflict with the law in Uganda.

### **Key Features and Functions:**

**Legal Framework Compliance:** Ensures compliance with international treaties and the Uganda Children Act regarding the rights and treatment of children in conflict with the law.

**Collaboration with Partners:** Works in partnership with the Uganda Police Force and the Judiciary of the Republic of Uganda to address the needs of detained children.

**Monitoring Remand Home Activities:** Monitors activities within the four remand homes located in Fort Portal, Gulu, Naguru, and Mbale, as well as the Kampiringisa National Rehabilitation Centre.

**Welfare Tracking:** Tracks the welfare of detained children to ensure they receive appropriate care and support during their time in remand homes.

**Data Management:** Collects and manages data related to the activities and welfare of children in remand homes, facilitating informed decision-making and policy development

## 5.5. [Alternative Care MIS](#)

### **Department: Child and Family Protection**

**Purpose:** The Alternative Care Management Information System (ACMIS), known as Children First software, is an online system designed to manage alternative care for children in Uganda. It is implemented under the supervision of the Ministry of Gender, Labour, and Social Development, specifically within the Child and Family Protection Department.

### **Key Features and Functions:**

**Permanency Planning Module:** Allows alternative care facilities to identify and manage plans for achieving the best family-based outcome for registered children. This includes reunification with the biological family, domestic adoption, and international adoption.

**Placement Module:** Facilitates the connection between children in need of a home and suitable families, expediting the placement process into permanent families. This module aims to minimize the costs and adverse effects of prolonged stays outside parental care.

**Online Platform:** Utilizes an online platform for data management and communication between participating facilities, government agencies, and stakeholders involved in alternative care provision.

**Streamlined Process:** Streamlines the process of identifying suitable permanent placements for children, ensuring timely and appropriate care arrangements.

**Cost and Efficiency Benefits:** Aims to reduce costs associated with prolonged stays in institutional care while promoting the well-being and stability of children through placement in loving families.

## 6. THE CURRENT PROJECTS RUNNING UNDER THE MINISTRY AND WHAT THEIR OBJECTIVES ARE.

### 6.1. Uganda Women Entrepreneurship Programme (UWEP)

#### **Programme Goal**

The overall goal of the Programme is to empower Ugandan women to improve their income levels and their contribution to economic development.

#### **Specific Objectives;**

- To strengthen the capacity of women for entrepreneurship development
- To provide affordable credit and support access to other financial services to enable women establish and grow their business enterprises
- To facilitate women's access to markets for their products and services

- To promote access to appropriate technologies for production and value addition
- To strengthen Programme management and coordination

## 6.2. GROW project

### **Objective**

The objective of the GROW project is to increase access to entrepreneurial services that enable female entrepreneurs to grow their enterprises, sustain self-employment, and create more jobs. This initiative responds to the needs of women entrepreneurs who seek to expand their businesses and contribute to economic growth, particularly in targeted locations, including refugee-hosting districts (RHDs).

## 6.3. The Youth Livelihood Programme (YLP)

### **Objectives of YLP**

The Programme Development Objective (PDO) is to empower the target youth to harness their socio-economic potential and increase self-employment opportunities and income levels.

### **Specific Objectives:**

- To provide youth with marketable vocational skills and tool kits for self-employment and job creation.
- To provide financial support to enable the youth establish Income Generating Activities (IGAs).
- To provide the youth with entrepreneurship and life skills as an integral part of their livelihoods.
- To provide youth with relevant knowledge and information for attitudinal change (positive mind set change).

#### 6.4. Chemical Safety and Security Project (CHESASE)

##### **Objectives**

- Strengthening Effective Detection, Prevention, and Response of CBRNE Incidents
- promotion of education and awareness on effective detection, prevention and response of chemical, biological radiological, nuclear and explosive terror and related incidents attacks among stakeholders and general public
- strengthening coordination mechanisms in effective detection, prevention and response of chemical, biological radiological, nuclear and explosive terror and related incidents attacks.

#### 6.5. The Green Jobs

##### **Objectives of the Green Jobs and Fair Labour Market Programme:**

- Addressing Job Creation Challenges
- Promoting Environmentally Sustainable Jobs
- Encouraging Green Skills Acquisition