



International
Labour
Organization

NATIONAL ACTION PLAN (2021-2023)
FAIRWAY PROJECT- UGANDA

December, 2020

Outcome 1 -Private sector, employers' and workers' organizations engaged for decent work for migrant workers					
Outputs/activities	Timeline			Responsible Institutions	Remarks
	2021	2022	2023		
Output 1.1: Employers' organizations and private sector are supported to ensure decent work in countries of origin and destination					
Activity 1.1.1 Develop training manual on recruitment processes and due diligence measures.				MGLSD and UAERA	
Activity 1.1.2 Conduct 2 Training of Trainers on recruitment processes and due diligence measures.				MGLSD and UAERA	
Activity 1.1.3 Roll out training for over 4000 company personnel including supervisors in the destination countries on the recruitment process and due diligence measures.				MGLSD and UAERA	
Activity 1.1.4 Conduct a benchmark survey (physical visit or online) and come up with decent work intervention measures to be piloted.				MGLSD, UAERA, FUE, NOTU and COFTU	

Activity 1.1.5 Support implementation of identified pilot intervention measures.				MGLSD, UAERA, FUE, NOTU and COFTU	
Activity 1.1.6 Train private recruitment agencies on fair recruitment practices including on ILO general principles and guidelines for fair recruitment; Business and Human Rights.				ILO, MGLSD, PLA, UAERA.	
Activity 1.1.7 Support private recruitment agencies in reviewing their internal labour recruitment policies.				ILO, MGLSD, UAERA, FUE, NOTU, COFTU, PLA, IOM MoFA, MoIA, Media houses	
Activity 1.1.8 Mass awareness campaigns on labour migration recruitment processes.				MGLSD, PLA, UAERA, FUE, NOTU, COFTU, MoFA, MoIA, Media houses	
Activity 1.1.9 Develop a monitoring and evaluation strategy for fair recruitment.				MGLSD, ILO, PLA, UAERA, FUE, NOTU, COFTU, MoFA, MoIA, IOM, Media houses	
Activity 1.1.10 Support review of existing national policies and laws on labour migration.				MGLSD, ILO, PLA, UAERA, FUE, NOTU, COFTU, MoFA, MoIA, IOM.	
Activity 1.1.11 Strengthen the collaboration between employers' organizations and UAERA.				FUE, UAERA	
Activity 1.1.12 Support the establishment of network with the employer's organization in the countries of destination.				FUE, UAERA, MGLSD, MoFA	
Activity 1.1.13 Support social dialogue between Employers' organization in Uganda and those in CoD.				FUE, UAERA, MGLSD, MoFA	
Output 1.2 Increased representation of migrant workers in worker's organizations and across labour migration corridors					

Activity 1.2.1 Support cooperation between workers' organizations in Uganda and those in Arab States.				MGLSD, MoFA, NOTU, FUE, PLA, COFTU, MFPED	
Activity 1.2.2 Organize migrant workers into unions and associations for increased participation in Workers' organization and engagement of the unions in policy dialogue and safe migration campaigns.				MGLSD, MoFA, NOTU, FUE, PLA, COFTU, MFPED	
Activity 1.2.3 Support awareness sessions for the migrant workers on the importance of their participation in the issues of workers' organizations.				MGLSD, MoFA, NOTU, FUE, PLA, COFTU, MFPED	
Outcome 2 - Gender-responsive policy frameworks are developed or strengthened for fair recruitment and decent work and regulatory compliance					
Outputs/activities	Timeline			Responsible Institutions	Remarks
	2021	2022	2023		
Output 2.1: Regional and inter-regional tripartite dialogue held on specific fair migration topics based on good practices and solid evidence					
Activity 2.1.1 Support participation of tripartite parties in regional and inter-regional tripartite dialogues on specific fair migration topics.				ILO, tripartite parties	
Output 2.2: Tripartite actors capacitated for strengthening regulatory and policy frameworks at national level					

Activity 2.2.1 Review Guidelines on the Recruitment and Placement of Uganda Migrant Workers Abroad.				MGLSD, UAERA, MIA, MoFA, Workers' Union, ILO, IOM	
Activity 2.2.2 Support activities towards ratification of Conventions Nos. 97,181, and 88.				All stakeholders	
Activity 2.2.3 Support monitoring visits by the BLA Joint Technical Implementation Committee to destination countries.				MGLSD, MoFA, MIA, JIC, NOTU, COFTU, FUE	
Activity 2.2.4 Support negotiation and development of at least two BLAs with new CoD and review of existing BLAs.				MoFA, MGLSD, UAERA, Workers' Unions, ILO, IOM.	
Outcome 3 - Diminished discriminatory attitudes towards women and men migrant workers					
Outputs/activities	Timeline			Responsible Institutions	Remarks
	2021	2022	2023		
Output 3.2: Media sensitized to labour recruitment and forced labour issues for balanced and evidence-based reporting					
Activity 3.2.1 Contextualize the ILO media tool kit on <i>Reporting on Forced Labour and Fair Recruitment</i> .				ILO, MGLSD, MoIA, CSOs, Media houses.	
Activity 3.2.2 Conduct sub-national regional Sensitization and trainings on labour migration for media houses.				ILO, MGLSD, MoIA, CSOs, Media houses.	

Outcome 4 - Migrant workers have access to information and support services throughout the migration cycle					
Outputs/activities	Timeline			Responsible Institutions	Remarks
	2021	2022	2023		
Output 4.1 Strengthened capacity of labour administrators and social partners to deliver information and assistance to migrant workers.					
Activity 4.1.1 Conduct pre-decision information campaigns at community level and support pre-departure orientation training.				MGLSD, Social Partners, PLA, MOES, MFPED,	
Activity 4.1.2 Media campaigns for safe labour migration channels and Anti-Human Trafficking.				MGLSD, MoIA, Social Partners, PLA, MOES, MFPED,	
Activity 4.1.3 Capacity building for labour administrators (MGLSD) (training on various labour migration topics; equipment, technology, etc).				MGLSD	
Activity 4.1.4 Support advocacy for increased budget allocation of the external employment unit.				MGLSD, Social Partners, PLA, MFPED,	
Activity 4.1.5 Support establishment/ strengthening of a support centre for migrant workers and provision of relevant support services to migrant workers before and upon return.				MGLSD, Social Partners, PLA, MFPED,	
Output 4.2: Low-skilled migrant workers have access to skills development and recognition opportunities					
Activity 4.2.1 Build capacity (training) of public employment services to provide access to skills training to migrant workers				MGLSD, MoES, MFPED, Social Partners, PLA	

Activity 4.2.2 Provide entrepreneur skills training to the returning migrant workers.				MGLSD, MoES, MFPED, Social Partners, PLA	
Activity 4.2.3 Provide capacity building of stakeholders including social partners to provide financial literacy.				MGLSD, MoES, MFPED, Social Partners, PLA	

ACRONYMS:

1. COFTU – Central Organization of Free Trade Unions
2. FUE - Federation of Uganda Employers
3. ILO - International Labour Organisation
4. IOM – International Organization for Migration
5. MFPED - Ministry of Finance, Planning and Economic Development
6. MGLSD - Ministry of Gender, Labour and Social Services
7. MoES- Ministry of Education and Sports
8. MoFA- Ministry of Foreign Affairs
9. MoIA - Ministry of Internal Affairs
10. NOTU – National Organization of Trade Unions
11. PLA - Platform for Labour Action
12. UAERA - Uganda Association of External Recruitment Agencies