



THE REPUBLIC OF UGANDA

IN THE MATTER OF THE CONSTITUTION OF THE REPUBLIC OF UGANDA AND  
THE LOCAL GOVERNMENTS ACT CAP 243

CONDITIONAL GRANT UTILIZATION AGREEMENT UNDER THE PROGRAMMES  
OF  
HUMAN CAPITAL DEVELOPMENT AND  
COMMUNITY MOBILIZATION AND MINDSET CHANGE

FOR FINANCIAL YEAR 2024/2025

BETWEEN

MINISTRY OF GENDER, LABOUR AND SOCIAL DEVELOPMENT

AND

LOCAL GOVERNMENTS

**THIS Agreement** is made this 7<sup>th</sup> day of **September 2023** between the **Ministry of Gender, Labour and Social Development (MoGLSD)** of P.O. Box 7136, Kampala (hereinafter referred to as the **"First Party"**) of the one part and which expression where the context so permits shall include its assignees, representatives and anyone acting under its authority and **the Local Governments (LGs)** represented by Uganda Local Government Negotiation and Advocacy Team (UNAT) of c/o P.O. Box 23120 or P. O. Box 23092 Kampala (hereinafter referred to as the **"Second Party"**) of the other part and where the context so permits shall include its assignees, representatives and any one acting under its authority. For purpose of this Agreement, the two shall be jointly referred to as **"the Parties"**.

**Preamble:**

Article 193(3) of the Constitution of the Republic of Uganda and Section 83(3) of the Local Governments Act Cap 243 provide "Conditional grants shall consist of monies given to Local Governments to finance programmes agreed upon between the Government and Local Governments and shall be expended only for purposes for which it was made and in accordance with the conditions agreed upon". The above provision requires the expenditure of the conditional grants in accordance with the conditions agreed upon and this necessitates for the Local Governments to interface with the line ministries (Government) to agree upon programmes and the conditions.

Pursuant to the above, the Uganda Local Governments Association (ULGA) and Urban Authorities Association of Uganda (UAAU), acting on behalf of the Local Governments

(LGs), established the Uganda Local Governments Negotiation and Advocacy Team (UNAT) in 2004 with an aim of representing them and negotiating on their behalf, with the programmes and conditions for Conditional Grants utilization.

The Negotiations are organized and chaired by the Local Government Finance Commission (LGFC). They are witnessed by the Office of the Prime Minister (OPM); Ministry of Local Government (MoLG); Ministry of Finance, Planning and Economic Development (MoFPED); Ministry of Public Service (MoPS); Equal Opportunities Commission (EOC); the National Planning Authority (NPA) and selected Civil Society Organizations (CSOs).

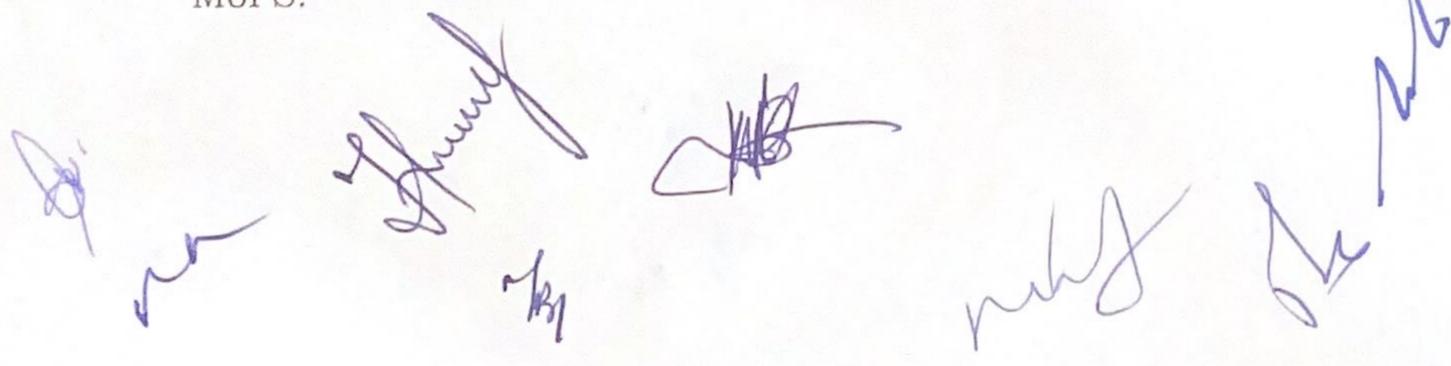
**WHEREAS;**

1. The MoGLSD has the statutory responsibility of policy, setting standards, inspection, support supervision, monitoring, regulation, coordination, mentoring, and provision of technical guidance to LGs in the implementation of Government programmes.
2. The LGs are the implementers of Government programmes within their locality and jurisdiction in accordance with the Constitution of the Republic of Uganda 1995 and the Local Governments Act (Cap 243).
3. Both parties have a common objective of implementing agreed upon conditions for expenditure of the conditional grants.

**NOW THEREFORE**, having deliberated, do hereby agree to work together towards achieving the above common goal and in so doing, the Parties agree to be bound by the terms and conditions as stipulated here below.

**Agreement**

- a) The Agreement shall come into effect on the date of last endorsement of signature to this agreement and shall run during budget formulation and implementation for Financial Year 2024/2025.
- b) Modification of the terms and conditions of this Agreement shall only be made by written and signed Agreement between the Parties hereto.
- c) None of the parties to this agreement shall be held liable on any of their obligations herein if owing to an occurrence or event beyond their control or reasonable foresight and without negligence on their part, execution of this Agreement has been rendered impossible. In such circumstances, the parties shall mutually agree on the appropriate way forward.
- d) Failure to implement any of the provisions of this Agreement by any of the parties shall be communicated to the affected party by the defaulting party within two (2) months from the date of failure to implement. The notification shall clearly state the reasons for failure and shall be delivered at the duly appointed and known address of the LGFC, with copies to ULGA, UAAU, MoLG, MoFPED, NPA, OPM and MoPS.



## **PURPOSE**

The purpose of this agreement is to define the sub-programs and the conditions for the expenditure of the conditional grants for the Financial Year 2023/2024 in the Community Mobilization and Mindset Change Program.

## **Mid-term Review**

The Parties shall have a mid-term review to discuss the progress in implementation; highlight challenges faced and make recommendations to improve the performance. This review shall be organized with the following framework:

- 1) There shall be a Joint Technical Committee (JTC) comprising of Fourteen (14) members drawn in the following ratios;
  - a) Local Governments Finance Commission: 2
  - b) Uganda Local Governments Association: 2
  - c) Urban Authorities Association of Uganda: 2
  - d) Ministry of Gender, Labour, and Social development: 2
  - e) Office of the Prime Minister: 1
  - f) Ministry of Finance Planning and Economic Development: 1
  - g) Ministry of Local Government: 1
  - h) Ministry of Public Service: 1
  - i) National Planning Authority: 1
  - j) Equal Opportunities Commission: 1
- 2) The LGFC shall be the Chair and Secretariat of the Joint Technical Committee.
- 3) The JTC shall sit once a year at a time and place determined and communicated by the LGFC.
- 4) The Joint Technical Committee shall execute the following tasks.
  - a) Oversee implementation of the agreements and monitor the progress of either party.
  - b) Ensure that the Agreements are disseminated to all stakeholders.
  - c) Conduct a mid-term review of the implementation process so as to obtain feedback and disseminate it to the parties.
  - d) Identify the non-complying parties and make recommendations to MoFPED, OPM and MoLG for appropriate actions.
  - e) Handle any other upcoming issues.
  - f) The JTC shall report to the respective Policy Organs of their Institutions.

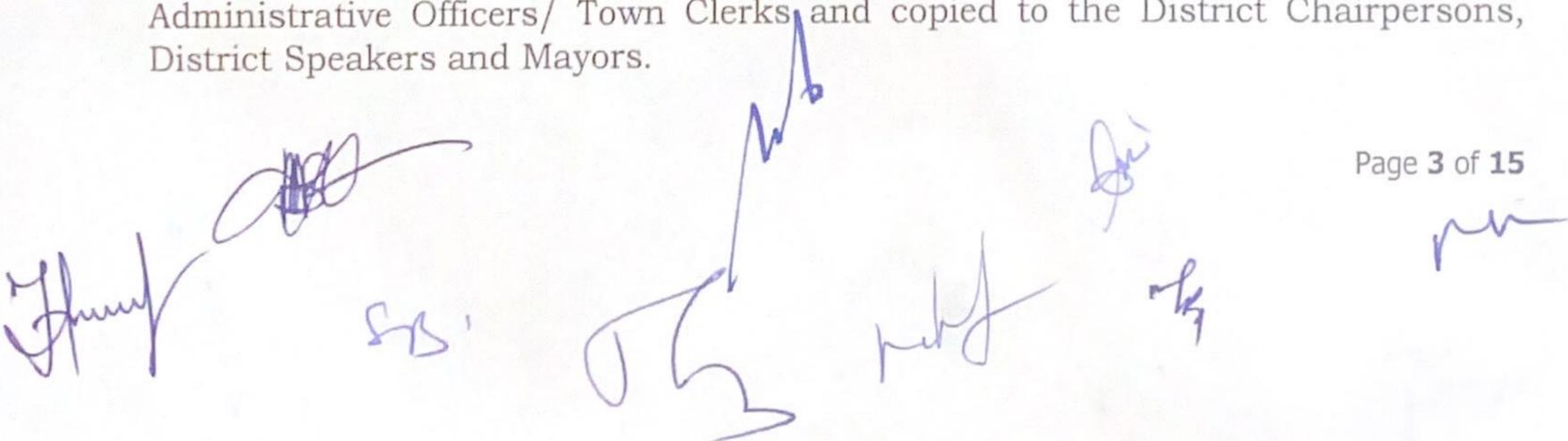
## **GENERAL OBLIGATIONS OF THE PARTIES**

The Parties shall perform the services and carry out their obligations with all due diligence, efficiency and economy.

## **OBLIGATIONS OF THE MINISTRY OF GENDER, LABOR, AND SOCIAL DEVELOPMENT**

### **The Ministry shall:**

- a) Prepare and disseminate the final sub-program grant budget and utilization guidelines for (FY 2024/2025) to LGs through circulars addressed to the Chief Administrative Officers/ Town Clerks and copied to the District Chairpersons, District Speakers and Mayors.

The bottom of the page contains several handwritten signatures and initials in blue ink. On the left, there is a large signature that appears to be 'G. H. ...'. To its right are the initials 'S.S.'. Further right is a signature that looks like 'O. H. ...'. Next to it is another signature, possibly 'M. ...'. To the right of that is a signature that looks like 'S. ...'. On the far right, there is a signature that looks like 'M. ...'. The page number 'Page 3 of 15' is printed in the bottom right corner.

- a) Include the signed agreement for the FY 2024/2025 as an annex to its Ministerial Policy Statement and provide a report to the Committee of Parliament for Gender, Labor and Social Development, regarding the agreed positions reached with UNAT during the negotiations.
- b) Communicate the issues agreed upon in the negotiations for Local Governments to implement in their respective program through circulars addressed to the Chief Administrative Officers/ Town Clerks and copied to the District Chairpersons, District Speakers and Mayors.
- c) Ensure timely response to issues raised by the Local Governments, Local Government Associations and Local Government Finance Commission.
- d) Ensure adequate involvement and participation of the Local Governments during its program reviews, prioritizing regional representation.
- e) Invite and provide a slot to the Local Government Associations (ULGA and UAAU) to make a presentation on the key issues affecting service delivery in the Community Mobilization and Mindset Change Programme reviews.
- f) Involve the LGs in service delivery decision making (policy development, review and development of guidelines).
- g) Report on the progress of their undertakings to the LGFC in writing so that information can be shared.
- h) Implement its obligations in accordance with this agreement.

### **Obligations of the Local Governments**

#### **Local Governments shall:**

- a) Through their Constituent organizations (ULGA and UAAU) disseminate the agreements to their members;
- b) Implement the agreed obligations in accordance with this agreement and the guidelines issued by the MoGLSD;
- c) Ensure timely response to issues raised by the MoGLSD;
- d) Provide timely and accurate data on their plans, achievements and status on programme implementation to the MoGLSD;
- e) Adhere to the Conditional Grant Utilization Guidelines issued by the MoGLSD and as agreed during the negotiations;
- f) Ensure timely submission of Monitoring and Inspection reports to the MoGLSD; and
- g) Ensure timely submission of the quarterly performance reports to the MoGLSD.

### **SPECIFIC OBLIGATIONS OF THE PARTIES**

#### **1. Gender and Social Protection- Youth Grant**

LGs expressed concern that institutional support to the District/City/Municipality Youth Councils was inadequate. They reported that MoGLSD only supported capacity building and orientated 17 District /City/Municipal Youth Council Leaders on the implementation of the Orientation Strategy for Youth Councils across the country representing 9% of the LGs. The Youth Councils in other rural and urban LGs did not benefit from the UGX 3 million grant for institutional support for the youth.

LGs further noted that the Municipalities were not represented on the National Youth Council, yet the Municipalities and Cities host so many youth due to rural -urban migration, hence they should be allocated resources. This called for amendment of the law and the Ministry should spearhead and provide leadership in amendment processes.

MoGLSD reported that the Capacity building was executed by the National Youth Council (NYC) National Secretariat. However, respective sub-regions of the Country were fully served. For example, the Districts, Municipalities and Cities within Lango sub-region were all hosted in Lira City. The total number of District/City/municipality Youth leaders oriented was 2,222 including all District, City, Municipality Youth Executive Committees and District Youth Councilors.

**It was agreed that:**

- a) **MoGLSD shall spearhead amendment of the National Youth Council Act to provide for representation of Cities and Municipalities at the National Youth Council as part of the amendments to be considered as a result of the Rationalization of Government Agencies.**
- b) **MoGLSD shall consult LGs and the National Youth Council structures to contribute to the issues to be considered in the amendments.**
- c) **MoGLSD through the National Youth Council shall continue to undertake capacity building to youth leaders in the Districts, Cities and Municipalities in line with the Youth Participation Strategy.**

## **2. Women Councils**

LGs noted that:

- i. There were no Women Councils at the Municipality and City levels as it was the case at the District level. Women's issues in Municipalities and Cities were not deliberated upon by the District Women Councils (DWCs).
- ii. The DWCs were operating illegally because their term of office expired. They held meetings, continued to draw funds and the chairperson of DWC continued to be a member of the PDM committee etc which could be legally challenged. The MoGLSD was expected to follow up with the Electoral Commission to ensure that new DWCs are legally put in place.

MoGLSD reported that:

- i. The National Women Council Act 1993 Cap 318 only provided structures at Village, Parish, Sub-County, Towns City, Municipality Divisions and the District Level but not at Municipality level. It was therefore not possible to conduct such elections unless the law was amended to provide for leadership structures at Municipality Level.
- ii. Elections for new DWCs were expected to be carried out together with those of the Local Councils. The Ministry had received guidance from the Attorney General on preparation of an instrument to extend the term of the Women Councils, and would communicate to LGs once the instrument is ready.
- iii. The special interest groups were being catered for but the Ministry was facing budget cuts from MoFPED
- iv. MoFPED had been directed to reinstate the UGX 4 bn annual budget for the National Youth Council for FY 2023/24.

- v. MoGLSD is providing technical support to LGs which are developing ordinances on Street Children for their respective LGs. The function of child and family protection is one of the critical mandates and responsibilities of the LGs, with guidance and support from the Central Government.

**It was agreed that :**

- a) **MoGLSD shall spearhead amendment of the National Women Council Act 1993 to provide for Women Councils in the Cities and Municipalities as part of the amendments to be considered as a result of the Rationalization of Government Agencies.**
- b) **MoGLSD shall consult LGs and the National Women Council structures to contribute to the issues to be considered in the amendments.**
- c) **MoGLSD shall fast-track the instrument for extension of the term of office for the present Women Councils in line with the guidance obtained from the Attorney General.**

### **3. District/Urban Conditional Grant**

Local Governments reported that the grant was subdivided into 12 interest sectors. These were youth councils (12%), women councils (9.2%), council for disability (5%), council for older persons (5%), libraries (3.7%), probation and welfare (10%), community-based rehabilitation (5%), community development (5%), special grant for PDWs (20%), IOCLEW (15.1%), Labour (5%), Gender & Culture (5%). However, the grant given to cater for all these interest groups was too little to make meaningful impact. For example, Lugazi Municipality received UGX 7million a quarter to be distributed to the above groups. Some sectors therefore received as little as UGX 217,000 per quarter.

It was noted that in a Local Government setting, DCDOs were reported to handle more issues than any other office yet the lowest carder received UGX 30,000 per quarter for office operations. The budget had stagnated at UGX 7.6 bn for the last 7 years.

MoGLSD reported that the allocation to the Social Development Conditional Grant had stagnated at Ushs 7.64Bn despite engagements with MoFPED to scale it up. Discussions for the planning cycle for FY 2024/2025 had commenced and hoped that through these discussions additional resources would be provided.

**It was agreed that:**

- a) **LGs shall adhere to the guidelines provided by the MoGLSD in the utilisation of the grant.**
- b) **MoGLSD shall as a matter of priority advocate for enhancement of the Conditional Grant for Social Development for FY 2024/25.**

### **4. Social Assistance Grant for Empowerment (SAGE)**

It was reported that:

- i. SAGE was given to older persons aged 80 years and above. This contradicted Uganda's life expectancy making most older people such as those aged 65 -79 years miss out on this grant.
- ii. The grant which translated into a monthly stipend of UGX 25,000 per person was too little to cater for the beneficiaries' growing needs.
- iii. The challenge of correcting errors on beneficiaries' National Identity Cards to enable them receive payments continued to affect access to the grant by many. It was estimated that correcting errors on National Identity Cards countrywide

required approximately UGX 8bn. NIRA should consider this a matter of national importance by waiving off fees charged (UGX, 380,000) to correct errors to enable enrollment of eligible beneficiaries who are currently not benefiting.

- iv. MoGLSD continued to engage Ministry of Internal Affairs and Ministry of Justice and Constitutional Affairs for a waiver of the fees charged for correcting errors on National IDs but this wasn't granted. Using its own resources and with additional support from WFP, the Ministry had supported up to 4,329 older persons in Sheema, Kakumiro, Ngora, Moroto, Kotido, Abim and Kaabong to commence the process of correcting errors with completion of statutory declarations. These were being logged with URSB and NIRA for finalization.
- v. Some SAGE beneficiaries were incapacitated and unable to move to service centers on the day that was programmed by the bank to pay out to the beneficiaries. LGs suggested an increase in the number of days to two. However, it was noted that increasing the number of days would translate into increased facilitation for the bank which would in turn increase the administrative costs for delivering the programme. MoGLSD was requested to consider innovative ways for beneficiaries to receive their moneys such as through mobile money. MoGLSD reported that the use of Mobile money was earlier considered but was abused by some LGs, hence it was put on halt.
- vi. MoGLSD continued to engage Government on lowering age of SAGE eligibility and increasing the benefit amount. However, the proposal had significant financial implications. For instance, lowering age of eligibility to 75 years would cost Ushs192.69Bn of which Ushs121.1Bn was already available for implementing SAGE, leaving a shortfall of Ushs71.49Bn. Similarly, increasing grant to at least Ushs30,000 with the current target of 80 years and above creates an additional funding requirement of Ushs37.7Bn. If combined with lowering to age to 75 years, this increases the budget shortfall to Ushs94.8Bn
- vii. SAGE guidelines allow a registered alternative person to receive the money from the pay point on behalf of the beneficiary, although this is prone to abuse by some LGs.
- viii. LGs lacked resources to manage the programme which required mobilization of beneficiaries through wide publicity, reaching out to communities to verify beneficiaries and helping them to fill the required documentation among other things.
- ix. Parliament had swept 30bn/= off budget but MoFPED was preparing a supplementary budget in this regard which could be communicated in a week's time.
- x. On operational funds, the programme has been providing allowances to DLG staff (DCDOs, Parish Chiefs, CDOs, SCDO, and CAO/TC) totaling to Ushs2.8Bn annually. The Ministry had worked out the IPFs for the transfer of these funds to the LGs. MoGLSD, however, expressed concern about the likelihood and the risk of some local governments diverting the funds for other purposes other than SAGE activities.

It was agreed that:

- a) LGs shall use the provisions in the SAGE Guidelines on alternate beneficiaries to receive funds on behalf of SAGE beneficiaries who can't come to the pay points.
- b) MoGLSD shall engage Centenary Bank on providing options to improve beneficiary access to payments including: creating more payment points, increasing the number of pay-days per payment cycle and use of agency banking services, among others.
- c) MoGLSD shall continue pursuing a waiver on the National IDs error correction fees charged to facilitate enrollment of eligible beneficiaries who are currently not benefiting
- d) MoGLSD shall allocate IPFs to cater for operational funds for the programme to be transferred directly to the LGs in FY 2024/25.
- e) LGs shall ensure that funds allocated as operational costs for SAGE are strictly used for the intended purpose without any diversion.

#### 5. Special Enterprise Groups of Older Persons (SEGOP) Grant

The following concerns were raised by LGs:

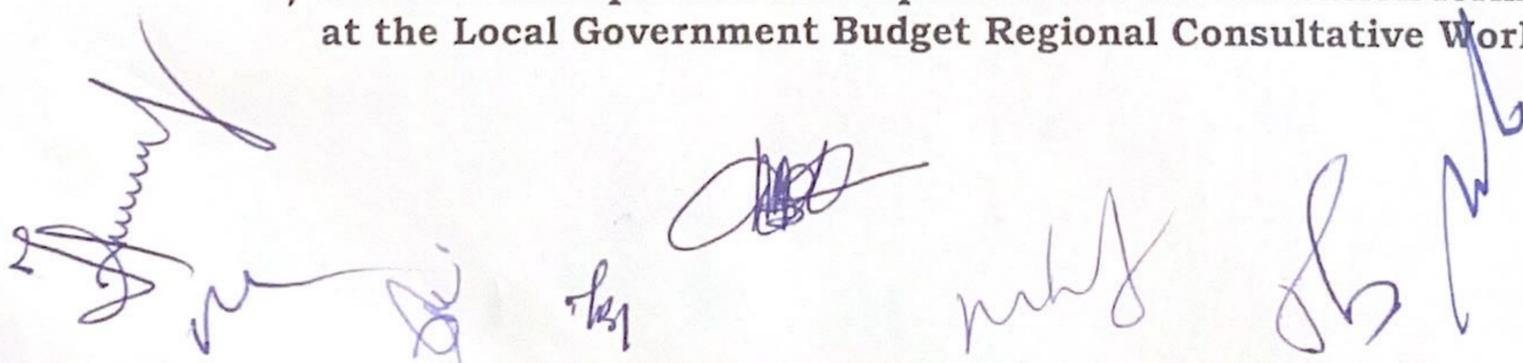
- i. The fund did not cater for operational costs which made mobilization and monitoring difficult.
- ii. There was no distribution formula for allocation and distribution of funds. Some LGs received as little as UGX 9m and others UGX 40m per Financial Year. Yet each group was supposed to get not less than UGX 5m.
- iii. It was important to roll the programme out to all LGs since it was already piloted.

The MoGLSD provided information that:

- i. The Programme was targeting groups of older persons aged 60 -79years to invest in projects to improve their livelihood.
- ii. The Programmes had been rolled out to all the districts in FY 2023/24 and IPFs had been provided for each of the districts.
- iii. The funds allocation to the districts was based on population, geographical area and poverty indices.
- iv. Operational funds for SEGOP have been merged with that of SAGE. This arrangement has been reinforced and made easier by ensuring that the two Programmes are coordinated by one Focal Person at the district level.
- v. In the FY2024/25, the Ministry planned to continue advocating for additional funds to support Local Governments in the implementation of the two programmes.

It was agreed that:

- a) MoGLSD shall provide funds under SAGE to cater for operational costs for both SAGE and SEGOP.
- b) LGs shall use the same operations funds to facilitate SAGE and SEGOP activities.
- c) MoGLSD shall provide and explain to LGs the allocation formula for SEGOP at the Local Government Budget Regional Consultative Workshops.



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## **6. Implementation of Community mobilization and mindset change as a PDM Pillar**

Local Governments reported that they had not accomplished much on Community Mobilization and Mindset Change due to lack of funding for CDOs to implement the 5<sup>th</sup> Pillar of the Parish Development Model. Without this funding support, there was likely to be low levels of household resilience to economic shocks despite support under PDM, low up-take of PDM interventions, low recovery of funds under the financial inclusion pillar and limited access to information by the citizens.

LGs noted that despite their lack of a budget for community mobilization and mindset change, the MoGLSD expected them to deliver on this pillar which had been suppressed and likely to be lost under PDM.

MoGLSD reported that the matter was discussed by the Steering Committee chaired by the Prime Minister, where it was agreed that the Community Mobilization and Mindset Change Pillar should be strengthened to increase uptake of PDM. Subsequently, improved facilitation of DCDOs to roll out mindset change interventions under the PDM was subject to increase in the budget allocation of the Grant on the one hand and approval of the Support to Integrated Community Learning for Wealth Creation Project (SUICOLEW) Project Proposal on the other hand. The funding of SUICOLEW was expected to go a long way in re-tooling CDOs and generally boost the function of Community Development.

Pillar 6 (Parish-based Information Systems) of the PDM had a budget of UGX 7,000,000 that was moved from administrative costs to SACCO account yet it was for gadgets such as laptops and tablets for data collection. The DCOs were supposed to collect data and load the beneficiaries on the PDM system.

### **It was agreed that:**

- a) LGs shall use the conditional grants to cater for PDM processes under Community Mobilization.**
- b) MoLG under the PDM Secretariat shall provide guidance on the funds for Parish-based Information Systems.**
- c) MoGLSD shall expedite the SUICOLEW project to cater for retooling for CDOs, Probation Officers and Labor Officers.**

## **7. Occupational Health, Safety and Management.**

Occupational Safety and Healthy (OSH) management in LGs continued to be inadequate because several LGs lacked Labor Officers. Furthermore, LG's capacity to regulate Occupational Safety and Health was still wanting due to poor tooling and equipment and limited duty facilitation allowances for inspection of workplaces.

MoGLSD reported that a review of the OSH Act was ongoing. The OSH (consideration Amendment) Bill was approved by Cabinet and is currently awaiting a certificate of financial implications before it is laid on the floor of Parliament for approval. The Ministry further took note of the challenges LGs faced in regulating OSH. Given the available resource constraints, the Ministry committed to provide periodic training and protective gear to all Labor and delegated Officers performing this role.

MoGLSD had developed guidelines on OSH which awaited approval by the Permanent Secretary. That they had carried out an online training for Labour Officers and promised to continue providing periodic capacity programmes as the budget allows.

It was agreed that:

- a) MoGLSD shall fast-track the review of the OSH Act.
- b) MoGLSD shall provide periodic training to CDOs, Labour Officers and Probation Officers.
- c) MoGLSD shall provide protective gear to all Labor Officers and all delegated officers performing this role.
- d) MoGLSD shall disseminate Occupational Safety and Healthy Health Surveillance guidelines and OSH Inspection guidelines to LGs during the Regional Local Government Budget Consultative Workshops for FY 2024/25.
- e) LGs shall appoint Labor Officers where they are lacking
- f) LGs shall delegate Labor Officers to undertake OSH activities.
- g) LGs shall retool labor Officers (office space, computers and equipment) as funds allow.
- h) LGs shall provide duty facilitation allowances to labour officers to inspect workplaces.
- i) LGs shall provide Transport (motorcycles) to CDOs, Labour Officers and Probation officers.
- j) LGs shall facilitate short term attachments of Labour Officers to the Department of OSH in the Ministry.

#### 8. Gender Mainstreaming

MoGLSD noted that LGs were not carrying out gender mainstreaming in their activities. LGs were required to action planning for gender issues, develop gender specific district strategies, collect and use gender statistics, facilitate gender community dialogues, conduct monitoring and evaluation of gender interventions in the districts, capacity building for gender stakeholders, strengthen district coordination gender forums where they exist and carry out capacity building for women leaders in the district.

It was agreed that:

- a) LGs shall develop Action Plans for gender issues.
- b) LGs shall develop District- specific gender mainstreaming strategies.
- c) LGs shall collect and use gender statistics in gender mainstreaming and budgeting.
- d) LGs shall facilitate Gender community dialogues.
- e) LGs shall conduct monitoring and evaluation of gender interventions in the LGs.
- f) LGs shall carry out capacity building for gender stakeholders.
- g) LGs shall strengthen district coordination gender forums where they exist.
- h) LGs shall establish gender coordination forums where they don't exist.
- i) LGs shall carry out capacity building for women leaders in the districts

#### 9. Gender Based Violence (GBV)

Local Governments noted that some commitments like operating the Gender Based Violence (GBV) shelters, functionalizing the district and sub-county committees, and securing the ownership of the skilling hubs at Local Governments level were not budget neutral.

It was agreed that:

- a) LGs shall strengthen action planning aimed at prevention and response to GBV.

- b) LGs shall assess underlying negative social norms and practices that are drivers of GBV and design strategies towards positive social norms, values and practices.
- c) LGs shall collect data on GBV incidents and input it into the National GBV data base.
- d) LGs shall co-fund their operations to sustain management of GBV shelters.
- e) LGs shall strengthen GBV referral pathways to enable survivors to access quality services.
- f) LGs shall implement the male involvement strategy for elimination of GBV.
- g) LGs shall functionalize the District and Sub County GBV coordination committees.
- h) LGs shall conduct capacity building for key duty bearers in GBV prevention and response.
- i) LGs shall develop district-specific sexual harassment policies and establish Sexual Harassment Committees.
- j) LGs shall develop district ordinances and bye-laws to address GBV practices and others such as defilement, teenage pregnancy and child marriages.

#### 10. Women Economic Empowerment

MoGLSD noted that LGs were not prioritizing Women Economic Empowerment initiatives and not up-taking the Parish Development Model initiatives.

It was agreed that:

- a) LGs shall mobilize women and young people for the uptake of PDM, GROW, UWEP, Emyooga and Public Procurement.
- b) LGs shall mobilize women and girls to participate in digitization activities such as coding.
- c) LGs shall mobilize and support women and girls to engage in productive investments and value addition e.g., natural oil extraction (from eucalyptus, rosemary, lemon grass) and fiber production (from sisal, pineapples, banana) and fruit drying (pineapples, mangos, bananas).

#### 11. Social Protection and Livelihood Enhancement

MoGLSD noted that:

- i. There was need to end child marriages, teenage pregnancy, and the increasing cases of Child Labor in the country.
- ii. Recovery of YLP and UWEP funds by the LGs was low.
- iii. Entrepreneurship and soft skilling in areas such as financial literacy and group dynamics for the youth was inadequate.
- iv. Allocation of resources to children protection programs was inadequate
- v. Data collection and research on youth and children was inadequate.
- vi. Under Youth Livelihood there was need to increase recoveries as a way of justifying project sustainability/continuity.

It was agreed that:

- a) LGs shall support the recovery of funds from the Youth and Women beneficiary groups.
- b) LGs shall monitor the performance of enterprises.
- c) LGs shall strengthen entrepreneurship and soft skilling and management of group dynamics.
- d) LGs shall assist in the generation of enterprises.

- e) LGs shall report on a quarterly basis on the performance of the programs
- f) LGs shall transfer the recovered funds to the Bank of Uganda recovery account.
- g) LGs shall select viable enterprises that focus on value addition.
- h) LGs shall report on how the program benefits the special interest groups.
- i) LGs shall prioritize interventions and funding to address child labor.
- j) LGs shall ensure that entrepreneurship and other soft skills are mainstreamed in all Government livelihood programs at LG level.
- k) LGs shall prioritize child protection in district plans and budgets.
- l) LGs shall prioritize gender-dis aggregated data collection initiatives on youth and children to inform evidenced-based policy and program development.
- m) LGs shall secure land titles for the Presidential skilling hubs under the ownership of the Ministry.
- n) LGs shall fast-track recruitment of youth officers to effectively manage youth work.
- o) LGs shall follow-up, rehabilitate and skill children reintegrated in communities.

## 12. Labour and Employment Services

MoGLSD noted that there was inadequate budget allocation for labor officers to undertake inspection, dispute settlement and reporting. LGs reported difficulties in dealing with uncooperative employers who block labor officers from accessing work places. It was emphasized that Section 9(4) of the Employment Act, 2006, bestows this power on the Labor Officers and hence this function cannot be effectively performed by any other person that was not substantively appointed. The challenge was worsened by inadequate number of substantive labor officers coupled with rigid LG structure. Labour officers have inadequate, shared or completely lacked office accommodation and tools to handle the activities of the Labor office.

The Ministry noted delays in fulfilling International Labor Organizations (ILO) reporting obligations. Article 22 of the ILO Constitution requires annual reports from member states and section 20 of the Employment Act provides for the Commissioner to publish an annual report of inspection services. This, therefore, obliges the responsible persons to facilitate the inspection function of activities of Local Governments.

It was agreed that:

- a) MoGLSD shall assist LGs in workplace inspection where the Labor Officers' have been denied access.
- b) LGs shall increase budget allocation i.e., allowances, fuel, vehicles etc. to enable Labor officers to undertake labor inspections, training and awareness of employers and workers on labor standards.
- c) LGs shall appoint District Labor Officers and such other officers, as may be necessary for purposes of administering the Act.
- d) LGs shall sensitize employers on Labor Standards through public dialogue.
- e) LGS shall provide support to Labor Officers to access the workplaces and also assign motorcycles/motor vehicles for inspection
- f) LGs shall allocate office space to Labor Officers to enable them handle their duties/roles effectively.

### **13. Integrated Community Learning For Wealth Creation (ICOLEW)**

MoGLSD reported that most of LGs had not yet started to implement the new ICOLEW program using the percentage allocations for FAL much as guidance was given. LGs had not allocated the 15% of the SDG for ICOLEW program roll out. Out of 176 LGs, only 12 LGs had adopted the ICOLEW approach.

LGs had weak coordination with other FAL implementing partners, hence the Community Centers were non-functional. Out of 176 LGs, only 12 had operationalized a few Community Learning Centers (CLCs) using the CLC guidelines provided by the Ministry.

LGs reported that not all of them had set up the Learning centers but they used the places where they had village meetings. The LGs used integrated learning for community development.

#### **It was agreed that:**

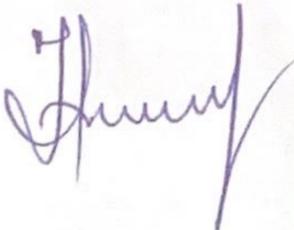
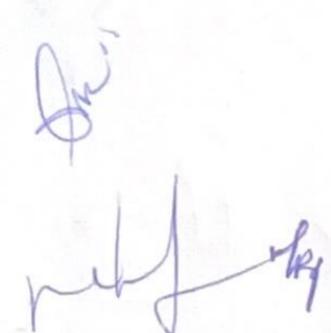
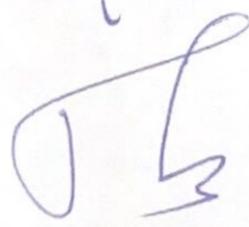
- a) MoGLSD shall share the guidelines for ICOLEW with the LGs during the forthcoming Local Government Budget Regional Consultative workshops.
- b) LGs shall implement the ICOLEW program as a successor to FAL using the ICOLEW implementation guidelines that have been provided by the Ministry
- c) LGs shall strengthen coordination with partners at district level in order to tap into their resource envelopes.
- d) LGs shall guide these partners to adopt the ICOLEW approach instead of FAL
- e) LGs shall revitalize the Community Learning Centers as a hub for integrated service delivery and lifelong learning
- f) LGs shall strengthen integration with different sectors at LG level to ensure that Community Learning centers (CLC) become operational using the CLC guidelines that have been provided by the Ministry

### **14. Community Mobilization and Mindset Change**

MoGLSD noted that in order to implement the NDP III, National Culture priority interventions were needed and these include skills development and capacity building of Cultural practitioners, organizing people into SACCOs to enable them access funding from PDM, Emyooga and other programs, establishment of channels for marketing of cultural goods and services, organizing cultural festivals, working with Traditional Cultural Institutions to mobilize communities for National development programs etc.

#### **It was agreed that:**

- a) LGs shall mobilize, create awareness and support communities to harness the economic potential of the cultural heritage resources for increased household incomes and national development.
- b) LGs shall sensitize communities to reduce negative cultural practices and attitudes including Female Genital Mutilation, Early marriages, and human/child sacrifice.
- c) LGs shall facilitate cultural impact assessments for development projects to mitigate the negative impact of development projects on the environment as well as the tangible and intangible Cultural heritage resources. e.g., Cultural heritage sites.

**15. Implementation of the National Development Plan III**

In order to step up family interventions in the NDP III, the MoGLSD noted that support from the Local Governments was needed to prioritize interventions that strengthen the family as a unit for development in FY 2024/25.

**It was agreed that:**

- a) LGs shall strengthen the institution of the family to effectively contribute to national development.
- b) LGs shall provide frameworks to guide implementation of family focused initiatives that contribute to sustainable families.
- c) LGs shall support implementation of the ongoing initiatives on a holistic approach towards parenting and nurturing of children for responsible and productive citizens.
- d) LGs shall establish socio economic systems that foster family friendly service delivery and enhance family stability.
- e) LGs shall provide regular monitoring of non-state actors involved in the implementation of Family and parenting activities in their LGs to ensure adherence to the national set standards.

**16. Children's Homes**

The LGs noted that the Ministry stopped them from opening up new children's homes and focus on foster-care and wondered why the Ministry had continued to license NGO children's homes.

The MoGLSD clarified that there is no NGO that gets a licence from the Ministry to operate children's home without a recommendation from the responsible LG.

**It was agreed that:**

- a) MoGLSD shall continue to issue guidance to NGOs and LGs to adhere to the Ministry's position on promoting de-institutionalization as opposed to establishing new children's home.
- b) MoGLSD shall continue to issue licences to NGOs to operate new children's homes only on recommendation and justification by the respective LGs.

**IN WITNESS WHEREOF**, the appointed representatives of the parties hereto have set their hands on this agreement on the day, month and year first above written.

Signed for and on behalf of Local Governments

**Mr. Richard Rwabuhinga**

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**Authorized Representative  
UNAT**

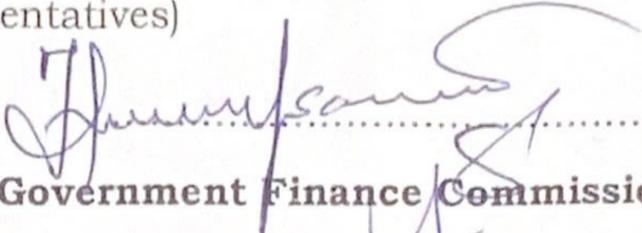
Signed for and on behalf of the Ministry of Gender, Labor & Social Development

**Mr. James Ebitu**

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**Authorized Representative  
MoGLSD**

**IN WITNESS HEREOF:** (Authorized Representatives)

Hon. Isaac Musumba Isanga

  
.....  
**Local Government Finance Commission**

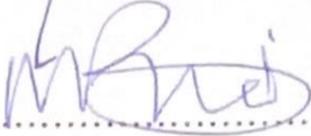
Mr. Paul Okot Okello

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**Ministry of Local Government**

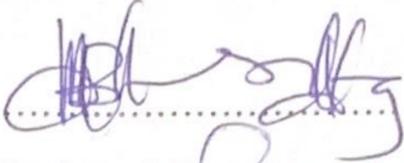
Mr. Joseph Oloo Majanga

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**Ministry of Finance, Planning & Economic Development**

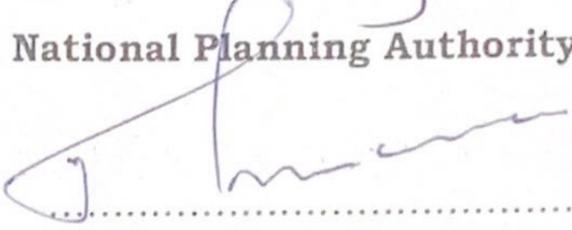
Mr. Bwire Simon

  
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**Ministry of Public Service**

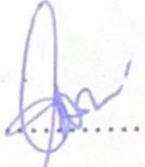
Mr. Dhikusooka Gyaviira

  
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**National Planning Authority**

Mr. Ezra Aineomujuni

  
.....  
**Office of the Prime Minister**

Ms Nafungo Irene

  
.....  
**Equal Opportunities Commission**