

JCL Manpower & Logistics

Contractual Management Outsourcing | Warehouse Management | HR
Solutions | Logistics Services

Namanve, Mukono, Uganda

WHO WE ARE

A Trusted African Workforce Partner

JCL Manpower & Logistics is an African human resource and workforce solutions company with a strong reputation for delivering reliable staffing, outsourcing, and logistics services to businesses across multiple sectors. With over **21 years of industry experience**, JCL has positioned itself as a trusted partner for organizations seeking efficient, compliant and scalable workforce and warehouse management solutions.

Our core strength lies in bridging the unemployment gap through professional recruitment, outsourced workforce services, and warehouse and logistics solutions; supporting clients in manufacturing, logistics, warehousing, distribution, FMCG, and other operational sectors that depend on dependable workforce support.



Integrity



Teamwork



Accountability



Passion



Manpower & Logistics



Service Level Commitments

Ten measurable commitments that govern every JCL-managed deployment, from mobilization through to reporting.

- 01 Recruitment & Contracting of Workers** LOCUM
Sourcing, vetting and formally engaging workers, including locum placements, to meet plant staffing requirements.
- 02 Training & Orientation** OHS • EHS
Structured induction in Occupational & Environmental Health and Safety standards ahead of every deployment.
- 03 Work Station Allocation & Target Confirmation**
Assigning each worker to the correct station and confirming production targets against the operational plan.
- 04 Wage Management & Statutory Deductions**
Accurate payroll administration and compliant remittance of PAYE, NSSF and other statutory obligations.
- 05 Welfare Management** FOOD • MEDICAL
Coordinated catering and medical support that safeguards worker wellbeing and sustains productivity.
- 06 Insurance of Workers & Workplace**
Group Personal Accident and Workmen's Compensation cover, protecting both personnel and premises.
- 07 Personal Protective Equipment Management**
Risk-based issuance, training and ongoing monitoring of PPE across every work station.
- 08 Supervision of Workforce** VFS
Continuous on-site oversight of attendance, conduct and performance across the deployed workforce.
- 09 Periodic Communications**
Scheduled engagement with management to review performance, address concerns and align on priorities.
- 10 Preparation of Reports**
Consolidated reporting across attendance, payroll, welfare, insurance and performance for full transparency.

From Mobilization to Reporting

The same ten commitments delivered as one continuous, managed process, not ten separate promises.

PHASE 01 • MOBILIZE

Set the Workforce Up Right

Getting the right people, trained and positioned, before work begins.

- 01 Recruitment & Contracting of Workers
- 02 Training & Orientation (OHS / EHS)
- 03 Work Station & Target Confirmation

Outcome: every worker mobilized, trained and correctly positioned.



PHASE 02 • OPERATE & CARE

Run & Support the Workforce

Day-to-day management of pay, welfare, safety and performance.

- 04 Wage Management & Statutory Deductions
- 05 Welfare Management (Food / Medical)
- 06 Insurance of Workers & Workplace
- 07 PPE Management
- 08 Supervision of Workforce (VFS)

Outcome: pay, welfare, safety and performance managed daily.



PHASE 03 • GOVERN & REPORT

Keep the Client in Control

Structured feedback and reporting that close the loop.

- 09 Periodic Communications
- 10 Preparation of Reports

Outcome: full client visibility, maintained end-to-end.

Reach, Scale & Track Record

Two decades of building dependable workforce and logistics solutions across East Africa.

6,000+

Employed staff

30+

Corporate clients served

10+

Industries across East Africa

12+

Districts covered in Uganda

21+

Years of industry experience

95%

Client Retention Rate

Four Pillars, One Dependable Partner

JCL is engaged by businesses to lead and manage workforce, HR, warehouse and logistics functions end-to-end; as a specialist partner brought on board, not merely an extension of internal staff.

01



**Contractual
Management &
Outsourcing**

02



HR Solutions

03



**Warehouse
Management**

04



Logistics Services

Contractual Management Outsourcing

JCL is contracted to design, manage and administer outsourced workforce arrangements; carrying the compliance and administrative burden so clients can focus on core operations.

01



Workforce Outsourcing

End-to-end outsourced staffing under JCL's employment and management framework.

02



Contract Staffing & Payroll

Structured contracts, timely payroll processing and statutory remittances.

03



Labour Law & Compliance

Adherence to Uganda's labour laws and workplace standards at every stage.

04



Risk & Performance Management

Ongoing monitoring to manage workforce risk and safeguard client operations.

PILLAR 01; IN FOCUS

Contractual Management & Outsourcing

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Businesses bring JCL on board to take ownership of outsourced workforce contracts; reducing operational burden while improving productivity and compliance.



- ✓ Reduced administrative and legal burden
- ✓ Full compliance with labour law & workplace standards
- ✓ Predictable staffing costs, transparent contracts
- ✓ Dedicated account management and reporting

HR Solutions

Engaged as a strategic HR partner, JCL delivers the full recruitment and human capital lifecycle; from sourcing candidates to auditing client HR practices.

01



Placement

Matching qualified candidates to client roles across sectors and seniority levels.

02



Temporary & Permanent Staff Recruitment

Flexible temporary staffing and permanent recruitment tailored to business needs.

03



Trainings

Capacity-building and skills programmes that keep deployed staff job-ready.

04



HR Audit

Independent review of client HR practices, policies and compliance gaps.

HR Solutions

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From placement to audit, JCL is brought in as an independent HR specialist; supplying, training and reviewing workforce talent so clients gain capacity without growing internal HR overhead.

- ✓ Access to a vetted, ready talent pipeline
- ✓ Faster time-to-hire for temporary & permanent roles
- ✓ Ongoing training keeps deployed staff performing
- ✓ Independent HR audits highlight compliance gaps early



Warehouse Management

JCL is engaged to manage warehouse operations end-to-end; from inventory accuracy to dispatch; bringing structure, staffing and process discipline to client facilities.

01



Inventory & Stock Management

Accurate stock tracking, cycle counts and inventory control systems.

02



Order Fulfilment & Dispatch

Efficient picking, packing and dispatch to meet client delivery timelines.

03



Warehouse Staffing & Supervision

Trained, supervised warehouse teams managed under JCL's oversight.

04



Layout & Process Optimization

Process mapping to improve flow, safety and space utilization.

Warehouse Management

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Clients bring JCL on board to run their warehouse function as a dedicated operations partner - improving throughput while reducing shrinkage and downtime.

- ✓ Improved inventory accuracy and stock visibility
- ✓ Faster order turnaround and dispatch reliability
- ✓ Supervised, accountable warehouse workforce
- ✓ Optimized layouts that cut wasted movement



Logistics Services

JCL extends warehouse capability into full logistics delivery; moving goods reliably from facility to final destination across Uganda and the region.

01



Auxiliary Support Services

Loading, offloading, packaging and other supporting logistics functions.

02



Transport & Distribution

Coordinated transport of goods between facilities, depots and clients.

03



Fleet & Route Coordination

Route planning and fleet coordination to control cost and transit time.

04



Last-Mile Delivery

Dependable final-leg delivery that keeps client supply chains moving.

Logistics Services

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As a logistics partner, JCL manages the physical movement of goods so clients gain a dependable extended supply chain; coordinated, tracked and accountable end-to-end.

- ✓ Reliable transport partner across Uganda
- ✓ Coordinated fleet & route planning to control cost
- ✓ Auxiliary services reduce reliance on ad-hoc labour
- ✓ Consistent last-mile delivery performance



Safety Is Built Into Every Deployment

*Every JCL-managed workforce; in warehouses, factories or on the road; operates under structured occupational health and safety practices aligned with **Occupational Safety and Health Act (OSHA) standards** and client site requirements.*



PPE & Site Induction

All deployed staff are inducted and equipped with the correct personal protective equipment before starting work.



Risk Assessments

Routine hazard identification and workplace risk assessments across client sites.



Safety Training

Ongoing OSHA-aligned safety training refreshed throughout each deployment.



Incident Response

Clear reporting lines and first-response protocols for workplace incidents.



Hazard Prevention

Proactive controls that reduce workplace accidents before they occur.



Compliance Audits

Regular audits confirming adherence to OSHA and client-specific safety codes.

CLIENT SUCCESS STORIES

Proven Results, Real Partnerships

How JCL's workforce and process expertise delivered measurable change for two leading manufacturers.

Client Case Study



Client A engaged JCL to manage a frontline production and distribution workforce exceeding 1,500 workers.

JCL's team ran full process-mapping across every line and calculated worker-to-workload ratios; then used those findings to right-size the workforce year after year.

THEN → NOW

Over a number of years of continuous process mapping and ratio re-balancing, the same output is now delivered by just over 300 workers; down from 1,500+; with productivity, safety and profit all moving up as headcount came down.

1,500+

Workers at engagement start

~300

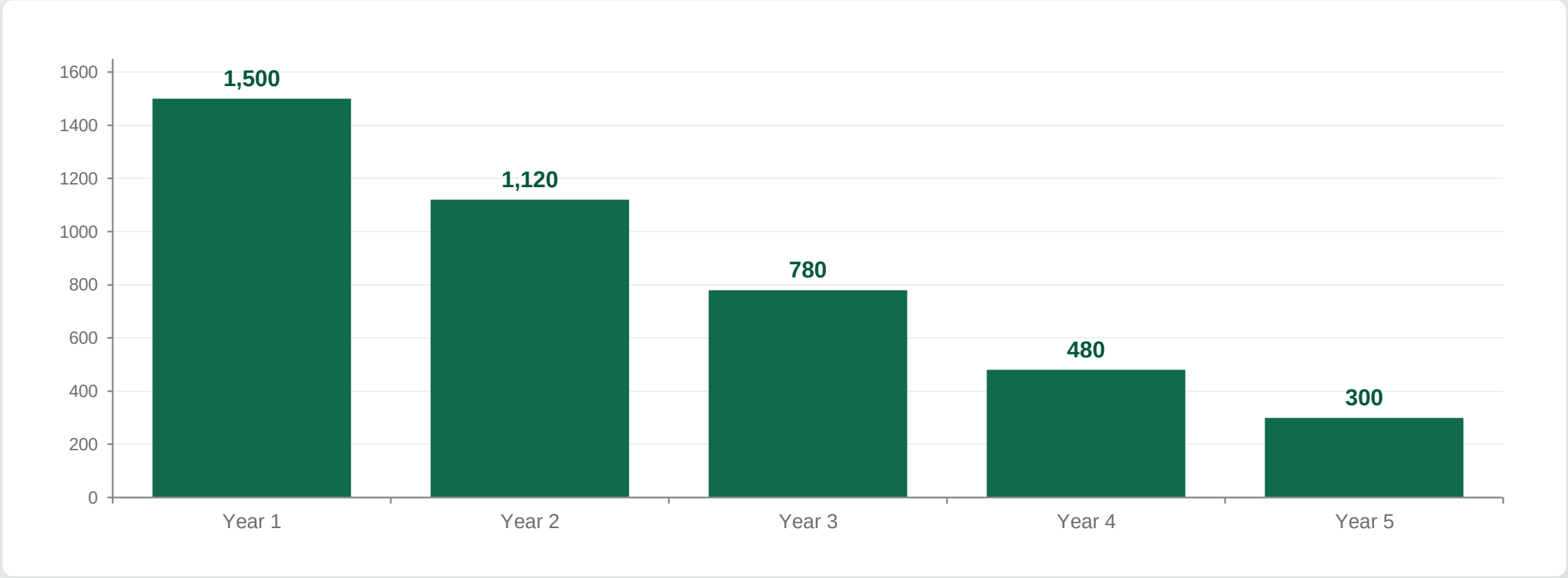
Workers right-sized

80%

Headcount reduction achieved

1,500+ Workers Down to ~300

Headcount evolution over the course of JCL's multi-year process-mapping and worker-to-workload ratio engagement.



Industries We Serve



Manufacturing



Pharma & Healthcare Supply Chain



Agribusiness



Logistics & Supply Chain



Beverage (FMCG)



Medical Devices Import & Distribution

Trusted By 30+ Leading Organizations





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