

DRAFT REPORT

KIDS IN NEED

**THE RESPONSIVENESS AND EFFECTIVENESS OF
COMMUNITIES TOWARDS THE CHALLENGE OF CHILD
LABOUR IN UGANDA**

“Children out of work into Schools”

*A study conducted in the districts of Busia, Mbarara, Mbale, Lira,
Masaka and Kampala*

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Acronyms and Abbreviations

ABEK	Alternative Basic Education for Karamoja
ANPPCAN	African Network for the Prevention and Protection of Children against Abuse and Neglect
BTVET	Business, Technical, Vocational education and Training
CBO	community Based Organization
CDWs	Child Domestic Workers
CSEC	Commercial Sexual Exploitation of Children
COPE	Complementary Opportunities for Primary Education
FUE	Federation of Uganda Employers
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immunodeficiency Syndrome
IDPs	Internally Displaced Persons
ILO/IPEC	International Labour Organization/International programme on the Elimination of Child Labour
LRA	Lords Resistance Army
NOTU	National Organization of Trade Unions (Uganda)
NGO	Non Government Organization
OVC	Orphans and Other Vulnerable Children
PEAP	Poverty Eradication Action Plan
SDIP	Social Development Sector Strategic Investment Plan
UBOS	Uganda Bureau of Statistics
UCRNN	Uganda Child Rights NGO Network
UPE	Universal Primary Education
USE	Universal Secondary education
UPPET	Universal Post Primary Education and Training Policy

1. Background and Justification to the study

1.1 Introduction

Child Labour is still a big socio-economic problem in Uganda. In Uganda children are found working in domestic service, the urban informal sector including living and working on the streets, Agriculture¹ (livestock farming, fishing and related activities), Construction, mining and quarrying and in illicit activities across national borders. In terms of sectors, agriculture is still the largest sector by far. Children tend to work primarily on small holder farms as family labourers, but children may also be found in large scale farming operations. Commercial Sexual Exploitation of Children² is on the increase and of great concern. Children are involved in armed conflict particularly in Northern Uganda where the rebels of the Lord's Resistance Army (LRA) have been active for the last two decades. Abduction of students and those out of school for conscription into the rebel ranks has been reported by several humanitarian agencies. Such children are mainly abducted in order to carry ammunition and loot, be trained as child soldiers and consequently replenish fighting forces and carry out other reconnaissance and logistical duties in the rebel ranks. The girls often end up as sex slaves to the combatants.

There are several initiatives in Uganda that aim at protecting and promoting the rights of children. This is evidenced by the number of NGOs and other Civil Society Organisations, International Organisations and UN agencies that are implementing different interventions and addressing the various needs of the affected vulnerable children. Government has put in place an enabling environment within which the rights of children can be protected and promoted. These include relevant policies and legislation and ratification of International instruments. However the ILO/IPEC supported programmes and projects that started in 1999 were the first interventions that were specifically addressing the problem of child labour in the country. There are government programmes particularly in the education sector that have greatly benefited children who previously were engaged in the worst forms of child labour and potential victims. Due to the HIV/AIDS pandemic, the country has lost about one million people and this has contributed significantly to an estimated 2 million orphans. In addition to orphans there are other factors that predispose to vulnerabilities and government has put in place measures to address the plight of orphans and other vulnerable children.

In addition several studies and rapid assessments on child labour have been carried out and they all point to the existence of the problem and highlight the different categories, their causes and associated factors and consequences.

¹ Report of the Baseline survey on Child Labour in Commercial Agriculture in Uganda, October 2003.

² Report of the Sectoral study on Commercial Sexual Exploitation of Children in Uganda, June 2004.

1.2 Justification of the study

The initiatives by government and partners to address the problem of child labour have basically been in the following areas:

- Direct action/services to the affected children and at risk children and their families.
- Awareness raising, advocacy and social mobilization.
- Institutional capacity building and strengthening.
- Building the knowledge base on child labour.
- Policy formulation and legislative reviews.
- Mainstreaming, integration and networking

Despite the above measures and initiatives the problem of child labour is still a challenge and not declining as expected. The need to understand the dynamics of the problem in the Ugandan context is very important. The fact that child labour continues to thrive even in those areas where initiatives and measures have been implemented calls for a study on the understanding, responsiveness, attitudes and practices of the affected communities. There is need for community assessment of the effectiveness of the measures that have been employed. During the East Africa Regional Conference on Child Labour held in Thika-Kenya in January 2007, it was noted that all children who are not in school are either in child labour or potential child labourers and that there was need to for every child to be protected from all forms of child labour. The conference urged participants to have a common understanding of the rights and freedoms of the children engaged in child labour and to uphold them as primary in the realization of those pledges made to abolish child labour.

The study reflects the principles of the East Africa Regional Declaration on Abolition of all forms of Child Labour and upholding Children's Rights to Education that was adopted at the conclusion of the Thika-Kenya conference.

1.3 The study objectives

- To document and review relevant literature on responsiveness of communities towards child labour programmes in selected districts of Uganda.
- To assess and examine the effectiveness of the various interventions and programmes geared towards addressing child labour in the selected districts.
- To put together evidence of effective interventions and good practices in place addressing child labour problems and those that assist children to go back to school.
- To review and identify challenges in responsiveness of communities and in interventions.
- To develop a set of possible strategies for addressing all forms of child labour and identify areas for further research.

1.4 Area of study

The research was conducted in five districts of Uganda:

- **Busia** in eastern Uganda at the border with Kenya. The district has a long history of Child labour at the borders of both countries for use of children in homes as domestic workers (CDWs), odd jobs like petty trade, in lodges and bars as attendants, cross-border trade and smuggling as well as for Commercial Sexual Exploitation (CSEC).
- **Lira** district is located in the armed conflict area of Northern Uganda where conscription and abduction of children into rebel ranks as child soldiers and across the border into Sudan has been taking place for the last two decades. Large numbers of children have been affected by Child labour.
- **Mbarara** district in western Uganda serves as an entry point to other towns west of the country. It has both rural and urban characteristics. Cases of children, especially girls being used in child labour particularly from the districts of Masaka, Rakai and Lyantonde and Bushenyi have been informally reported.
- **Masaka** district has a history of supplying other districts, particularly Kampala and Kalangala with children for CSEC and domestic work. Several children found on the streets of Kampala claim to originate from Masaka. The district recorded the first cases of HIV/AIDS and has been hard hit by the epidemic. The district has a rural and urban setting as well.
- **Kampala** City/district, with a population of over 2 million people which is both the administrative and commercial centre of the Country, is the main receiving area of trafficked children. It has the highest recorded cases of Child labour.
- **Mbale** district located in Eastern Uganda is the busiest town, highly populated district with a long history of child labour both in rural and urban areas.

Map of Uganda



1.5 Methodology and Data Collection

1.5.1 Study Design

The study was cross-sectional, employing mainly qualitative methods of data collection. The Cross sectional element aimed to obtain data from a diversity of sources including where possible, boys and girls involved in child labour, parents, local leaders, civil society and government officials.

1.5.2 Literature Review

This aimed at desk review of secondary data, where information was collected and reviewed from available and relevant materials and reports of studies and surveys of ILO/IPEC, UNICEF, ANPPCAN, World Vision, Save the Children, UNDP and Government reports areas. Other places visited for literature included Makerere University and other institutions of higher learning, research centres and several departments of the Ministry of Gender, Labour and Social Development. The Internet and newspaper reports were also reviewed.

1.5.3 Data Collection

This was the actual collection of primary data using the structured and non-structured questionnaires developed, based partly on the literature review and other key sources. The study team used the following methodology in collecting information because of the hidden, illegal and criminal nature of child labour; which makes it impossible to use conventional research techniques. Confidentiality and consent of informants both on

children and adults during data collection were extremely respected. Based on the interviews, the research team was able to construct a picture of the background of children, parents, and conditions of work, community responsiveness, and interventions by different organizations and institutions, NGOs and government that are in place. Snowballing as a method of reaching young people who have been victims of child labour was employed as well. The following methods were used in collecting information.

a) Individual Interviews

Interviews and conversations at formal and informal levels were conducted. An interview guide was administered to identify key informants, including parents and guardians. The main aim was to garner deeper insights regarding the intricacies of child labour. The team mainly conducted personal interviews with key child informants and sourced out additional key documents related to the study.

b) Focus Group Discussions (FGDs)

These were held with children who are victims of child labour as well as purposely-selected members of the study population, including parents and local leaders. They gave an insight into responses to child labour. The team also targeted street children, CDWs, children engaged in fishing, agriculture and other forms of child labour. A total of six FGDs with 6-8 participants each were conducted per district. (2 with current victims, 2 with former and rehabilitated children and with 2 key adult informants).

c) Questionnaires

This method was also used to obtain information on children engaged in child labour and crosscheck it with information obtained through interviews. Again this constituted primary sources of data particularly focusing on parents, guardians and relatives of the affected children. An interview schedule was administered to the selected children respondents, parents and guardians and all children found participating in child labour. 30 children were interviewed per district from the various types of child labour giving a total of 240 children, out of the targeted 300.

d) Case Studies

In-depth case studies of specific children in child labour were undertaken.

e) Observation

Field visits were made to the study towns and communities to better understand the child labour situation, nature of places, employers' behaviour and conditions of children's work.

1.5.4 Pre-testing and Training of the Research Team

Prior to the field survey, the research team was trained and research instruments were pilot tested among a few selected respondents in Mukono district. Key concepts were translated into the local languages, which ensured uniformity of facts being discussed and researched.

1.5.5 Data Management and Analysis

Editing of field notes from key informant interviews and focus group discussion were done at the end of each day. The research team met and went through instruments, filled data gaps and made corrections. Qualitative data was analysed using content and thematic analysis expressed in each objective. Case analysis was also done where it was found to be relevant.

1.5.6 Sample Design and Target for information

The study mainly employed purposive sampling techniques to arrive at the study areas and study participants particularly putting into consideration non ILO/IPEC interventions in Masaka and Mbarara districts. Purposive sampling was used for key informants and children known to have been directly affected by child labour. Stratified random sampling was used selectively to come up with two sub counties in each study district, from which two parishes were sampled for closer enquiry. From these parishes, children (school and non-school going), teachers, guardians and other caregivers were sampled. Non-random techniques were used to select key informants and participants in the focus group discussions. The latter techniques were very fundamental in generating information on respondents' deeper insights regarding issues of child labour and their perceptions on the nature of the problem. To help focus the study in terms of locations and topics of research, the research team listed all people to be interviewed in categories.

- **National level**

Key government departments included the Child Labour Unit, Employment and Industrial relations, Occupational Health and safety, (Labour officers/Inspectors), Youth and Children, Probation and Welfare, Community Development, Community Affairs and Child and Family Protection Unit of Uganda Police, Representatives of Employers and Workers organizations namely the Federation of Uganda Employers and National Organisation of Trade Unions of Uganda.

- **United Nations, International and local NGOS:** ILO/IPEC, UNICEF, World Vision- KURET-child labour project, Save the Children as well as local NGOs including Uganda Youth Development Link (UYDEL), African Chapter for Prevention and Protection of Child Abuse and Neglect (ANPPCAN), Uganda Child Rights NGO Network (UCRNN), Kids in Need, Women and Youth Services, Platform for Labour Action and other child rights organizations.

- **District level:** The departments of Probation and Welfare, Education, Community Development and Services, Labour and Police (Community Affairs, Child and Family Protection Unit).

- **Local levels:** Local leaders, Parish chiefs, sub-county chiefs, Church and Faith-based organisations, Business community, teachers, Trade unions, children and youth rehabilitation centres. Others included pimps, bars and video halls attendants, food vendors and restaurants, parents groups, women and youth groups, local clinics, CBOs and civil society groups.

- **Children and parents:** Former child soldiers, working children, parents and street and slum children.

1.5.7 Problems encountered during the study

- Non-cooperation by some key informants.
- The study team accessed fewer girls compared to boys because they could not easily be reached. Others were busy working and employers interrupted the sessions and complained greatly.
- The study team found general lack of understanding of child labour among the key informants and a lot of time was spent to first of all enlightening them.

2. Literature Review

2.1 The Child Labour problem

According to the ILO³, in 2004 there were 218 million children between 5 and 17 years of age worldwide in child labour of whom 126 million were in hazardous work. As already mentioned in the introduction, child labour is still a big socio-economic problem. The Uganda Bureau of Statistics (UBOS 2001) estimated that approximately 2.7 million children out of the total 7.9 million⁴ children between the ages of 5 – 17 years are engaged in economic activities. About 28% of the working children worked at employers' premises or site, whereas 18% worked in agricultural plantations. More than 50% of the working children were engaged in domestic duties. Girls were more likely (69%) to engage in domestic work than boys (42%). The survey revealed that one in five children in the same range is an orphan. The review of several study reports⁵ on child labour reveals how widespread the problem is.

According to the World Development Report (World Bank 2006) at least 66,000 children from northern Uganda have been forcibly recruited into the Lords Resistance Army (LRA) ranks. The rapid assessment on trafficking of children into the worst forms of child labour and child soldiers was conducted in the districts of Busia, Kalangala, Masaka Kampala and Pader which is affected by the LRA conflict. The study revealed that in Pader, the majority of the boys and girls were abducted by the LRA, others were enticed by their peers to join LRA and a small percent were forced by the parents who had been threatened with death by the LRA. Parents in the war zones are faced with challenges of feeding the children, others expected returns

³ The end of child labour: Within reach, ILO, Geneva 2006

⁴ Child labour in Uganda; A report based on the 2000/2001 Uganda Demographic and Health Survey

⁵ Report of the Sectoral study on Child Labour and the urban Informal Sector in Uganda, June 2004

Report of the Sectoral study on Child Labour and Cross Border Trade in Uganda, June 2004

Report of the Thematic study on HIV/AIDS and Child Labour in Uganda, June 2004.

Report of the Thematic study on Armed Conflict and Child Labour in Uganda, June 2004

Report on the rapid assessment on Child Domestic Work in Uganda, February 2003

Report on the Economic study on Child Labour, wages and productivity in Uganda, 2005

⁵ ILO Rapid Assessment report in Trafficking of Children into the worst forms of child labour, including child soldiers in Uganda, 2007

after the war while others were convinced that the government should be overthrown and were therefore willing to surrender their children. The boys and girls abducted by rebels were forced to move very long distances on foot, through bad and often hostile terrain, while carrying heavy luggage and at times wounded. Those who refused or failed or hesitated or tried to escape were executed, usually by fellow children as a deterrent to those abducted. It was also revealed that some of the boys and girls were exchanged for guns and food in Sudan and were then trafficked to North Africa and the Middle East as slaves. For those children who were not abducted or forced to join the LRA, their parents and relatives moved them to neighboring districts like Gulu, Kitgum, Lira, Apac and as far as Kampala where they got employed as domestic workers, at construction sites and in farms. The war displaced many families which were forced to live in camps for Internally Displaced Persons (IDPs) where they depended on relief items from the government and humanitarian agencies. This denied several children opportunities for education and when coupled with the rampant poverty many children were forced into child labour within the camps and surrounding areas for their survival and of their families.

Trafficking of boys and girls from one part of the country to another, particularly from the rural areas to urban and peri-urban for purposes of employment is a source of concern and a challenge. The rapid assessment report revealed that although all children are at risk of trafficking, there were more children trafficked between 10-14 years of age and those between 15-17 years of age than those who were younger. There were more boys trafficked in the former category, but a higher percentage of girls in the latter. The children were enticed with pledges of jobs, marriage for girls and a better life in the city and were then transported to various destinations. The study established that most of the contacts with children were made by relatives or guardians, who tended to take children of lower ages. Peers or friends on the contrary, tended to lure those children who were older. In other cases, individual women and men and pimps made contacts with the children. Employment bureaus and use of local community loud speakers in towns and villages, which were used to invite the children for short term employment, were also cited. In other cases, traffickers placed adverts through places of worship, or used transport agents and transporters. In isolated cases, fraudulent NGOs were known to register children for sponsorship and admission into schools for the needy, only for such children to end up being trafficked. The trafficked children ended up doing a host of different activities, the girls mainly as domestic workers, market vendors, and a significant percentage involved in commercial sex and fishing related activities. Children who worked as bar and lodge and restaurant attendants more often than not were also involved in CSEC. There was more internal trafficking than cross border trafficking. Boys were trafficked to work in agricultural plantations, smuggling across national borders, working as casual laborers at construction sites and factories and collecting of scrap and other materials. Cross border trafficking was also reported, whereby the children were taken to Kenya, Tanzania, United Arab Emirates, Rwanda and Democratic Republic of Congo (DRC). The study revealed that networks of cross border traffickers have bases in Kampala in offices, hair salons, shops and in some residential houses. Uganda is also a destination

country for children from the far East namely India, Pakistan and Chinese who are disguised as cultural dancers and Somali children disguised as refugees.

In terms of sectors, agriculture is still the largest sector by far. Children tend to work primarily on small holder farms as family labourers, but children may also be found in large scale farming operations. The study on Child Labour in general agriculture⁶ was conducted in four districts of Bushenyi, Iganga, Arua and Kayunga. The report reveals that the majority (94%) of children who were engaged in hazardous general agriculture activities worked with their families and were unpaid. There were more boys (53.9%) than girls (46.1%). The report highlights the plight of orphans and especially for girls as they were more likely to be engaged in the worst forms of child labour than other children. The children who were engaged in hazardous general agriculture were also involved in other types of the worst forms of child labour namely brick making, sand mining, stone quarrying and were also prone to CSEC and drug abuse.

Children who are vulnerable to child labour include children from poor and/or very large households, children affected and infected by HIV/AIDS, orphaned children and children from socially dysfunctional homes. It is important to note that though poverty is generally considered the main vulnerability factor; other factors play in as immediate causes of child labour.

HIV/AIDS has become one of the leading causes of orphans in Uganda. There are an estimated 2 million orphans in Uganda today – about 15% of all children in Uganda⁷. The majority of the orphans are due to the death of one or both parents to the HIV/AIDS pandemic and this is a group that is particularly vulnerable to exploitative child labour and other forms of child abuse. Many boy and girl orphans are compelled to participate in paid work, or the girls to marry early, and some have to become young heads of households. As a result, Orphans and other vulnerable children are likely to be at greater risk in various aspects of life including early sexual initiation. Youth who are orphans or vulnerable children are more likely to have sex by age 15 than other youth⁸. An estimated 900,000 orphans⁹ are left in the care of grandparents or older siblings as a result of HIV/AIDS related factors. HIV/AIDS erodes the duty of the family and other duty bearers to care for children and places a burden on the support network and the provision of services. As a result, many HIV/AIDS-affected families have had to withdraw children from the education system to compensate for labour losses, increased care activities and additional expenses incurred by chronic morbidity and mortality. The HIV/AIDS pandemic is exacerbated by the fact that human rights of orphans and other vulnerable children have not been fully addressed. Many children have had to take on hazardous child labour activities (including prostitution) in order to survive and many more have been forced to live on the streets where they are subject to violence and other abuses. Breakdown of extended traditional family structures due to the continued crisis resulting from the spread of HIV/AIDS, leading to break down of

⁶ Vincent Ssenono; A report on Child Labour in General Agriculture in Uganda, 2006 (Unpublished)

⁷ Orphans and other Vulnerable Children policy

⁸ Ministry of Health, (2006) Uganda: HIV/AIDS Sero-Behavioural Survey 2004/2005.

⁹ UNAIDS global AIDS report 2004

traditional social security and care mechanisms for children and, consequently, the pushing of children into labour when their parents/guardians fall ill and eventually die. When extended family support is unavailable or insufficient, orphaned children are often left on their own and free to engage in early marriages and in other dangerous activities. As a result of HIV/AIDS there are an increasing number of child-headed households and migration of orphaned children to urban centers in search of survival. The effects of the HIV/AIDS pandemic have caused children (particularly girls) to drop out of school to care of sick relatives and/or to supplement household income when adults fall ill and die. Studies have shown that death of parent(s) makes children vulnerable to child labour¹⁰ and to other forms of exploitation. There is a clear causal link between orphan hood, on the one hand, and child labour and school drop-out, on the other. Therefore, orphan hood frequently forces children out of school, but not all are forced into work – some enter economic activity or spend greater time on household chores, but others remain at home, outside of economic activity and school.

According to UNICEF¹¹ the causes of child labour include lack of employment opportunities for the adults, low social status for the girl child, lack of awareness, gender inequality and discrimination in legal, social and economic terms, wars and corruption. Poverty often prevents parents from sending children to school and or maintaining them there. Such children join child labour or are prone to join child labour. The Uganda Household survey¹² revealed that Ugandans living under the poverty line reduced from 56% in 1992/93 to 34% in 1999/2000 rose to 38% 2003/2004 and fell to 31% in 2006. Poverty is concentrated in the rural areas, especially in the north at 61% and eastern region 36% which have the largest proportions of poor populations.

Uganda's population has been increasing rapidly over the years. It increased from 4.8 million in 1948 to 24.7 million in 2002 and now stands at 28.6 million (2006)¹³. It is estimated to increase to 36.5 million by 2015. The annual population growth rate of 3.2% is higher than the average for Sub-Saharan Africa of 2.1% (UNDP 2004). Total fertility rates have remained at 7.1 and have not declined for the last four decades. Such a rapidly growing population poses both opportunities and challenges. The population is mainly rural (88%) and diverse in ethnicity and culture. There are 56 recognized ethnic groups. The Ugandan population is heavily concentrated in the young age cohort; child and young people (0 to 30 years) make up over three-quarters of the total population. Persons below 18 years, represent 56% of the total population, implying a high dependence ratio. The proportion of young people in the overall population has gone up over the last two decades. Large households are unable to cope with the numbers and therefore, require children to work in order to supplement the family incomes. Also large household's size means that adults alone cannot grow enough food for the family which necessitates children to work on the family farms. Large households cannot afford basic school requirements such as pens, books and Uniform. This requires children to work so that they can buy for themselves these scholastic materials or just to fend for themselves.

¹⁰ Report of the Thematic study on HIV/AIDS and Child Labour in Uganda, June 2004.

¹¹ Child Protection: A handbook for Parliamentarians No 7 (2004)

¹² Uganda National Household survey 2005/06

¹³ State of the Uganda Population report 2006

Though significant progress has been achieved in making basic education available to all children there are significant gaps, both with regard to school infrastructure, availability of school places and the quality of education. Class sizes in many schools are large – up to 100 children in one class is not unusual – and teachers are often absent or over worked. In addition, schools are far in between in some rural areas, leaving pupils to walk long distances to get to school. Moreover, the curriculum and teaching methods are not always suitable to facilitate inclusion of vulnerable children and children with disabilities. There are still high school drop out rates. Reasons for dropping out of school include the high cost of education (uniforms, stationery, transport), indifference to education on the part of both the parents and pupils, long distances to school, death of parents, combining school with work and child labour. The primary school retention and completion rates are very low. Almost two thirds of pupils who enrol in primary one are unlikely to complete primary seven. The ability of households to meet the cost of sending the children to school has been severely constrained by low incomes¹⁴. The retention of children is a serious challenge mainly due to the costs the families have to incur. Absenteeism, drop out rates for girls; distances to schools, involvement of pupils in economic activities and the quality of education have also remained a challenge.

Separation of parents is one of the factors that forces children to drop out of school and hence into child labour. Some parents are negligent to the point of refusing to provide basic scholastic materials or even sending their children to school and thus they end up working.

2.2 Response to the Problem of Child Labour

2.2.1 National Relevant Policies

The Government of Uganda is committed to the welfare of her children and has formulated a number of laws and policies that directly or indirectly address the issues discussed in the previous section. The government in its development framework and priority setting has developed policies that address poverty, orphan hood and HIV/AIDS within the national planning framework.

The Poverty Eradication Action Plan (PEAP) 2004/05-2007/08

The Poverty Eradication Action Plan (PEAP) is the key policy strategy envisaged to transform Uganda into a modern economy by 2017. The PEAP provides an overarching framework to guide public action to eradicate poverty and achieve equitable economic growth. It is structured under five pillars namely: (i) Economic Management, (ii) Enhancing Productivity, Incomes and Competitiveness, (iii) Security, Conflict Resolution and Disaster Management (iv) Good Governance, and (v) Human Development. Employment, social protection, HIV/AIDS and Gender are cross cutting issues in the strategy. Priorities for resource allocation are determined under the PEAP under an operating cycle of three years

¹⁴ UNICEF, 2005: 109

The need for strengthening social protection for vulnerable groups using community based approaches is identified under the pillar five on human development with orphans and other vulnerable children as an entry point for recognition of child labour as one of the activities that orphans are likely to undertake. The PEAP hence provides an opportunity for raising concerns about the conditions of work of such children as well as the need for a comprehensive policy frame work and resource allocation towards the eradication of child labour.

The Social Development Sector Strategic Investment Plan (SDIP) 2003-2009

Feeding into the PEAP, the SDIP was conceived as a response to the need for effective coordination of the social development sector operations and improved service delivery. It recognises the long time inadequate resource allocation to the sector and provides the overall planning framework for the social development sector. It articulates interventions and strategies that enhance the participation of the poor and vulnerable groups in development work to improve their productivity and livelihoods. The priority is to ensure that support is provided to the most vulnerable groups, to ensure equitable provision of services and to identify gaps in addressing the concerns of the poor and vulnerable. Child labourers, street children, and other children who are at risk of joining child labour such as orphans and abandoned children, victims of domestic abuse, and children heading households among others are recognised as one of the main vulnerable groups in Uganda. SDIP recognises the importance of social protection and focuses on mechanisms and processes that will increase access to and benefits from services delivered from various delivered from various sectors for the vulnerable groups identified.

The National Child Labour Policy 2006

The vision of the National Child Labour Policy is a society free of exploitative child labour, a society in which all working children enjoy their right to childhood, education, dignity and the full development of their potential. It has a mission to provide an enabling environment for the prevention, protection and elimination of child labour. It further defines the Worst Forms of Child Labour as labour using dangerous tools, involving long hours of work or heavy loads and tasks, labour that leads to exposure to chemicals and dangerous substances, cruelty by employees, sexual abuse and exploitation.

The Policy recognises the urgency of eliminating the Worst Forms of Child Labour and need for enforcing all relevant protective measures to ensure children do not get engaged in the worst forms of child labour and that those who exploit them are punished in accordance with the law. The Policy will also ensure that the concerned children are treated as capable actors who can express their own views and be actively involved in the policies that concern them and participate, as appropriate in the development and monitoring of programmes designed to eliminate child labour.

The objectives of the policy are to be achieved through the integration of child labour concerns into national, district and community programmes and plans, establishment of a legislative and institutional framework, to initiate, coordinate, monitor and evaluate child labour programmes and stimulate collective and concerted efforts at all levels to eliminate child labour.

Preventive, strategies such as advocacy and awareness raising, poverty and addressing the adverse impacts of HIV/AIDS, access to education and vocational training are to be adopted. The protective strategies will include harmonisation of the legislation relating to child labour and the provision of modalities for implementation. The rehabilitative strategies include withdrawal, rehabilitation and provision of alternatives for livelihoods of the children and their families.

National Orphans and other Vulnerable Children (OVC) Policy, 2004

The OVC policy is an integral part of the SDIP and recognizes that orphans and other vulnerable children require special attention in the form of access to basic social services and provides the framework for responding to the concerns and needs of these children. Through the OVC policy, Government focuses on services that are cost effective and have the greatest impact on reducing vulnerability and improving the welfare of orphans and other vulnerable children. The priority areas of focus are socio-economic security, food and nutrition security, care and support, mitigating the impact of conflict, education, psychological support, and health and child protection.

Education policies

In Uganda nearly 73% of working children are out of school. The ability of households to meet these children's rights to education has been severely constrained by low income and the cost of sending them to school.

Government recognizes that education is a basic human right for all Ugandan citizens and that the formal education system has not provided adequate facilities and opportunities for all children of school going age. The education system is narrow, academic, elitist and that the needs of the special group for example the socially disadvantaged children are not adequately attended to. In its education policy framework Government has recognized the slum-dwelling and other disadvantaged urban children; delinquents, the homeless and orphans, girls in economically backward areas and children (orphans) of the victims of HIV/AIDS as the disadvantaged groups that lack either adequate educational facilities or the necessary motivation to receive education. Government is to progressively intensify the support given to disadvantaged groups as the economy improves with free primary education to all children especially girls in the disadvantaged groups. In addition a programme for giving anti-HIV/AIDS education to all children in educational institutions to counter the spread of the disease and to inculcate a positive attitude towards the victims of AIDS and their children and orphans has been instituted.

The importance of education as a tool for development and economic empowerment is elaborated in the National Strategy and Plan of Action for Girl's Education in Uganda which scrutinizes and harmonizes Government's and its partner's roles and activities in educating the girl child while acknowledging key barriers to equitable participation in education such as shortage of relevant alternative quality education opportunities and facilities for girls who remain out of school. The overarching goal of the Strategy is for 'all girls in Uganda (including the destitute and girls with disabilities) will have full access to education opportunities. The strategy requires families, schools, communities, government and the private sector to participate fully in gender-balanced education programmes in order for the girls to attain their maximum potential as equal and effective citizens'. The strategy also aims at eliminating the barriers and the shortage of relevant alternative quality education opportunities and facilities for girls who remain

out of school. Destitute children, the forgotten child on the street and in employment are to have access to alternative education opportunities. The leading sub sector for this barrier is the street and workplace

The retention of children in school is a serious challenge mainly due to the costs the families have to incur. Absenteeism, drop out rates for girls; distances to school, involvement of pupils in economic activities and the quality of education have also remained a challenge. According to the Ministry of Education the priorities include equitable access to education at pre-primary and primary levels for all children of school going age through providing for children who are disadvantaged and those in emergency situations. For enhancing quality and retention, the curriculum is to be reviewed to ensure acquisition of desired skills/competencies in literacy, numerical and life skills. Government in collaboration with development partners and other stakeholders is to put emphasis on the provision of social services including increasing access and improving quality in the provision of primary education. The government introduced Universal Primary Education (UPE) in 1997 and this resulted in a marked improvement in school enrolment and a reduction in illiteracy in the country. In order to consolidate the achievements of UPE, the government formulated the Universal Post Primary Education and Training (UPPET) policy. Since the implementation of UPE, there are many students who barely had access to post primary education so they never returned to school on completion of their primary level. Implementing UPPET, serves not only to provide equitable access to education for those who never had access to post primary education but also consolidate the gains of UPE through ensuring continuity in acquisition of basic education and skills. Under UPPET, Universal Secondary Education (USE) was introduced and a law compelling all school age children to attend and keep in school until they complete primary has been put in place. In addition to USE, the Business, Technical, Vocational and Training (BTNET) institutions have been strengthened and equipped.

The objective on education in the Constitution of Uganda provides that individuals; religious bodies and other non-governmental organizations shall be free to found and operate educational institutions if they comply with the general educational policy of the country and maintain national standards.

The inspectors of schools and teachers have a role to play especially in ensuring a child friendly school environment. This creates an opportunity for partnerships at both the district where the children drop out of school and at national level where policy thrust can be discussed by the Ministries responsible for labour and for education.

Basic Education Policy for Educationally Disadvantaged Children (2004)

The basic education policy for disadvantaged children on increasing community participation in education, universalizing access to basic education, strengthening linkages between formal and non-formal education delivery, improving quality of delivery by ensuring appropriate infrastructure as well as curriculum content and methodology and provision of appropriate learning materials, eliminating disparities and ensuring retention of beneficiaries. It aims at minimizing the barriers to access and to optimal learning. Its implementation enhances opportunities for development in Uganda by building a literate and informed society, thus enabling good governance and resource development. The policy ensures equitable access to quality basic education for all children, in response to the barriers experienced by the children

because of varied attitudes, disabilities, gender disparity, socio-economic, cultural, and geographical barriers, conflict, various forms of abuse, orphanage, child labour, ill health, and drop out and push out. For purposes of the policy, educationally disadvantaged children are all such children “who are experiencing barriers to learning, and are directly or indirectly excluded from or denied the chance to optimally participate in the learning activities which take place in a formal or non-formal setting”. The children are educationally disadvantaged by the social, cultural, regional, political and economic environments in which they live.

Decentralization Policy

The local governments derive their governance system from the Constitution (1995) of the Republic of Uganda and the Local Government Act (1997). Under the Constitution, decentralization is through devolution and transfer of powers from the central government to local governments. Active participation and empowerment of all citizens at all levels is to ensure people participation and democratic control in decision-making. The local governments provide structures for addressing the welfare of children at the community level. Each local council has a position for the secretary for children.

Local governments are important players in the fight against HIV/AIDS for they are the level of government closest to communities. They constitute the level of service delivery where the causes of vulnerability to HIV/AIDS and child labor and the consequences on the grassroots communities are more felt and at the same time can be addressed. Within the national response, the local governments are mandated to guide and coordinate AIDS mainstreaming at district and urban levels and to promote a multi-stakeholder response to the epidemic.

HIV/AIDS related policies

The overall government policy on HIV/AIDS is characterized by openness and political commitment to combating HIV/AIDS, which has contributed to increased levels of awareness among the population about the dangers of the epidemic and possible means of prevention. The National Policy on AIDS provides the overall policy and planning environment through which the National Strategic Framework for HIV/AIDS activities are delivered. The inset policies under the National Overarching Policy on AIDS (NOPA) include the Orphans and other Vulnerable Children (OVC) policy, the Condom Policy and Strategy, HIV/AIDS and the World of work and Retroviral Therapy (ART). This framework is subordinate and complimentary to key policies and development planning frameworks to fight poverty and other development challenges in Uganda. These include the National Strategic Framework for HIV/AIDS, the PEAP, The National Health Policy and the Local Government Act. The health sector amongst others aims to prevent the further spread of the transmission of HIV infection and to mitigate the impact of those infected and affected. It is recognized in the sector that lack of sufficient funding for programmes and poverty which continues to be a leading socio-economic driver for HIV/AIDS influences people to engage in prostitution and transactional sex. It further acknowledges that orphans and other vulnerable children remain more vulnerable to HIV infection. Government has also appreciated that despite significant reductions in the rate of HIV/AIDS infection, the pandemic still poses a real threat to the country's economic growth and human development.

The National Policy on HIV/AIDS and the World of Work

The policy recognizes that the HIV/AIDS epidemic affects the most productive of the labour force in Uganda in the age ranges of 15-49 and as an exacerbating factor of poor access to education, child labour, poverty, orphan hood and other vulnerabilities. The policy aims at providing a framework for prevention of further spread of HIV/AIDS and mitigation of social economic impact of the epidemic within the world of work. The policy is framed to promote the decent work in the face of the epidemic and covers all workplaces both formal and informal. In acknowledging that due to HIV/AIDS more widows and children have entered the workforce, the workplace policy provides an opportunity to address its impact on work and productivity and decent work issues like child labour. In addition the policy notes that children who have been forced out of school due to HIV/AIDS related factors get forced to join the labour markets and hence having a dual consequence of child labour and increase in the pool of workers with minimal or formal education. The policy therefore provides an opportunity for employers and workers to take action within their organizations and for civil society to develop and implement sustainable innovative HIV/AIDS prevention and care projects and activities.

2.2.2 National Legislative Frameworks

The Constitution of the Republic of Uganda 1995

One of the national objectives and directive principles of state policy is to ensure that all Ugandans enjoy their rights and opportunities and access to education, health services, work, shelter, clothing and food security among others. This objective is general and applies to all Ugandans including children. It may also be interpreted to specifically protect children engaged in employment. On the role of Ugandans in development, Government commits itself to involve people in plans that affect them. The Constitution recognizes the need to protect children aged sixteen years or below, from social or economic exploitation or to be employed in or required to perform work that is likely to be hazardous or to interfere with their education or to be harmful to their health or physical, mental, spiritual, moral or social development. The Constitution further provides for the protection from slavery and forced labour as one of the human rights guaranteed by Government.

The Children Act Cap 59

The purpose of the Children Act is to consolidate the laws relating to children and to provide for the care, protection and maintenance of children amongst other functions. The Act prohibits harmful employment for all children and empowers Local Councils to safeguard children and to promote their welfare within their areas. Each Local Council has a Secretary responsible for children to ensure this and the community is further expected to report any case where a child's rights are infringed upon. It thus provides a framework for monitoring child labour at the community / source level.

Employment Act No. 6, 2006

The Employment Act broadly defines light work as work which is not physically, mentally and socially injurious to a child. Hazardous work is also defined. The Constitutional

provision on forced labour is also operationalized by the Employment Act which prohibits forced labour. The Employment Act has also provided rights for workers such as the right to rest, the entitlement to annual leave and sick leave amongst others. To ensure enforcement and compliance with the Employment Act, labour officers are empowered to engage in labour inspection which includes securing the enforcement of legal provisions relating to the conditions of work and the protection of workers. The labour officers are also empowered to supply technical information and advice to employers, employees and their organizations concerning the most effective means of complying with the legal provisions. The Act also establishes a Labour Advisory Board which is mandated to advise the Minister on matters concerning compliance with the obligations of its membership to the ILO. The act provides for protection against unjustified dismissal and remedy for reinstatement. It operationalizes those articles of the Constitution relating to freedom of association, prohibition of child labour and advancing equal opportunities.

Section 34 of the Employment Act empowers the Minister on recommendation of the Labour Advisory Board to make regulations governing the employment of persons with disabilities, apprentices and other categories of employees who in the opinion of the Minister need special protection under the law. To ensure compliance with the Employment Act, the Act provides penalties, including fines and imprisonment, for offending employers who on notification by the labour officer that the employment or work is unsuitable for the child continue employing children. For all children who are allowed to work, they are not supposed to be employed between 7.00 pm and 7.00 am (at night). The Act thus provides a framework within which light work can begin to be monitored.

Occupational Safety and Health Act No. 9, 2006.

This Act repealed the Factories Act. The Act addresses the occupational safety and health related issues for all workers in Uganda. A 'worker' is defined in the Act as any person who performs work, regularly or temporarily for an employer. The Act covers all working environments and workplaces including all places where workers are found as a consequence of their work. It provides for inspections of work places, establishment of health and safety committees and identification of hazards at the work place and other concerned matters. The Act may therefore be used to protect children in employment as allowed under the Employment Act. The Minister is further empowered to make regulations for the implementation of the Occupational Safety and Health Act. This is an opportunity to provide for the safety and health of working children through regulations specifically tailored to their situation to ensure their wellbeing.

The Local Government Act Cap 243

The Local Government Act gives powers to the line Ministry to monitor and coordinate Government initiatives and policies as they apply to local governments. This covers advising and provision of technical assistance. It thus provides a linkage to the district committees through facilitation, training and monitoring the committees and this can be done through the district labour officer.

The Act also requires the chairperson of the district executive committee and lower local government level (Sub county/ LC111) to assign one of the secretaries to be

responsible for health and children welfare. At the county, parish and village level the vice chairperson designated as secretary for children welfare. It would be anticipated that these secretaries' work with other players such the police, teachers and NGOs to address the problem of child labour however this has been limited. Children continue to work even in the households of these very leaders.

The Act provides for roles by local governments to directly manage HIV/AIDS at lower levels, as well as monitoring the delivery of services within their areas of jurisdiction. It also provides for the delegation of responsibilities from the higher local government to lower levels as long as any extra obligation transferred is fully financed. This section of the law provides an opportunity in the efforts to fight HIV/AIDS because it is an avenue through which higher local governments or the central governments can delegate a lower local government to undertake certain activities.

The Penal Code Act Cap 286

The act qualifies the Constitutional and Employment Act provisions by making it an offence to induce a person to give up himself as a slave or to unlawfully compel another to labour against his free will. These provisions on slavery are in line with the ILO Convention 182 which defines the worst forms of child labour to include all forms of slavery.

The Uganda People Defense Forces Act no 7 of 2005

The act outlaws involvement of persons under the age of 18 years in the national armed forces.

Draft Bill on Human Trafficking including Children.

This is very comprehensive and takes care of the gaps in the present Penal Code Act as far as children and human trafficking is concerned. The draft bill provides for investigating, prosecution of child traffickers and protection of children from trafficking. Once finalized this law will be a very important tool in the protection of children from trafficking within the country and across the borders. A committee of Members of Parliament on the draft bill has been established and has made inputs to the bill as well and further consultations are taking place.

Millennium Development Goals (MDGs)

Uganda ascribes to the Millennium Development Goals (MDGS), which have specific goals in relation to children .It has been recognized by international agencies such as the World Bank that Child labour is bad for the health, well-being and development both of individual children, and of the societies in which they live and if allowed to persist to its current extent, child labour will prevent the Millennium Development Goals of halving poverty and achieving education for all from being achieved. The MDGs have been mainstreamed in the PEAP and SDIP.

2.2.3 Relevant National Programmes and Initiatives

Ministry of Gender, Labour and Social Development

The Ministry of Gender, Labour and Social Development (MGLSD) is the lead agency mandated to ensure that the rights of all children including orphans and other vulnerable children are promoted and upheld. The Ministry is supported in this responsibility by the National Council for Children (NCC), other government ministries and agencies, development partners and civil society organizations. In 2004, the Government put in place the National Orphans and Other Vulnerable Children (NOP) policy in place. Alongside the NOP, the National Strategic Plan of Interventions for Orphans and other Vulnerable Children (2005/6-2009/10) to guide programming for orphans and other vulnerable children was established. In Uganda the following groups of children are categorized as vulnerable:

- Orphans
- Children affected by armed conflict
- Children abused or neglected
- Children in conflict with the law
- Children affected by HIV/AIDS and other diseases
- Children in need of alternative family care
- Children affected by disability
- Children in “hard to reach” areas
- Children engaged in the worst forms of child labour
- Children living and working on the streets.

The Community Response to HIV/AIDS (CORE) Initiative

Government has been implementing practical measures to address the problem of child labour. This has been in collaboration with the ILOs International Programme on the Elimination of child labour, the Federation of Uganda Employers, the National Organization of Trade Unions, Civil Society Organizations, the Media, Academic institutions and other actors. A multi-Sectoral National Steering Committee on Child Labour and the Child Labour Unit in the Ministry of Gender, Labour and Social Development provide guidance and coordination of efforts/measures against the problem of child labour in the country.

At the Local government level at the districts and sub-county, the district personnel namely the District Probation and welfare officers, the District Labour officers, the District community Development officers and assistant Community Development officers are instrumental in protecting children's rights and raising awareness on the subject as well. They oversee the resettlement and reintegration of children who leave their homes to live and work on the streets, conduct follow up on child related issues in children's homes, making referrals to relevant NGOs and generally collaborating with all key stakeholders on matters of children in the districts. The District Labour officers conduct inspections in formal workplaces to ensure that children are not employed; enforce relevant labour laws and bylaws barring employment of children where they exist. The Community services department is involved in social mobilization and supports

advocacy on HIV/AIDS issues in schools through activities like drama and music competitions.

Ministry of Education and Sports (MOES)

Basic education for all is a constitutional right of every citizen of Uganda. Government in its commitment to democratize education, agreed: "to make basic education available to all citizens of Uganda irrespective of their age, sex, religion, disability, or region to which they belong". To achieve this basic human right, Government introduced the Universal Primary Education (UPE) in 1997, with emphasis on affirmative action in favour of the educationally marginalized children on the basis of gender, age, disability or other circumstances created by tradition, customs, imbalances, which exist in society. UPE has been successful as it resulted in high levels of enrollment. The enrollment increased from 2.9 million (1997) to the current level of over 7.6 million children. However UPE has been dodged by high drop out rates particularly of the girl child, poor academic performance, large classes as opposed to the teaching staff and poor infrastructure. The above notwithstanding, UPE provided an opportunity for very many children who otherwise would never have had an opportunity for schooling. The MOES also realized that UPE alone cannot address the needs of all children particularly the disadvantaged ones. There was therefore an urgent need to establish a policy for educationally disadvantaged children as a key ingredient of Universal Primary Education (UPE) because MOES recognized the serious challenges faced by the vast majority of disadvantaged children.

In addition to basic education, government in collaboration with NGO's, and International Organizations put in place strategies for providing complementary non-formal basic education (NFE) to those children who cannot get access to formal schools for a variety of reasons. These include interventions such as Complementary Opportunities for Primary Education (COPE), Alternative Basic Education for Karamoja (ABEK), Child – based Alternative Non-formal (CHANCE), MUBENDE Non-Formal Education (MNFE), Basic Education for Urban Poor Areas (BEUPA), and Empowering Life-Long Skills Education (ELSE). All the 6 NFE Programmes are based on the NFE principle of providing basic education to all the unreached or excluded from the formal education system by adopting more programmatic innovative approaches that take into account the various barriers that are responsible for exclusion of the disadvantaged children. One of the most important factors that make Non-formal Education attractive is its nature of flexibility. The NFE programmes target 6-18 years age group and all the materials and curriculum attempt to cater for mother tongues/area languages. The 6 programmes have Literacy, Numeracy and life skills as core; other subjects are optional. All NFE materials and curriculum aim at complementing the UPE programme. There are 3 key strategies that NFE service providers use to ensure that disadvantaged children benefit their services. These include i) providing social provisions (support of children through provision of food and other basic necessities as the basis or motivation for continued learning and teaching). ii) Participation (local communities participate in identification, recruitment of instructors and education, which strives towards being participatory and child-centered). iii) Using socio-economic incentives (un-employed used as instructors and provided with nominal pay as the basis or motivation for

continued teaching, targeting based on livelihood strategies e.g. fishing and livestock communities, and providing access to the hard-to-reach groups).

At the district level, the District Education office oversees the implementation of UPE, USE, NFE, BTVET and all other government inputs into education. These include monitoring the use of school facilitation grants, construction of school buildings, inspection of schools and conducting regular meetings with head teachers, teachers and Parent Teachers Associations (PTAs). Government supports the training of teachers in counseling skills, programmes to promote the retention of the girl child in school like the improvement of sanitation and hygiene. An independent Unit has been established to respond to HIV/AIDS issues among school children and teachers and this has developed appropriate counseling, referrals, and curriculum and co-curricula interventions.

Ministry of Health

In addition to the provision of general health care to the general population, specific programmes have been put in place to benefit HIV/AIDS affected children at the national, district and lower levels. These include the provision of ARTs, Voluntary, Counseling and Testing (VCT), Home Based care, transporting the sick children and their family members and nutritional supplements. HIV/AIDS is a noted factor and cause of child labour. The efforts of government are complemented by UN agencies, International organizations, Faith based organizations and NGOs.

Poverty Alleviation and Income Generating Activities

The government has recently launched the Prosperity for All programmes as part of the PEAP. Through this programme microfinance support for income generating activities is extended to small entrepreneurs, farmers and families. This is done through the Ministry of Gender, Labour and Social Development, Ministry of Finance, Ministry of Agriculture and other intermediary NGOs. These aim at increasing income levels and fighting poverty among families, improving standards of living and to be able to send the children to school and to meet basic needs at the household level. All government programmes are supervised and coordinated at lower local government levels by the district.

2.2.4 Efforts of UN Agencies and International organizations in the fight against child labour.

Multilateral and Bilateral agencies have continued to support government in the provision of services towards the vulnerable groups particularly the children. The table below gives a few examples of some of the organizations and the type of services they provide.

AGENCY	SERVICES PROVIDED
UNICEF	Support for accelerated female enrollment in formal and non formal (COPE) education.
	Support to communities through the districts for the construction and improvement of sanitation facilities in primary schools.
	Support to production of Life skills training materials for primary and secondary school teachers.
	Support to COPE programme for children especially girls who have never been to school.
	Support to the development of basic education model for semi-nomadic populations.
	Financing and material support for sensitizing and mobilization of districts, sub-county and community personnel the importance of girls education.
	Supports implementation of OVC policy.
	Supports anti HIV/AIDS activities in schools.
	Provides emergency response to Internally displaced children in Northern Uganda. Supports the construction of dormitories, provides scholastic materials, psychosocial support, counseling and building the capacity of school administrators.
	Funds most of health budget of selected districts to ensure protection of mothers and children.
USAID	Supports the Community Response to HIV/AIDS (CORE) initiative. CORE supports the Ministry of Gender, Labour and Social Development (MGLSD) and its mandate to lead the national response to the plight of HIV/AIDS orphans and vulnerable children

	<p>and to curb HIV incidence among the youth, through meaningful partnerships with the Civil Society Organizations, Faith based Organizations and Community Based Organizations.</p> <p>The goal of CORE is to expand targeted HIV/AIDS services for youth and critical services for orphans and other vulnerable children by facilitating collaboration between the government and civil society organizations.</p> <p>Objectives;</p> <ul style="list-style-type: none"> • To support the MGLSD to lead, oversee, coordinate, monitor and evaluate the national response to the plight of orphans and other vulnerable children. • To support HIV/AIDS infection prevention efforts among the youth. <p>Strategies:</p> <ul style="list-style-type: none"> • Grants are extended to Civil Society Organizations and Faith based organizations through MGLSD to implement the interventions. • HIV/AIDS prevention efforts focus on abstinence and behavioural change interventions. <p>Expected Outputs:</p> <ul style="list-style-type: none"> • MGLSD's mandate to effectively lead, coordinate, monitor and evaluate the national response to OVC is strengthened. • Expanded availability and quality of OVC services through strengthened public Private Sector Partnerships. • Expanded availability and quality of AB/Y programming through strengthened Public Private Sector Partnerships.
Save the Children in Uganda	<p>Provides ABEK to pastoral community children in Karamoja region who do not have access to formal education.</p> <p>Supports early childhood development and education for Karamoja.</p>

	Supports school rehabilitation and teacher training.
	Facilitates communities to analyze problems, plan and implement action through participatory rural appraisal
	Advocacy work with parents and caregivers to refocus on their children.
	Facilitates districts to develop district plans of action for children.
World Food Programme	Provides school meals in drought and famine stricken districts in North and North east of the country.
	Provides food provisions to street children
	Provides food to NGOs working among vulnerable children in child labour (CSEC, CDW and street children.
	Supports vocational skills training of disadvantaged children through provision of materials and equipment
	Collaborates with District Education offices to monitor, evaluate and compile gender-disaggregated data on WFP beneficiaries attending primary schools.
World Vision	Rehabilitation of vocational training centers offering skills to vulnerable children namely orphans and those affected by armed conflict.
	Construction of primary schools in HIV/AIDS affected areas
	Sponsoring programme for primary school pupils.
	Provision of income generating activities for disadvantaged children.
	Rehabilitation and psychosocial counseling of war affected children and provision of shelter
	Micro enterprise loans to empower poor families to take their children to school
Action Aid	Work with communities to construct classrooms
	Support MNFE to access education for children out of school, provision of teachers' curricula and instructions materials.
	Sensitising parents on the role of education.
	Support monitoring and evaluation system

	<p>to provide disaggregated data on school attendance.</p> <p>Support formation of saving and credit schemes for poor families in income generating activities to assist them raise income for school fees and other requirements.</p>
ILO/International Programme on the Elimination of Child Labour (ILO/IPEC)	<p>Supports the provision of direct services (withdrawal and prevention, resettlement/reintegration) of children from the worst forms of child labour and provision of educational alternatives.</p> <p>Collaborates with Institutions of higher Learning to include child labour in their curricula.</p> <p>Supports advocacy and awareness raising activities on the problem of child labour.</p> <p>Support to the Ministry of Gender, Labour and Social development and Uganda Bureau of Statistics to conduct surveys on child labour.</p> <p>Supports the formation of structures at community level to address child labour issues.</p> <p>Building the capacity of key constituents (Employers, Trade unions, MGLSD, NGOs) to fight child labour.</p>
International Rescue Committee	<p>Promoting awareness and attitudes among parents, teachers, children and community leaders of problems of child labor, importance of education and their roles in bringing about change, with special reference to girls education in the districts affected by armed conflict in Northern Uganda.</p> <p>Improving quality of education in the districts of Lira, Kitgum, Gulu, Apac and Pader.</p> <p>Increasing access to formal and non formal education for vulnerable children in the districts affected by armed conflict.</p> <p>Building the capacity of the districts so as to address the problem of child labour.</p>
Plan International, Compassion International, AMREEF, Lutheran World	Implement child sponsorship and child survival programmes for poor families.

Federation	Placement of the children in formal schools and for vocational skills training.
	Provision of medical care, food and counseling to the selected families and children.
	Provision of emotional support and life skills training
	Building the capacity of districts, Faith based organizations and communities to meet the needs of vulnerable families and children.

KURET (Kenya, Uganda, Rwanda, Ethiopia Together)

KURET project is implemented by a consortium comprised of World Vision (the prime contractor), the International Rescue Committee (IRC) and the Academy for Education Development (AED) in Kenya, Uganda, Rwanda and Ethiopia. In Uganda the project covers the districts of Lira, Arua and Gulu in Northern Uganda. These districts have been affected by the armed conflict between the government and the Lord's Resistance Army (LRA).

Goal: Sustainable reduction and prevention of the engagement of children in the worst forms of child labour in selected districts/provinces in target countries.

Purpose: More than 30,000 children aged 5-17 years in HIV/AIDS affected communities who were at risk of, and/or removed from the worst forms of child labour are educated.

Objectives:

- Increasing access to education
- Improving quality and relevance of education
- Increasing awareness of key stakeholders about the negative effects of child labour and HIV/AIDS, the importance of education and the relationship between HIV/AIDS and education.
- Increasing support for the education of target children by government institutions, communities and households

Strategies:

- Improving formal and non-formal educational infrastructure and increasing its availability.
- Providing children with basic learning materials.
- Linking children with programmes/organizations that can help them meet some of their basic livelihood needs.
- Enhancing teachers' knowledge and skills in learner-centered methodologies, gender, HIV/AIDS, psychosocial support, child labour and children's rights.
- Providing select schools, learning centers and vocational programmes with essential teaching materials and tools.
- Supporting the dissemination of good practices by model schools and learning centers.
- Conducting advocacy and awareness campaigns at the national and

	<p>community levels.</p> <ul style="list-style-type: none"> • Capacity building through training, strengthening child protection and welfare groups
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2.2.5 Response of the Private Sector to Child Labour

The Federation of Uganda Employers (FUE) has been a key partner of ILO/IPEC providing direct services to children engaged in the worst forms of child labour, conducting advocacy and awareness raising activities, social mobilization, mainstreaming and integration, policy and institutional capacity building and strengthening of its members. However, FUE has also carried out activities in the area of child labour with funding and support from the ILO Bureau for Employers Activities. These have mainly focused on building the capacity of FUE and its members to be able to adequately respond to the requirements of employers so as to competently address the problem of Child Labour.

The National Organisation of Trade Unions (NOTU) and its affiliate members have been key partners of ILO/IPEC providing direct services to children engaged in the worst forms of child labour, conducting advocacy and awareness raising activities, social mobilization, mainstreaming and integration, policy and institutional capacity building and strengthening of its members. In addition NOTU has carried out other activities in the area of child labour with support from the ILO Bureau for Workers' Activities and other donors.

End Child Labour in Tobacco Growing (ECLATU) Foundation has been implementing a project targeting children of primary school going age working in tobacco farms in Masindi district. The Foundations Statement is "To contribute to the elimination of the use of child labour in the tobacco growing sector in order to provide children with an upbringing that gives them the best chance in all aspects of life. The work of the Foundation focuses on supporting and funding local and community-based projects, commissioning independent research to produce an objective picture of the conditions and level of child labour in tobacco growing and establishing and sharing best practices and lessons learnt.

Private companies mainly the Telecommunications companies and banks have been supporting individuals, communities and schools to help vulnerable disadvantaged

children as part of their corporate social responsibility. This support indirectly benefits children engaged in child labour.

2.2.6 Response of NGOs to Child labour

Non-Government Organizations have played a significant role in the fight against child labour. With minimal support, the NGOs target and respond to the most vulnerable groups especially women and children and are more efficient in service delivery. The NGOs have been supported in their work by government, UN agencies, multilateral and bilateral agencies and the private sector. Examples of the NGOs whose interventions have greatly benefited child labourers and potential ones include the following;

- Uganda Women's Efforts to Save Orphans
- African Network for the Prevention and Protection of Children against Abuse and Neglect, Uganda Chapter.
- Kids in Need.
- Uganda Youth Development link
- Women and Youth Services
- Association of Uganda Women Lawyers
- Child Restoration Outreach
- Platform for Labour Action
- Huys Link Community Initiative
- Rubaga Youth development Association
- Concerned Parents Association
- Rural Development Media Communications
- Busia Compassionate Friends
- Uganda Child Rights NGO Network
- Hope After Rape
- Juvenile Welfare Services
- The Aids Support Organisation
- Kamwokya Christian Caring Community
- Budongo Forests Community Development Organisation
- Children of Uganda
- Kotido Peace Initiative
- Gulu Support Children Organization
- Friends of Children Association
- Dwelling places
- Budukiro Children's Home

NGOs have complemented government efforts in the of education sector. They have provided scholastic materials, provided counseling to children and their parents, sensitized and raised awareness on the value of education and participated in the construction of school structures.

2.2.7 Response of the community to Child labour

In areas where interventions against child labour have been implemented there are some efforts to address the problem by the communities. In those communities child labour communities and parent support groups have been formed specifically to raise awareness on the problem and to mobilize other key actors. The already existing structures like Parish Development committees have included child labour in their activities. There are also several informal and formal community efforts that have been initiated to mitigate vulnerabilities faced by the children through social protection. There are non-registered self-help groups who for a cause come together. These groups are well known to the families and communities where child labour exists. Other support schemes have been created by local governments and NGOs. They all aim at helping the affected families and children to alleviate poverty by raising income so as to access schools and to meet other basic needs in the home. They also deal with crises in the community and provide support during deaths, illnesses and famine. They have provided psychosocial, spiritual and material support, constructed houses, transported the sick, provided home based care and visits and communal gardening. The women groups mobilize school fees and other scholastic materials and undertake school visits to monitor the performance of the vulnerable children whom they help to enroll in them.

The lesson learnt here is that the informal community interventions by individuals and groups though scattered and varied in coverage do not address child labour directly. Their assistance to potential child labourers is driven by factors such as proximity, kinship ties, magnitude of problem and the number affected. Despite inadequate information on the negative effects of child labour, the informal mechanisms absorb children using community resources and target the most vulnerable using local solutions. Normally individuals and self-help groups target a small number of children (size) and deal with the most urgent problems in an efficient and effective way. As these groups interact they promote social cohesion; indeed some informal groups have existed for over 40 years, for instance self- help groups called '*Munno Mukabi* (a friend in need is a friend indeed) in Rakai district are very good in supporting and monitoring the progress of interventions. The challenge these groups face is that they operate with small budgets, can collapse any time and can be manipulated by leaders.

3. PRESENTATION OF STUDY FINDINGS

3.1 Introduction

The study revealed that child labour is widespread and common in all the 6 districts. Children engaged in child labour are present in their areas/districts of origin where they live, while others have been moved (trafficked) to engage in child labour in other districts. The main causes include HIV/AIDS, armed conflict, and death of parents/guardians, famine, large families and poverty. Children are moved to urban and non urban areas to work as domestic workers, hawking small items and to engage in illegal cross border trade. Others end up in agricultural and livestock farms and in fishing. The findings revealed that a big number of the children had little or no education and were from poor families. Orphans were found to be particularly vulnerable child labour as they often have to fend for themselves at the death or chronic ill health of parents and guardians. Discussions with children and key informants revealed that boys tend to be trafficked at an earlier age than girls who are somehow protected when young.

3.2 Forms of Child Labour

Various forms of child labour were identified during the field discussions. It was revealed that some children are employed in agriculture especially in rice fields and plantations of bananas, coffee, sugar cane, and tobacco. Additionally, there were others who worked with their parents in the family gardens and farms. In agriculture, children were mainly involved in planting, weeding, watering, nipping, chasing birds and harvesting.

Many young girls are employed as domestic workers in private homes where they are hidden from the public eye. The District Probation and Welfare officer, Kampala observed that many girls and boys are brought to work in homes as domestic workers and that at least 7 out of 10 homes in Makindye division had a child domestic worker working for them, regardless of the number of rooms or size of the house. This was further confirmed by the District Probation and Welfare officer, Mbarara district who said that in almost every household in Mbarara town there is a child domestic worker and in the majority of cases girls. These are children from poor rural families whose parents cannot afford to keep them in school and cannot provide their basic needs. Therefore sending them to work is viewed as a better alternative.

In addition to housework, boys work in market stalls of their employers and/or to making snacks and these usually work in the early morning hours and in the evenings. Others work in bars, restaurants, food kiosks; attend to pool tables in video halls as attendants. Girls get involved in cooking and selling food items of their employers in markets.

It was learnt during the study that younger children especially the boys get involved in illegal activities like cross border smuggling of goods across the Uganda-Kenya border in Busia. Those who are older get engaged in more risky activities such as drug trafficking, commercial sex and other informal sector activities like hawking, carrying garbage, washing cars, collecting old metal scrap and hawking on streets and in the

markets. It was learnt that girls tend to be more involved in activities related to commercial sexual exploitation in bars, lodges, restaurants and domestic work than the boys. Working in mines was reported in Busia. Other reported types included, working and living on the streets, grazing cattle and goats, mining, brick making, stone quarrying and construction related activities.

In all the districts of the study, there are several children living and surviving through child labour on the streets. Kampala has the highest number, followed by Mbale, Lira, Masaka and Mbarara in that order. Most of them did not have parents and survive through begging or scavenging and stealing. Those who had parents cited difficulties and failure to go to school as the biggest push factor to the streets as well as peer pressure. Both Kampala and Mbale have large numbers of Karamajong children together with their mothers. This is due to the famine and drought in the districts of Karamoja in the northeast of the country bordering Kenya which has forced women and children to migrate to other districts but especially to urban centers in search of food. There are several of them on the streets of Kampala and Mbale town begging and engaging in other antisocial behaviours.

There is also an element of seasonality to child labour. It was reported that during the rainy seasons, children disappear from homes in search of work at fish landing sites and to work in gardens and farms due to high demand for cheap labour. According to the LC III Chairperson of Buwunga sub-county in Masaka district, children come to Masaka town during the grasshopper season to make money. This is done by catching and selling the grasshoppers, but after tasting town life, the children do not usually want to go back to their home villages instead they proceed to Kampala or to other urban centres and to fish landing sites where they are further exploited".

In Lira children who had been affected by armed conflict reported being involved in slave-like activities performed namely carrying wounded soldiers for long distances after clashes with government soldiers; undertaking raids in Uganda and Southern Sudan to abduct more children, fetching water, searching for food, stealing merchandise and collecting firewood. They were also cooking for the rebels, digging in their gardens; as well as baby sitting for wives of commanders. Children mentioned that every child had to be trained militarily to fend off the rebel groups in case of attack by government soldiers. Most activities mainly carried out by children in the LRA rebel ranks varied but included carrying heavy luggage like ammunition, food, the sick and looted merchandise, fighting alongside rebels, which some times involved killing government forces. Other activities involved physical torture and beating of rebellious colleagues and those who wanted to escape. During a FGD, it was revealed that children had also been involved in killing rebellious colleagues and people in raided villages.

It was observed that major forms of child labour differed depending on the major economic activities in a particular district. In Mbarara for example, most children were engaged in loading bananas onto trucks, grazing cattle and sand quarrying, while in Masaka, most children engaged in casual labour in agriculture. During interviews it was revealed that children, who were working near their homes, were regularly withdrawn

from schools to carry out some casual work for pay, such as loading bananas on trucks, grazing cows and smuggling. This caused interruptions on the part of children's education, sometimes forcing them to drop out of school in order to engage in full time child labour. Many parents and guardians appeared to be tolerant of the situation where their children combine work and school or dropping out of school completely to engage in child labour and early marriages since this saves them from the burden of meeting the costs of keeping them in school.

Table 1: Major Child labour activities per district

Busia	Mbarara	Mbale	Kampala	Lira	Masaka
Domestic work	Domestic work	Domestic work	Domestic work	Domestic work	Coffee picking
Commercial sexual exploitation	Loading bananas and other food items onto trucks	Loading bananas and other food items onto trucks. Carrying heavy loads and baggage	Restaurant/bar attendants	Hazardous street activities and collecting scrap	Domestic work
Smuggling and ferrying produce (e.g. maize flour)	Grazing cattle and goats and selling milk	Commercial sexual exploitation	Commercial sexual exploitation	Domestic work and carrying water for sale	Grasshopper collecting and selling
Restaurant/bar attendants	Sand excavation and Construction activities	Restaurant/bar attendants	Scrap metal collection	Rebel activities/armed conflict	Commercial sexual exploitation
Hazardous street activities	Hawking	Hazardous street activities.	Hazardous street activities	Restaurant/bar attendants	Hawking and hazardous street activities
Hawking	Hazardous street activities	Hawking	Casual labour e.g. fetching water, sweeping, carries languages, unblocking sewers.	Hawking Merchandise and selling eggs	Restaurant/bar attendants
Fishing and related activities	Commercial sexual exploitation	Pottering at construction sites	Hawking	Commercial sexual exploitation	Pottering at construction sites
Mining / Sand/stone quarrying	Agricultural activities in banana and tea plantations	Dangerous agricultural activities in rice farms and coffee plantations.	Pottering at construction sites	Moulding bricks & ferrying sand	Fishing and related activities

3.3 Causes of child labour

The study identified various causes of child labour and these include:

- **Orphan hood:** Orphan hood resulting from death of parents to armed conflicts and civil strife, HIV/AIDS, and natural causes. Key informants in all the districts of study noted that HIV/AIDS more than any other factor had increased vulnerabilities among families and the orphan hood rate. It was also revealed that HIV/AIDS in Masaka and Mbarara districts had led to an increase in the number of child headed households. Children have therefore been left vulnerable to child labour because they have to survive and cannot remain in school. During a FGD in Makindye division in Kampala, it was revealed that many children come from dysfunctional families, others have lost their parents and as a result they have failed to attend school while girls mostly have dropped out of school and are either idle at home or engaged in exploitative domestic work in towns.
- **Poverty:** Poverty was mentioned as a major factor in causing parents to fail to send children to schools and also to meet the basic needs of the households. Some families have been functionally weakened by HIV/AIDS and therefore not able to work hard to generate income. Failure to market or receive reasonable pay from agricultural produce like coffee and cotton was also blamed for the rampant poverty. Thus many families get rid of their children to reduce on the economic burden by sending them away or giving them to traffickers who promise to secure employment for them. In one interview a local leader in Kampala observed that *“these girls and boys always come from poor backgrounds, have barely completed school, some are orphans or grew up in big extended families and are promised heaven and earth when they are coming to Kampala”*. Another parent in Lira observed that *“Some poor parents, especially those living in slums, send their children to look for jobs to get money to supplement their miserable incomes. Unfortunately children who have been orphaned have suffered working as domestic workers in most urban homesteads. Most of these children are paid little or simply work for food and shelter. Other children due to conditions at home or attraction to urban centres suffer in this context”*.

During the FGDs in Lira, Mbale, Masaka and Busia, it was revealed that many adults and children believe that there are better opportunities to work and make money in urban centres. In a discussion in Mbale, it was noted that people in Karamoja especially during the drought season, encourage children and women to move southwards to look for opportunities of getting food because families are unable to provide for them. Many guardians encourage children to go to work, beg, and pick grains of maize in Busia, Jinja and Kampala in order to earn a living.

Although poverty was mentioned as a major cause of child labour, it should be noted that child labour perpetuates poverty. Child labour directly undermines human capital accumulation of children, depriving them of the opportunity to attend school, thereby denying them employable skills for the future. There is a direct relation between the level and quality of education and future incomes. Without acquiring knowledge, skills and abilities which can be used for gainful

employment in future, chances of children raising their future incomes and getting out of the vicious circle of poverty remains slim. Without stopping child labour, eradicating poverty will remain a dream. However, poverty eradication and the fight against child labour should go hand in hand.

- **Ignorance and lack of Information on child labour issues:** There was a general agreement among participants interviewed that guardians and caretakers had little information about the consequences of child labour in the study districts. There is a strong belief among parents that their children will be gainfully employed and in return be able to cater for the family. This is the reason as to why many parents are often willing to send or give away their children to work in distant places. The majority of the key informants stressed that parents and communities cannot draw a line between child labour and child work. Parents and communities in general feel that it is normal for children to work to help their families while employers also think that employing a child is actually helping them to find means of survival. This in the end breeds and exacerbates poverty since many children will never be gainfully employed because of lack of employable skills.
- **Peer influence:** From FGDs with children in all the districts of study, it was discovered that some are lured to move to urban settings to engage in child labour because their friends convince them that life is good there and there is work and money to be earned so as to improve their standards of living. It was established that children especially girls engaged in commercial sex were mainly wooed by peer influence.
- **Exploitation of children:** Children are exploited for cheap labour because of their innocence and lack of bargaining skills. The tendency to take on children as weak human beings with no rights has escalated the exploitation of children with impunity. It was revealed by key informants in a focus group discussion in Lira town that boys and girls were traded and exchanged for guns, engaged in domestic work and other forms of servitude like early marriages to the Sudanese community for money, food and ammunition. The key informants noted that the LRA also acted as middle men for Sudanese traffickers who moved children further north and to the Middle East. A local leader in Masaka observed that children provide cheap labour, complain less and are not likely to run away with the employer's property. The study established that this phenomenon was perpetuated by the general lack of understanding and appreciation of the children's rights for development, protection, survival and participation.
- **Weak legislation and poor law enforcement.** Many officials mandated to enforce the law on child labour are unable to effectively discharge their duties due to poor facilitation. Law enforcement officers lack tools, and are unaware of the dimensions of child labour. In all the districts of study, the Labour Officers, Probation and welfare Officers and Child Protection Officers cited lack of facilitation as the major hindrance to enforce the law and follow-up on issues of child labour in their areas of jurisdiction.

In Masaka and Mbarara districts, labour officers cited weaknesses in the law that make enforcement difficult. The labour laws are vague and weak, for instance the

law prohibits the employment of children however It is the responsibility of the Labour Officer to determine whether the activity the child is engaged in constitutes child labour or not and yet they are not facilitated to follow up cases. The Child and Family Protection Officer, Masaka mentioned that they had failed to prosecute child labour cases because it is not mentioned in the Penal code as an offence and the provisions in the Children's Act are inadequate. Labour Officers in Mbarara and Masaka also noted that in situations where they (officers) have intervened, they have been challenged by the high poverty levels in the communities. The biggest challenges that face the law enforcement officers are the lack of viable alternatives to child labour, high levels of poverty at the household level and the necessity for children to work to get basic needs. The employers strongly believe that they are doing the children a favour since they the ones who go around seeking for the jobs. The law enforcement officers are often challenged by the employers who ask them to provide viable alternatives to the children if they want them to stop working. This has created a poor public image of the law enforcement officers among the communities since they want to stop children from working yet they cannot provide them with alternatives.

The field study revealed that causes and factors responsible for child labour are still grossly unattended to. The child labour problem is compounded by ignorance especially among guardians and communities on the rights of children, strong cultural attitudes which discriminate girls thereby denying them education and laxity in encouraging children to remain in schools. Other factors were social-economic difficulties such as lack of education on the part of parents to enable them to appreciate its value; high unemployment levels among educated youths which discourages parents from valuing education; political turbulence and lack of facilitation of the Labour officers and other key district officials. The HIV/AIDS pandemic is still a well pronounced factor as both a cause and effect of child labour. It greatly contributes to vulnerabilities among the communities where they live and the families where children come from. There is a strong link between poverty and orphan hood. The risks to enter child labour become increasingly high when children drop out of school and are without guidance from adults due to death of parents and/or guardians.

3.4 Work conditions of child labourers

During the interviews, children were found to be more versed with the conditions and consequences of child labour activities compared to community members. Many parents feigned ignorance about the mistreatment and torture that their children face at their places of work. Work conditions for child labourers varied significantly depending on the nature of activities, time when the activities are carried out, age of the child, level of education, gender, place of work, pay/wages and volume of work. The study discovered that the nature of work slightly varied for boys and girls partly due to perceived gender roles. Girls in paid work were reported far worse off than boys in terms of exploitation in all forms of child labour. A worker with ACCORD, an NGO in Mbarara observed that at times employers negotiate with parents so that the pay/wages are sent directly to parents instead of paying the children directly. Even where children are paid directly they are paid less than they work for".

Although all children both in and out of school may be exposed to child labour, children in schools tend to work in the evenings and do less heavy work than those out of schools. The children who are engaged in fishing and related activities work for long hours and at wee hours of the night without protective gear. Their pay is so little usually in the range of 1000/- to 3000/- Uganda shillings (about USD 1.5) paid sometimes on daily basis. In a FGD with children in a banana market in Mbarara, it was discovered that children who are engaged in transporting the bananas to the market travel long distances of more than 5 miles, pushing the heavy bunches on bicycles and are paid as little as 2000/- Uganda shillings (USD 1) for two trips. The children involved in ferrying produce in Busia (locally called Kafulusi) carry heavy loads and are paid less or not at all as one child in Busia commented; *"I have grown up in this business of smuggling where we carry sacks of maize, sodas and other things to get money. My father died when I was young, so my mother used to send me to engage in smuggling after school, but later when I got used to making money, I dropped out of school completely. Now I am full time engaged in smuggling and I support my siblings"*. Many other children who are engaged in smuggling have stories of high levels of poverty at the family level and death of parents due to HIV/AIDS.

There is a perception that the older the child, the more work s/he is likely to do, though age can be ignored sometimes. Again, older children are likely to be paid more compared to young ones, because of better negotiating skills with employers/exploiters. Most child labourers' proceeds are spent on buying food and clothing, paying rent and other necessities. Child labourers who reside at the employers' premises, many times are given food and accommodation as compensation for the work they do. Only a few of the children sent money back home to help their families. The culture of saving money among child labourers especially among those working away from home was not mentioned during the study. Many children do not save money to meet their perceived goals such as education. One street child in Mbale noted that: *"I left home because my parents were abusive. However, life on the streets is not easy. I have to make sure I work (carry baggage and rubbish for instance to get 500/- Uganda shillings a day at least to eat left-over food in restaurants and hotels. The sleeping conditions are not good especially when it is cold or during the rainy season. Many of my colleagues use drugs so as to withstand the cold and the hard concrete verandas used as beds. Boys are usually full time street children while girls are sent by their parents during the day to collect food (e.g. fingers of bananas in markets) or pieces of charcoal for sale to get food for the family. On bad days the police round us up and beat us yet we are homeless"*.

Key informants in Mbale and Busia observed that the children are often mistreated by their employers. The children are not paid well; some are not paid at all. They are only given food and where to sleep. For those who work in bars, food kiosks and restaurants, they hardly get any sleep. They wake up early in the morning to prepare breakfast before 6.00am and have to sleep after washing and cleaning the workplace after midnight. It was also revealed that many girls sleep in the restaurants and bars and are exposed to a risk of being sexually exploited and abused by drunken men who spend most of their time in bars".

Surprisingly, terms of conditions for work which normally apply to adults were skewed towards satisfying interests of employers, signifying gross exploitation of the child for cheap labour. Places of work were significantly hazardous to children's health. Children engaged in fishing, mining, smuggling and armed conflict are always in danger of death or very serious injuries. Girls are sexually assaulted in night clubs, bars, and food kiosk by men who consider them to be sex workers and would not resist any sexual advances.

3.5 Health hazards faced by Child labourers

The field discussions indicated that child labourers are largely exploited, and faced a lot of hazards including exposure to chemicals and dusts, snake bites, injuries and working in dangerous activities such as smuggling and hawking on the streets. Although there were no comparisons with non-working children, many children in the study reported to have fallen sick during work. Other maladies children faced included malaria, skin rash, cold, fatigue, cough and abdominal problems. Those engaged in prostitution were exposed to diseases like HIV/AIDS and other sexually transmitted diseases. FDGs with children in Kampala, Mbarara, Busia and Mbale all revealed that girls working as child domestic workers faced the problem of rape and sexual harassment from male employers and neighbours.

Cases of pregnancies and abortions were reported during the study among the affected girls with abortion cases reported to be high. In Busia, it was noted that children engage in risky behaviours in order to supplement their incomes. Most girls have sexual relations with much older men for purposes of material support. Sometimes, these girls get abandoned by the men, thereby forcing them to engage in petty thefts for survival. Some girls get married, while others resort to living on the streets. Many times children felt insecure, and were often harassed by employers, clients and local leaders/enforcement agents. Girls and a few boys especially those involved in commercial sex reported that they were stigmatised and laughed at by the community. The younger the child the higher the risk of injuries becomes. Interviews with former domestic workers in Mbarara, Lira, Busia and Kampala indicated that they were sexually abused, beaten, denied food and overworked

Among the fishing communities in Masaka on Lake Victoria, a FGD revealed that the boys who peddle oars on canoes and those who carry heavy fishing nets complain of chest pains. They are also prone to fevers and respiratory tract infections due to staying out for long hours in the cold; they are also cut by fishing nets and pricked by bones; and contract bilharzia due to stepping in infested waters.

Abducted children involved in armed conflict were subjected to ruthless treatment in war zones resulting in devastating physical and psychological effects on them. In Mbarara, the Probation and Welfare Officer noted that children involved in sand excavation and those ferrying bananas suffer from serious chest pains and physical injuries. Children are also exposed to drug abuse and other risky behaviours in urban areas.

Hazards faced by children at the places of work varied from district to district depending on the major economic activities engaged in by the children. For instance a child involved in smuggling in Busia was more at risk of death by being shot by the law enforcement officials, while street children and domestic workers in Mbale, Kampala and Masaka were more at risk of emotional abuse and deprivation and children involved in prostitution in Mbale and Masaka are more at risk of sexually transmitted infections including HIV/AIDS and drug abuse. Whatever the nature of hazards the children faced in various child labour activities they engaged in, the negative impact was great and affected them for the rest of their lives.

3.6 Perceptions of the communities on child labour.

The findings of the study have revealed that child labour takes different shapes in different communities with different cultures, economic and social background. This situation determines the attitude and response to child labour in the various communities in the districts visited. The responses to child labour varied greatly. Some key informants were totally against child labour which dispossesses children opportunities to attend school. Respondents were against children engaging in commercial sex and physically constraining work which is hazardous to their health.

There was also condemnation of child labour and especially exploitation of the girl child. Other informants were deferential to child labour and formed the majority of those who accept child labour especially in all urban centres of the study districts. These argued that children engage in child labour out of genuine need so as to meet their basic needs and those of their families. The Chairman LCIII, Buwunga Sub County in Masaka observed that though some parents may know about child labour, they cannot stop it due to poverty and the resultant vulnerabilities and the only way to survive is to send children to work so as to supplement family incomes. According to the Manager FAPAD in Lira, an organisation combating trafficking, perceptions are partly shaped by cultures; many of such parents feel it's important for children to work and thus were tolerant to trafficking of their children to other districts for child domestic work and cheap labour in sugar, coffee and tea plantations.

It was also noted that some relatives play a leading role in connecting children to employers. Whether for money or other benefits, this practice perpetuated child labour and increased the number of children entering exploitative child labour. Many employers were not bothered about hazards children face as a result of the work and activities they perform. Key informant interviewed in Mbale, Masaka and Mbarara indicated that many employers believe they are helping children to meet their basic needs. Indeed one lady who employed 6 girls in a bar in Busia commented that *"I am helping these girls because they are orphans and were brought by a lady friend. They work in my bar and restaurants. I feed and provide them with accommodation and they are happy. We do what is possible and the rest we leave to God."*

Efforts in the community to address child labour were lacking. The Probation and Welfare officers in Masaka and Lira noted that communities were not sensitive to child labour until it turns into gross child maltreatment because they are not aware of the

consequences. Communities feel that it is normal for children to work for their survival. However, the Labour Officer in Lira and the Probation Officer in Mbale were of the view that much as parents may know the dangers and consequences of child labour, there is very little they can do about it due to poverty. Parents regard the children as a resource to contribute to the family incomes by doing odd jobs in markets and slums.

Many communities were found to be tolerant to child work because they were not sensitised about the impact of child labour. During FGDs in Busia, Kampala and Mbale, it was established that some communities were not aware that they are required to report cases of child labour to police and local leaders. The Probation and Welfare Officer in Mbarara noted that the reporting mechanisms were not clear and members of the public are not well informed on how and where to report cases of child labour. The communities instead encouraged child labour as a way to increase family incomes irrespective of the type and amount of work, time and working conditions. In general, communities observed that in spite of the introduction of UPE and USE, many children are still involved in exploitative child labour. Even with UPE in place, some children fear going back to school because they and their parents feel they are too old. Once out of school, such children are prone to child labour especially in the domestic service and early marriages as observed by the Community Development Officer, Buwunga Sub-County, Masaka district.

The research team considered ignorance about child labour and negative cultural norms and values that keep children out of school as a great hindrance to the efforts to fight child labour in the communities studied. High levels of poverty, armed conflict and death of parents are also factors that cannot be ignored.

3.7 Future Aspirations of child labourers in the areas of study

Most children interviewed in all the districts expressed a desire to go back to school. Other children wished to be assisted to join vocational schools to acquire some employable skills for the future. A few wished to be assisted to get other better paying jobs. Expressions made by child labourers point to the desire to acquire more knowledge and skills which can secure them a better future. The children therefore should be assisted to join schools. A child labourer from Bwaise in Kampala observed that it was not his wish to drop-out of school, but due to death of his parents to HIV/AIDS, he could not continue with schooling since there was no one to help him. He was selling (hawking) roasted groundnuts to raise money for his own support and upkeep since chances of supporting himself in school were almost impossible. In Busia, boys were willing to learn skills like carpentry and construction.

Indeed many adult key informants, similarly felt that children should be in schools and those who cannot fit in the formal education system should be assisted to join vocational skills training institutions so that they could become useful adults in future. NGOs that had assisted children to go back to school such as CRO Mbale had transformed street children's lives and given them hope. In an interview with a former street boy at the offices of CRO Mbale, he noted; *"while on the street, life was not easy; there was a lot of harassment from authorities and violence among children*

themselves. Worse still, we used to work so hard to find something to eat on a daily basis. Now, with the help from CRO you can see I have somewhere to sleep, food to eat, I can play volleyball and better still, go to school. I am in senior two and when I complete school, I hope to get a good job and be an inspiration to the rest of the street children to show them that they can also make it in life. Apart from formal education, some children were supported to join vocational institutions to learn vocational skills. CRO Mbale supports children to join Mbale Community Polytechnic for technical training.

3.8 Effectiveness of Programmes addressing the problem of Child Labour.

The study revealed that there are several programmes and projects directly and indirectly addressing the problem of child labour in the districts of the study. It is only Mbarara where no direct programme is being implemented. These programmes vary significantly in resources and budgets, area of coverage (many covered small areas of the districts) and level of understanding of their personnel in terms of service delivery towards vulnerable children. It has been noted that most programmes have been previously supported by ILO/ IPEC. Other programmes are run by World Vision- KURET, International Rescue Committee (IRC), UNICEF as well as government and these have contributed significantly to the reduction of child labour.

It should be noted that in Masaka, Mbale, Busia and Lira districts, interventions were mainly implemented by NGOs with support from UN agencies and International organizations. Some of these had phased out and others were operating with very small budgets and had very minimal impact on the efforts to reduce child labour. There were few or sometimes no organisations specifically addressing child labour in the rural areas in all the districts studied. Most programmes were mainly supporting orphans and other vulnerable children, and providing psycho-social support, but not directly aimed at preventing and combating child labour. Interactions with some NGO workers revealed that most programmes are donor dependant with less community involvement thus unsustainable. It was therefore hard for such programmes to register any impact in the communities they served.

The following effective interventions and programmes for combating child labour were identified during the study:

3.8.1 Prevention Strategies

- **Awareness raising and community mobilisation:**

This comes out as one of the activities where most actors have put more resources in order to mobilise communities to fight child labour. In all districts visited, NGOs and government staff mentioned to have conducted awareness raising activities. These included local leaders' seminars, workshops, radio talk shows, films, production of information, educational and communication materials, drama, games and use of postal stamps, where the issue of child labour was mentioned. These activities were carried out with support from organizations like UNICEF, Save the Children, ILO/IPEC and World Vision among others.

The study established that some agencies and organizations focussed on specific categories of child labour in a given area. Examples; CDWs, child soldiers, street children and CSEC were targeted and this left many children engaged in agriculture, fishing, mining and construction, and other children in other forms of child labour unattended to. In terms of coverage, it was established that activities have tended to focus on capacity building for the staff of implementing partners and volunteers, Faith based organizations, local leaders and councillors and very few efforts have been extended to communities, teachers, local self help groups, and parents. This selective approach needs to be urgently addressed.

One key informant observed that; "the use of communities in child labour campaigns is not only cost effective but it also increases the geographical coverage of the program. Community members are more permanent residents in places where child labour most occurs, hence guaranteeing sustainability for the program. They best perceive the problems as they are and can seek simple and practical solutions for preventing child labour. The communities have been very instrumental in addressing the problem of child labour in areas where they have been involved. And yet some NGOs and government departments attempt to address some key issues without involving them leading to the failure of good interventions and initiatives.

Awareness on child labour issues was found to be mainly concentrated in those areas where interventions to address the problem have been implemented. These are usually urban centres and a few parishes in a given district. Most places where children are recruited for child labour and other transit points have not been significantly reached with programmes. This leaves out a vast number of communities not reached with messages on Child labour. There was also little evidence of follow up or impact assessment of the awareness activities. It is therefore not possible to evaluate whether the messages were significant in the fight against child labour. The labour Officers in Mbarara and Masaka revealed that employers in the coffee and tea plantations were sensitised on child labour with support from Uganda Tea Association and Federation of Uganda Employers. Thereafter, child labour committees were formed in the plantations. The challenge is that few employers were sensitised and were not followed up due to lack of facilitation.

3.8.2 Direct services to children affected by Child Labour

▪ Rehabilitation and withdrawal

Many NGOs directly and indirectly played a significant role in withdrawal, rehabilitation and re-integration of children from child labour by committing significant amount of resources for these interventions. Activities carried out here have been delivered through peer educators, social workers and volunteers, self help groups such as KIN communities, child labour committees and parent support groups. These have been able to provide services like counselling; vocational skills; income generating activities and family support; tracing and resettlement; sports and recreation; and life skills building sessions on self esteem, fighting stigma, promotion of decision making, responsible sexual behaviour and prevention of drug abuse, prevention of HIV/AIDS

and referrals. Support for provision of educational alternatives has also been provided by a select of NGOs that have been supported to do so.

Case study 1: CRO withdrawals and rehabilitation of street children in Mbale

CRO is an NGO with branches in Mbale, Masaka and Lira Districts targeting street children. Their work has involved withdrawal and rehabilitation of street and slum children. They provide vocational skills training, temporary shelters, and support to formal education and community sensitisation campaigns. They have also formed community networks that continuously sensitise their communities on child labour, and identify children that need support.

Notwithstanding the huge resources committed towards withdrawal and rehabilitation of children from child labour, programmes by most stakeholders appeared as responses targeting children at destination points mostly in towns and not all vulnerable children. There was little evidence of interventions addressing the whole spectrum of the child labour problem in all its various stages including places of origin and destination. Children in rural areas, where many are recruited had no idea about institutions intervening in this problem. Most approaches appear to address symptoms than causes of child labour.

Interestingly, the study team found out that some children who had been engaging in child labour went back to their homes as a sign of resilience, but were not yet absorbed in schools and could easily be trafficked for other forms of exploitative child labour.

The services provided by many NGOs were found to be lacking in many respects. There were many unmet needs like the psycho- social and economic needs, some of which could be provided in the short and long term through a multi-sectoral approach. The link between HIV/AIDS, poverty and child labour is not yet well appreciated by the service providers, district and community leaders and this is a big constraint to addressing child labour in a holistic manner.

Case study 2: Parish Orphan Care Associations (POCAs) by ACORD

ACORD is an NGO operating in Mbarara District. From 2003, it supported the formation of 18 POCAs in Isingiro County to support families affected by HIV/AIDS to provide basic needs for orphans through a revolving loan fund and technical support in form of training, mentoring and monitoring. As a result, many families are able to provide basic needs to orphans including food, shelter and medical care among others which were largely lacking before ACORD intervention. However, it is only the members of POCAs whose welfare has been improved, yet others were left unattended to. Although POCAs face challenges, a lot of success has been registered and is one of the best practices because the communities are involved in designing, managing and monitoring activities of POCAs. It should also be noted that although POCAs do not directly tackle child labour issues, by providing alternative income generation, children can be prevented from engaging in child labour activities to survive.

The study noted that generally, children and adults lacked information about where to go for help. The local leaders were neither informed nor bothered about the movements and factors fuelling child labour. In situations where communities were found to be aware, there were limited alternatives to address the various challenges leading child labour. Many did not have the means to help children to meet their needs, thus leaving them to get involved in child labour. In spite of community members being aware of the individuals who were employing children, no action was taken in almost all the districts.

3.8.3 NGO support for social protection and safety net extension

Social protection as a means of increasing and expanding safety nets (income generating activities, support to agriculture, housing, school support, health programmes including provision of ART) within households and communities existed in some communities especially in Masaka and Mbale where UWESO is operating. This was also evident in several programmes of various NGOs in the different districts. Through efforts of these organisations, many children have been trained in vocational skills and resettled back in their communities, while others have been supported to live independently.

UWESO in Masaka, IRC and ACCORD in Mbarara have done commendable work in preventing potential child labourers to access education. Programmes of UWESO, Masaka branch include;

- HIV/AIDS community mobilisation and sensitisation, workshops for lay counsellors, home visits and formation of cluster post –test clubs.
- Education support for OVCs; community meetings to support children in schools, training teachers and peer counsellors on child vulnerability. Training of local artisans and apprenticeships and enhancing school attendance for OVC through health promotion, school gardening, and child counselling skills for teachers.
- Early Childhood development cluster based training in food security, nutrition and modern farming. Shelter and latrine constructions for child headed households, succession planning training, sustainable farming demonstrations at the shelter sites for OVC house holds.
- Family economic empowerment through family economic empowerment to improve savings mobilisation and development of saving culture amongst OVC affected families and care givers. Provision of credit to OVC caregivers through assessment of savings and credit needs of OVC communities, training in workshops in savings and credit methodologies, establishment of self managed savings and loan groups and agri-business and financial management training.
- Networking, lobbying and advocacy through local seminars radios and children days.

One lesson learnt during the survey was that though good programmes such as those of UWESO existed in the areas of the study, these programmes were limited in numbers and coverage by districts, yet the need for such programmes by potential child labourers was great. There is thus a need to do more sensitisation on child labour and link it to social protection, income generation and savings culture promotion and set up

schemes in the mentioned areas for families affected by child labour. Social protection is very central in the fight against child labour and needs to be scaled up.

In spite of the notable existence of programmes for addressing child labour, their impact has been minimal due to limited resources and low coverage. The box below illustrates KIN's previous work in addressing child labour.

Case study 3: KIN and community involvement in withdrawal of children from child labour

KIN worked closely with community members to establish community mechanisms for identifying and withdrawing children found in dangerous work in three districts, targeting mostly urban setups. KIN first studied the trends leading to loose family ties, which later made it possible for children to enter child labour and for worse cases to live on the streets. Based on this observation, KIN invited key community members from areas where the problem of child labour was rampant namely Mbale, Kampala and Wakiso districts for workshops. The workshops conducted for social partners from these communities were very enlightening about the magnitude of child labour, compelling KIN to use the program for an in-depth understanding of appropriate strategies that would strike at the root of the problem. KIN then facilitated a democratic election process in which numerous community members of different status, mostly local councillors, district officials and members with NGO background forwarded representatives for child labour action in the three Districts. They formed child labour committees of thirty members to coordinate interventions against child labour in the three districts. The work of the committees' involved identification of child labourers, counselling, mainstreaming of these children into formal education and skills training, recruitment of more members and training them. The most commendable work of the community support was making visits to schools, local hospitals, using the radios for advocacy and attending local council meetings for the purpose of fighting child labour. This was an effort to link child labourers to existing social protection schemes.

3.8.4 Other effective child labour activities:

Networking

There were no formal networking mechanisms among actors addressing the problem of child labour in the study districts. There was some collaboration among agencies in an informal manner. In the districts of Masaka, Mbale, Lira and Mbarara, NGOs are part of the big district network dealing with several issues namely HIV/AIDS, Children's issues, education and agriculture. This provides a good opportunity for training, sensitization, awareness raising and social mobilization mobilisation on socio economic issues including child labour. At national level, there are various forums that regularly bring together actors in child related issues. The notable one is the Child Labour Partners' Forum that was initiated by ILO/IPEC and is coordinated by National Council for Children (NCC). Other partners like the World Vision –KURET Child Labour Project have also extended support to the Forum. Cooperation, partnerships and networking between various organizations have been strengthened. ILO/IPEC and the World Vision- KURET project have jointly funded a guide for basic trainers for teachers, social workers, community leaders,

Civil Society Organizations and teacher education institutions. Actors in the fight against child labour should network with a broad spectrum of stakeholders involved in addressing vulnerable children, since many of the child labourers have many needs which cannot be met by a single agency.

Capacity building

Building the capacity of partners has mainly been carried out by NGOs with support from UN agencies and International organizations. It involves training of staff and volunteers of a smaller partner organization like a community based organization (CBO) by a more knowledgeable and experienced agency. Skills, information and knowledge to fight child labour are passed on during the training. This was successfully done by KIN and UYDEL in the districts of Mbale and Busia respectively.

Advocacy

Sustained advocacy on the problem of child labour yielded positive results at the national level. These include the ratification of the ILO Conventions on the minimum age of admission to employment and the prohibition of the worst forms of child labour and the formulation of the Child Labour policy among others. However advocacy as a tool for mobilization has not been strongly used at lower local government levels (communities, sub counties, parishes and districts). This is attributed to limited support that is given to the relevant district offices like the Labour, Probation and welfare and Community Development.

Integration of Child labour modules into curricula of training institutions

ILO/IPEC and World Vision–KURET project worked closely with Makerere University and Kyambogo University to integrate modules on Child labour in their training curriculum of social workers and teachers respectively. This strategy has ensured that the social workers and teachers graduating from those institutions are well equipped with knowledge and skills to address the problem of child labour in the field.

3.9 Good practices in addressing Child Labour

Good Practice in the context of child labour can be defined as any activity, process, strategy or technique at any level of the project that works in some way in combating child labour, whether fully or in part. A Good Practice can represent any type of practice, small or large. It does not have to represent an overall project or programme. Even if a project overall has not been successful, there still could be a Good Practice that it developed or applied. A key aspect is that a Good Practice could be something that actually has been tried and has worked, i.e. as distinct from what may be a potentially good idea but has not actually been tested. It could, however, be work in progress, representing preliminary or intermediate findings. The overriding criteria should be the potential usefulness of a Good Practice to others in stimulating new ideas or providing guidance on how one can be more effective in some aspect related to child labour. Good Practices are characterized by being innovative or creative, effective and efficient in making an impact (i.e. a positive change of situation), replicable, sustainable, relevant, responsive and ethical. The good practices identified included;

ILO/IPEC has been the leading UN agency that has supported government, employers' and workers' organizations, the media, academic institutions and NGOs to implement interventions against child labour in agriculture, domestic work, CSEC, urban informal sector and in illegal activities in selected districts of Uganda. The good practices from the ILO/IPEC work include some of the following;

- Creating awareness on the problem of child labour and associated causes, factors and consequences through social mobilization and campaigns.
- Developing social protection schemes to create a sustainable environment to prevent children from engaging in child labour.
- Building and strengthening the capacity of selected institutions and organizations to address the problem.
- The use of community structures and peer networks in developing criteria and procedures for identification, selection and monitoring of the children and families affected by child labour. This practice ensures effective project implementation and sustainability at community level.
- Use of transition non formal schools by some NGOs since some children need to under go non-formal education before placement to formal education or for vocational skills training. Children who have not had the opportunity to receive any education get to learn how to read, write, learn the alphabetic and acquire numeric skills from the community transitional schools.
- Integration of Supporting Children's Rights through Education, the Art and the Media (SCREAM) methodologies in school activities. SCREAM is an educational, advocacy and mobilization tool that is designed to achieve the meaningful participation of young people in the global campaign against child labour. It provides information regarding children's rights and promotion of behaviour change. The overall goal of introducing SCREAM was to equip children and

teachers from selected schools with practical skills (creative and participatory teaching/learning methodologies) and to apply them in the prevention of child labour in their communities. The package helps to raise awareness of child labour amongst young people and provide them with the knowledge and the skills to take action.

- Interventions informed by needs assessment. Needs assessment refers to assessing the local community's needs as far as the eradication of child labour within the community is concerned. The results of the needs assessment inform the programme's delivery strategy in order to maximize the programme's potential for positive impact.

Involvement of communities and other stakeholders in the fight against child labour.

Involvement, participation and input from key stakeholders (teachers, parents, local leaders and children), agencies, organizations and target groups in a collaborative process are central in programme success. It was noted in the field that some organisations had initiated child labour committees among the communities where they were operating. Communities and all key actors had contributed to the programme design, implementation, evaluation and dissemination. A bottom-up, consensus-oriented decision making process was also noted to be in place. This involved community actors for the purpose of inputting and owning the programmes. There also was feedback, information dissemination and consultation among others

Support of income generation activities

Organizations that are providing direct services to the affected communities and families are also supporting income generating activities as a strategy to ensure sustainability and to prevent the target children from sliding back into child labour. The support is extended to the local community based groups, families and guardians for income generating activities including promotion of groups' savings, access to micro finances for parents and guardians as well teaching withdrawn children other livelihood skills. All these had a bearing on addressing causes of Child labour and effectively addressed it.

Monitoring and Evaluation of interventions

Monitoring and evaluation of programme interventions is an important tool for providing feedback to the staff as a way to gauge whether the programme is successful or may need adjustment. Evaluation results provide important accountability information to stakeholders, promote, foster proactive planning and facilitate team discussions on what was accomplished or not by documenting every step.

Training of staff members of implementing agencies and partners

An efficient and effective programme needs staff members that are properly educated, equipped and trained to provide quality services to the beneficiaries. In-service training to regularly update the skills of staff is important. Most agencies directly targeting child labourers offered training to their staff members. However those not doing so were only raising the issues of children's rights in general. To better serve this purposes of their project, they counted on others with a multi disciplinary team where

counsellors, peer educators, artists and social workers, teachers, local leaders and enforcement officers were trained and worked together.

4. RECOMMENDATIONS AND CONCLUSIONS

The proposed strategies and recommendations are based on the study findings in the different districts and take into consideration the capacity and mandate of KIN to carry them out. The ultimate goal is to facilitate and strengthen the capacity of the districts and lower local government levels to identify child labour within the community and address it as a common concern. This is expected to create ownership and ensure sustainability of the interventions.

4.1 Awareness raising and Social Mobilization

The study revealed that the level of awareness on the problem of child labour was very minimal among the expected key actors, local leaders, district officials, community members, parents and the children. Even the existing policy and legal provisions relevant to child labour are not well known by the law enforcement agencies. Awareness raising should therefore be across board and cover both the district political and technical personnel from the offices of Labour, Probation and Welfare, Planning, Education and Community Development and the wider public and the community level where child labour takes place.

The need for social mobilization through sensitization of communities is necessary for effective implementation of measures to address the problem. The media as an advocacy and communication tool should be employed.

4.2 Networking and Collaboration

Strong linkages should be made with the Ministry of Gender, Labour and Social Development, the Child Labour Unit, the National Council for Children, the National steering Committee on child labour, the Ministry of Education and Sports, the Ministry of Local Government, Employers' and Workers' organizations, relevant UN agencies, International organizations, Civil Society Organizations, Faith Based organizations, Uganda Bureau of Statistics, Community based Organizations, the Media, Educational institutions, Health care facilities, micro credit finance institutions, the Law enforcement agencies, the Child Labour Partners forum, other child labour programmes and with the relevant departments at the district level. These are important for purposes of referring the children for the different services and also as resource persons during training and awareness raising activities. The roles of each agency should be defined before implementation starts.

4.3 Utilization of existing structures at the districts

Local governments have unique strengths on which they can capitalize to contribute to policy development, advocacy and awareness raising on child labour at the district level. Local governments are a valuable source of information and expertise. They also have structures such as the district development Committees, HIV/AIDS committees and local councils which can be used to integrate and anchor activities to address child labour within the districts and communities. This could be a possible sustainability strategy. There are several committees and structures at lower levels that handle children's issues and these can be mobilized to handle child labour as well.

4.4 Formation of Child labour committees and other community based structures.

Communities which do not have Child Labour Committees (CLC) should be facilitated to put them in place. Alternatively if there are already committees or structures at the community level that are already dealing with children's issues, they should be facilitated to include child labour in their activities. Once established the CLC members should be trained in child labour issues like counselling, awareness raising, local resource mobilization and child labour monitoring. The committees should be systematically linked with the district/local government authorities. This is expected to improve their efficiency and ensure sustainability of their interventions. The Child Labour Monitoring Systems (see 4.7) should be introduced into all the CLCs community activities. The CLCs should be trained on child labour monitoring so as to provide support to the establishment of referral service systems for child labourers or children at risk within the communities. Within each community the CLC should be facilitated to undertake social mapping exercises of service providers within the community. These may include educational, social protection facilities, recreational facilities, health institutions providing services to (vulnerable) children, and also to organizations providing support to economic empowerment of families (training, microcredit, agricultural extension). Any other type of service available within the community that is perceived to contribute positively to the children engaged in or at risk of child labour should be included. In addition to the identification of service providers, the social mapping exercise should generate basic information about the target population in terms of socio-cultural set ups and other dynamics that have a bearing on the causes of child labour, roles and responsibilities of families/parents and their general understanding of the problem. The information generated should be fed into the community CLMS and should regularly be updated. The relevant district officials (Labour inspectors, school inspectors, probation and welfare, community development) should be mobilized and facilitated to provide technical support to the CLCs in monitoring and referral of the affected children. The involvement of the district officials is expected to promote the inclusion of the information collected during monitoring into the district planning processes. The districts should be mobilized and encouraged to provide overall supervision and support to the CLCs.

4.5 Creating Change agents

Creating change agents within the local government structures through training of resource persons at the district level who will in turn train at the sub-county, and community development level. This pool will continue training at the parish and village levels. This is critical since the process of formulation of bye-laws and priority identification starts from the communities at village level moving upwards to the parish.

4.6 Participation of Children

Participation and involvement of children is key for effective implementation of measures against child labour. The children need to be aware of the fact child labour is an abuse of their rights. The awareness will enable them resist exploitation. The children will be facilitated to participate actively in the fight against child labour in the areas where they live and study.

4.7 Introduction of Child Labour Monitoring Systems (CLMS)

CLMS is an active tool for stopping child labour and it involves direct observations, repeated regularly, to identify child labourers and the risks to which they are exposed, to verify that they have been removed (or that the risk has been managed) and to track them to ensure that they have satisfactory alternatives. It is a process developed to combat child labour right where it occurs – in the workplace and the community. It enhances the identification of child labourers, assesses their situation and refers them for services. The system provides for the gathering of information from workplaces, schools/service sites and the community as a whole together under a common framework. It is about identifying where child labour occurs and doing something about it. The CLMS covers all types of child labour in one area. The information generated through CLMS could be used to document child labour trends in specific sectors or areas for different purposes. Systematically organizing activities around the CLMS approach will empower communities to take over the full responsibility for fighting child labour within their community.