



International
Labour
Organization



Project of Support for the Preparatory Phase of the Uganda National
Action Plan for the Elimination of Child Labour (SNAP)

and

Ministry of Gender, Labour and Social Development (MGLSD),
Kampala, Uganda

The regional workshop for dissemination of the National Action Plan for elimination of the worst forms of child labour

Mbale District Report

**International
Programme on
the Elimination
of Child Labour
(IPEC)**

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ABBREVIATIONS

CAO	Chief Administrative Officer
CDW	Child Domestic Work
CFPU	Children and Family Protection Unit
CLFZ	Child Labour Free Zone
CRO	Child Restoration Outreach
CSEC	Commercial Sexual Exploitation of Child
DCDO	District Community Development Officer
FUE	Federation of Uganda Employers
IABA	Integrated Area Based Approach
LO	Labour Officer
MAAIF	Ministry of Agriculture, Animal Industry and Fisheries
MIA	Ministry of Internal Affairs
MJCA	Ministry of Justice and Constitutional Affairs
MOH	Ministry of Health
MOLG	Ministry of Local Government
MTI	Ministry of Trade and Industry
NAP	National Action Plan on Elimination of Child Labour
PO	Personnel Officer
PSWO	Probation and Social Welfare Officer
SAA	Senior Accounts Assistant
SAS	Senior Assistant Secretary
SCREAM	Supporting Children's Right to Education through Arts and the Media
SNAP	Support to National Action Plan
UBOS	Uganda Bureau of Statistics

UNAIDS	United Nations AIDS programme
UNHS	Uganda National Health Survey
UWCM	Uganda Women Concern Ministries
UWESO	Uganda Women's Effort to Save Orphans

REPORT ON THE REGIONAL WORKSHOP FOR DISSEMINATION OF THE NATIONAL ACTION PLAN FOR ELIMINATION OF THE WORST FORMS OF CHILD LABOUR

1.0 Background

This is a report on the Regional workshop for the Dissemination of the National Action Plan (NAP) on the elimination of the Worst Forms of Child Labour that took place in Mbale district for the eastern region, for the districts of Mbale, Sironko, Bududa, Kibuku, Bulambuli and Budaka from September 12 – 14, 2012.

The National action Plan (NAP) on Elimination of the Worst Forms Child Labour was developed by the Ministry of Gender, Labour and Social Development in collaboration with the ILO/IPEC, Ministry of Education and Sports and other line Ministries, Civil Society Organizations and the Social Partners, as a strategic framework to set the stage for mobilizing policy makers and the public to act and to intensify awareness raising activities at all levels in order to promote understanding of the risk consequences and strategies/actions/interventions of addressing child labour. The plan is also a resource mobilization tool; it will provide a basis for reporting, monitoring, evaluation, measurement of performance and progress of the interventions aimed at combating child labour.

The overall goal of the NAP is to reduce the magnitude of the Worst Forms of Child Labour by 2016/17.

1.1 The Objectives of the Workshop

The objectives of the workshop were:

1. To sensitize participants about the plan.
2. For the Participants to own their responsibility and start planning for integrating Child Labour issues more strongly in District Development Plans and Budgets.
3. Inform all CAO's in all the Districts of Uganda about the NAP

1.2 The Participants

The workshop was attended by 30 participants; among these were Chief Administrative Officers, LCV Chairperson, District Labour Officers, Education Officers, Agriculture Officers, Community Development Officers, District Probation Officers, Officials from Ministry of Gender, Labour and Social Development and Trade Union members. These represented

some of the key Stakeholders in the Elimination of the Worst Forms of child Labour. (See Annex 1 for participants list).

2.0 Methodology

The workshop was conducted using adult learning principles, which included facilitator's inputs, lectures, role play, group discussions and presentation of the group work and plenary. (See Annex 2 for details of the Methodology).

3.0 The Sessions

The sessions of the workshop covered; the opening session, the Worst Forms of Child Labour, the National Action Plan for the Elimination of the Worst Forms of Child Labour, Overview of the Child Labour Programmes in Mbale, The Roles of the Individual Stakeholders, Discussions and District Action Planning. (See Annex 3 for workshop programme)

4.0 OUTCOME/OUTPUT OF THE WORKSHOP

4.1 Introductory Remarks by the Commissioner for Labour, Mr. Mugalu Kanya K

In his remarks Mr. Mugalu Kanya K, the Commissioner for Labour informed the participants that the Ministry of Gender, Labour and Social Development engages in a number of activities and one of them is the Elimination of Child Labour. While the Ministry advocates for elimination of child labour it does not mean that children should not work at all, but rather they could be engaged in light work, which is not hazardous.

He further informed the participants that the issue of Elimination of Child Labour is not the responsibility of the Ministry of Gender, Labour and Social Development alone, but a responsibility of various sectors. A multi-sectoral approach is required.

He noted that Child Labour has implications on the socio economic situation of our country. The use of child labour amounts to exploiting labour before it is formed.

He informed the participants that the Uganda Government had in place a number of interventions to protect children from exploitation, he mentioned;

1. The Constitution of the Republic of Uganda, 1995, Article 34 that provides for Protection of Children.
2. The Employment Act 2006, spells out the circumstances under which children aged 14 – 18years may be allowed to work, doing light work under the supervision of an adult 18years and above.

He also informed the participants that at the international level the ILO, other UN agencies and other international bodies in 2012 at The Hague Conference on Elimination of Child Labour

agreed that Child Labour can be eradicated and they came up with a road map to eradicate Child Labour by 2016. The NAP was developed to bridge the gap existing in the above mentioned policy and the target of eliminating Child Labour by 2016.

4.2 Official Opening by the Chief Administrative Officer Mbale, Represented by Mr. David Wamburu

The workshop was Officially Opened by Mr. David Wamburu who represented the Chief Administrative Officer of Mbale District. He was grateful that the Ministry of Gender, Labour and Social Development had developed the NAP to Eliminate the Worst Forms of Child Labour which was long overdue.

He thanked the ILO for being a development partner that was on the ground in Mbale district. He hoped that during the 2 days workshop the participants would be able to internalize the contents of the NAP and lay strategies for its implementation.

He noted that the problem of child labour is a menace, as parents and leaders he regretted that we had destroyed the future of the affected children. He acknowledged that through Child Labour we are losing a whole generation of children.

He was happy to report that in Mbale district the Local Government supports the programme of elimination of Child Labour. With support from the ILO they had developed and passed a child protection ordinance, that is currently before the attorney General.

With those remarks he wished the participants fruitful deliberations and declared the workshop officially opened.

4.3 Worst Forms of Child Labour by Rufina Barigo Oloa, the Facilitator

4.3.1 Introduction:

The purpose of the session on the Worst Forms of Child Labour was to give the participants an understanding of the concept. It was conducted through discussions led by the facilitator. The guiding questions were:

- Who is a child?
- What is child labour?
- What is Hazardous work?
- What are the causes of child labour?
- Which are the worst forms of child labour?

4.3.2 Who is a child?

It was agreed that a child is a person below the age of 18 years as per the Children's Act, Cap 59, 2000.

4.3.3 What is child labour?

Following contributions from participants in summary;

Child Labour was defined as; work that is mentally, physically, socially and/or morally dangerous and harmful to children; Work that interferes with children's school attendance. Hazardous work which by the nature or circumstances under which it is performed jeopardizes the health, safety and morals of children.

4.3.4 What is Hazardous work?

Hazardous work is found when:

- Children are exposed to dangerous machinery, equipment and tools.
- Children carry heavy loads beyond their capacity.
- Children work in unhealthy environments that expose them to hazardous substances, infectious diseases, excessive noise, temperature or vibrations.

4.3.5 What are the Causes of Child Labour?

Through brain storming the participants mentioned a number of causes of child labour, they were summarized as follows:

- Poverty
- High population growth rate
- High Dropout rate
- Growing trends in HIV/AIDS
- Vulnerability of Children
- Natural Hazards, Wars and Internal conflicts
- Misconceptions on light work
- Domestic violence.

4.3.6 The Worst Forms of Child Labour

The Worst Form of Child labour was defined as:

Work which by its nature or circumstance in which it is carried out is likely to harm the health, safety or morals of children. Includes all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict; the use, procuring or offering of a child for illicit activities in particular for the production and trafficking of drugs, prostitution, for the production of pornography or for pornographic performance.

4.3.7 Manifestation of the Worst Forms of Child Labour

The Worst forms of child labour could be manifested through:

- Child Trafficking
- Commercial Sexual Exploitation of Children (CSEC)
- Children in Domestic work (CDW)
- Children in Commercial Agriculture
- Children in the Informal Sector
- Children affected by Armed Conflict

4.3.8 Session conclusion

By the end of this session the participants had understood and could define:

- Who is a child?
- What is a child labour?
- What is Hazardous work?
- What are the of Child labour causes?
- Which are the worst forms of child labour?

4.3.9 Comments/responses

Q1. There was a question on how to deal with parents who assign their children work like selling boiled eggs, green vegetables, maize, etc in the informal sector and when they are confronted by concerned persons/authorities, some say this is my child its none of your business.

In response to Q1, an experience from Bulambuli District was shared:

A participant shared that in Bulambuli district they formed a sub-county committee that oversees issues to do with Children and is functional. During the first week of September this year, the committee found a parent who had organized marriage for a 15 year old daughter. The parent was arrested and handed over to the Family Protection Unit of Police. The committee also monitors children sent out to sell vegetables during school time.

Q2. How do we protect the domestic workers who are in danger?

Response:

Participants agreed that vigilance is expected on the part of all members of the community, to monitor whatever is happening to children in our communities and protect them. Availability of Child labour Committee in the communities would be of great advantage.

Q3. What is the difference between child labour and light work?

Response:

Since child labour had already been discussed during the presentation on worst forms of Child Labour, time was taken to discuss what light work is. The participants were informed that;

Light work refers to work which is not dangerous to the health and safety of children and which does not stop them from going to school. Children who carry out light work are given activities which are carried out in their homes under the guidance of family members. This kind of work allows children to learn the work they are expected to carry out when they become adults.

4.4 National Action Plan for Elimination of the Worst Forms of Child Labour by Mr. Mugalu Kamyia, the Commissioner for Labour

4.4.1 Introduction:

In his presentation he informed the participants of the rationale for the development of the National Action Plan, Magnitude of the problem of Child Labour, causes of child labour, the National Action Plan, the primary target groups, goal, objectives, key strategies and implementation and coordination framework.

4.4.2 The rationale for the development of the National Action Plan:

He said that the Uganda Government recognizes the fact that the worst forms of child labour and other hazardous work for children deprive them of their dignity, rights to education, health, wellbeing and protection:

- Child labour is an obstacle to achieving the Millennium Development Goals for education for all.
- Child labour increases the depth of child poverty and household income insecurity.
- Child Labour affects the long-term national economic and social development goals of sustainable employment, productivity and decent work for adults by creating cycles of intergenerational poverty.
- Child labour is linked to the problem of growing youth unemployment.
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- Child labour is linked to the problem of growing youth unemployment.
- Child labour prevents the accumulation of the human capital necessary for gainful employment during adulthood and national development.

4.4.3 Magnitude of the problem of child labour

According to the UNHS 2009/10:

- 2.75 million children aged 5-17 years are engaged in economic activities
- (51%) of them (1.4 million) are considered to be in hazardous child labour. These include; Domestic service, commercial agriculture (tea and sugar plantations), the informal sector, commercial sexual exploitation, child trafficking, construction, fishing, stone and sand quarrying

4.4.4 Causes of child labour

These he said these included:

1. Poverty

According to the Uganda National Health Survey UNHS 2009/10 Report it was estimated that 24.5% representing 7.5 million of the population is poor 5.8 million live in chronic poverty. In

this kind of situation they are not in position to take proper care of their children, feed them or send them to school. Hence some of them have become child labourers.

2. High Population Growth Rate

Uganda has one of the highest growth rates at 3.2% which is not commensurate with the resources available.

3. High Drop-Out Rates

The Ministry of Education and Sports carried out a school census in 2009 and the data showed that out of the 890,977 pupils who enrolled in P.1 in 2003, only 444,109 (50%) sat PLE in 2009. That meant the children who dropped out over the years were available for child labour.

4. Growing Trends in HIV/AIDS

UNAIDS Global Report 2009/10, estimated that 1.2 million people are currently living with HIV in Uganda. More than 2 million children are orphaned. The implication is that many of these find themselves in child labour because they have to fend for themselves.

4.4.5 The National Action Plan (NAP)

He said the NAP was formulated through a participatory and consultative process. The Plan is a mainstreaming and a guidance tool for intensifying and consolidating action against the risks and consequences of child labour. It is aimed at building ownership and commitment from all key actors and the public to address the worst forms of child labour. It operationalises the national policy on child labour (2006) and provides a basis for resource mobilization.

4.4.6 The Primary target groups for the NAP

The primary target groups for the NAP he said were:

- Exploitative and commercial sex
- Armed conflict
- Illicit activities
- Trafficking of children
- Domestic work
- Fishing
- Informal sector
- Orphans

4.4.7 The Goal of the NAP

The goal of the NAP he said is to reduce the magnitude of the Worst Forms of Child Labour (WFCL) by 2017.

4.4.8 The Objectives of the NAP

The objectives of the NAP are to:

1. To increase enrollment and completion of primary level education and access to appropriate skills training programmes for children withdrawn from WFCL
2. To increase access to social protection and social assistance services for households affected by child labour and those at risk of the WFCL for sustainable livelihoods

3. To increase public awareness on the causes and consequences of the worst forms of child labour and to mobilize society to take action
4. To strengthen the legal, policy and institutional framework to prevent entry of children into the WFCL
5. To withdraw, rehabilitate, and integrate children engaged in the WFCL back to their families and communities; and
6. To enhance tripartism among government, the employers and labour unions in addressing the problem of child labour

4.4.9 Key Strategies of the NAP

The key strategies of NAP are:

1. Access to Education and Vocational Training
2. Strengthening Household Livelihoods through Alternative forms of income for families affected by the worst forms of child labour
3. Advocacy and Awareness Raising
4. Strengthening the capacity of all relevant institutions, reviewing the legal framework as well as improving coordination and tripartism to enable effective delivery of elimination of child labour responsive programmes
5. Withdrawing, Rehabilitating and integrating children involved in the worst forms of child labour and instituting programmes for sustainable livelihoods

4.4.10 Implementation and Coordination Framework of the NAP

He said the implementation of the NAP will be through a multi-sectoral approach, with the Ministry of Gender, Labour and Social Development as the lead coordinating agency. The other stakeholders will be the Ministry of Education and Sports, Ministry of Local government and other actors.

Ministry of Gender Labour and Social Development will be responsible for:

- Advocacy and awareness raising
- Review of policies and development of guidelines and regulations to enable the integration of child labour in the national programmes to support a multi-sectoral response
- Building Capacities, linkages and partnerships

Ministry of Education and Sports will:

- Increase access to primary education
- Integrate child labour issues in the school and college curricula, improve the quality of teacher training in child-friendly methodologies to focus on children's rights ,child labour and create awareness about HIV and AIDS
- Increase opportunities for vocational training to provide marketable skills to children engaged in exploitative labour

Local Governments/Authorities will be responsible for:

- Raising awareness on child labour and mobilize the relevant departments, organisations and communities to prevent and eliminate child labour

- Integrate child labour issues within district plans, budgets and structures

Other actors will be

- Federation of Uganda Employers (FUE), Labour Unions, Uganda Bureau of Statistics (UBOS), Civil Society and Faith-Based Organisations, Communities, Children, Youth, and Development Partners

4.4.11 Coordination of the activities of the NAP

Coordination of the activities of the NAP is lead by a National Steering Committee on Child Labour chaired by the Ministry of Gender, Labour and Social development.

The membership includes; (Line Ministries, Social partners, CSO, Media, Development Partners and Academia).

Coordination at the district level is by a multi – sectoral coordination committee comprising of District technical teams, social partners, political leadership, development partners, Civil Society Organizations and Faith Based Organizations.

4.5 Presentation on the Status of ILO/IPEC – SNAP Project in Mbale District by Julius Gizamba, District Programme Assistant, ILO-IPEC Project, Mbale

4.5.1 Introduction

The **SNAP** Project is the preparatory phase of Support to National Action Plan towards elimination of Child labour. The project duration was 2009 -2012, it was implemented in three districts in Uganda, namely; Mbale, Rakai and Wakiso. The project was implemented through an Integrated Area Based Approach (IABA) and lay foundation for the creation of child labour free zones.

4.5.2 The Objectives

The project had 3 main objectives:

1. Policy Objective: By the end of the project, social and economic policies and legal and regulatory frameworks that form the foundation for actions to combat the worst forms of child labour will be reinforced.

2. Awareness Raising Objective: By the end of the project, people and institutions at all levels of Ugandan society will be supported to mobilize against child labour through heightened awareness of its negative consequences and increased knowledge of the ways and means to combat the problem.

3. Direct Action Objective: By the end of the project, a multidisciplinary and integrated area-based model of intervention laying the foundation for the establishment of “child labour free zones” at the district level will be created and available for replication throughout the country.

4.5.3 Implementation

Implementation in Mbale district mainly focused on objective number 3 thus to take Direct action on Child labour

Immediate objective 3: ‘By the end of the Project, a multi-disciplinary and integrated area – based model of intervention laying the foundation for the establishment of ‘Child labour free zones’ at the district level will be created and available for replication throughout the country’.

Implementation of the SNAP Project in Mbale was by three Implementing Agencies that is Child Restoration Outreach (CRO), Uganda Women’s Concern Ministries (UWCM) and Uganda Women’s Effort to Save Orphan’s (UWESO).

Implementation started in January 2012 and was ongoing up to the end of September, 2012. Implementation targeted withdrawing and preventing 2800 children from engaging in the worst forms of Child labour.

Implementation was under three objectives:

1. Prevent children from engaging in Child labour.
2. Withdraw children from the worst forms of Child labour and integrate them in formal school or vocational skills training.
3. Building social protection Systems to provide safety nets for Child labour affected households.

4.5.4 Planned Targets

- | | | |
|-----------------------------|---|-----------------|
| 1. Prevention | - | 1,866 children. |
| 2. Removal from WFCL | - | 934 children |
| 3. Social Protection (IGAs) | - | 400 Adults |

Project duration was set for 24 months from January 2010 to March 2012.

4.5.5 Current Status

UWESO project prevented 600 children from engaging in Child labour and withdrawing 300 children from the worst forms of Child labour. Children withdrawn from the WFCL were integrated into formal school (188) and in vocational skills training.

CRO Project prevented 666 children from engaging in Child labour and removing 334 children from the worst forms of Child labour. Children removed from WFCL were integrated into formal school (224) and vocational skills training.

UWCM prevented 600 children from engaging in Child labour and removed 300 children from the worst forms of Child labour.

UWCM was granted an extension to enable to reach 150 extra children and 75 adults with income generating activities and to reach out to schools and improve the school environment. 475 adults have been supported with inputs for income generating activities by CRO (150), UWCM (200) and UWESO (125) to improve household income for sustainable livelihoods.

Recreational facilities such as footballs and netballs were provided to 40 primary schools by CRO (20), UWCM (6) and UWESO (14) to provide an environment for children to play.

School uniforms, scholastic materials, counseling services were provided to all the children reached by the organisations. The organisations also paid development fee in their schools to enable children attend school.

Teachers in primary schools have been trained in SCREAM (Supporting Children's Right to Education through Arts and the Media) methodology to improve adult to Child communication so as to make the school environment friendlier and boost Child retention in school.

322 ex-Child labourers have been equipped with vocational skills in catering, tailoring, carpentry, welding, vehicle mechanics and graduated with start up toolkits.

Over 100 savings groups have been formed and trained in communities where CRO, UWESO and UWCM are operating. The groups meet regularly to save money for lending at low interest rates. The groups also provide a platform for information sharing, guidance and planning.

Child Labour Community Committees have been formed in the areas of operation to monitor report and follow up on cases of Child labour.

Mbale District Local Government organized and hosted national celebrations to mark the World Day against Child Labour in 2011.

Child labour issues have been integrated into school activities such as Peer clubs, school assemblies, Parents, Teachers, Association (PTAs), etc.

Mbale District Local Government Council has enacted an ordinance on Child protection

4.5.6 Way Forward for SNAP in Mbale

The focus will be on:

- ▶ Finalizing pending action project activities e.g the project by UWCM.
- ▶ Follow up on Child beneficiaries.
- ▶ Support to community savings groups.
- ▶ Dissemination of the NAP and Ordinance to stakeholders within the district.

4.6 Roles of Individual Stakeholders by Ms. Rufina Barigo Oloa

4.6.1 Introduction

The presentation recognized the fact that the problem of Child Labour cannot be handled by one institution alone. A multi-sectoral approach is required involving various stakeholders. Team work is required, with the different organizations bringing different specializations.

The session was conducted through a role play, with the different stakeholders establishing shops selling the various roles. Below are the stakeholders and their roles.

4.6.2 Who are the stakeholders?

The following are the stakeholders:

1. Ministry of Gender, Labour and Social Development.
2. Ministry of Education and Sports
3. Local Government Authorities
4. Ministry of Finance, Planning and Economic Development
5. Ministry of Agriculture, Animal Industry and Fisheries (MAAIF), Ministry of Internal Affairs (MIA), Ministry of Health (MOH), Ministry of Justice and Constitutional Affairs (MJCA), Ministry of Local Government (MOLG), Ministry of Trade and Industry (MTI)
6. Uganda Bureau of Statistics (UBOS)
7. Social Partners (FUE and Labour Union)
8. Civil Society and Faith-Based Organization
9. Academia and Research Institutions
10. Media Houses
11. Communities, Traditional and Cultural Leaders
12. Children
13. Youth
14. Development Partners

The stakeholders and their specific roles:

Ministry of Gender, Labour and Social Development

Provides overall strategic oversight and direction on the implementation of the Plan.

1. Carry out Advocacy and awareness raising.
2. Review policies and develop guidelines and regulations.
3. Build capacity of enforcement agencies.
4. Strengthen Linkages and partnerships with other government programmes and partners.

Ministry of Education and Sports

1. Increase access to primary education through formal education and institute accelerated programmes.
2. Integrate child labour issues in the school and college curriculum.
3. Increase opportunities for vocational training.

Local Government Authorities

1. Raise awareness on Child Labour and Mobilise the relevant depts.
2. Integrate Child Labour issues within district plans, budgets and structures.
3. Participate in the identification of children in Hazardous work and Facilitate withdrawal.
4. Monitor the situation of Child Labour and Follow up.
5. Enact District Ordinance and By-laws and disseminate
6. Strengthen linkages and partners ships with other government programmes.
7. Involve children in community discussions and decision making.

Ministry of Finance, Planning and Economic Development

1. Mobilize and increase budget allocation for Child Labour Programmes and activities.

Other Ministries (MAAIF, MIA, MOH, MJCA, MOLG, MTI)

Their roles will be to:

1. Ensure that Child labour Concerns are integrated in their policies, plans, programmes and laws.

Uganda Bureau of Statistics (UBOS)

1. In collaboration with the MGLSD shall conduct surveys, researches and studies on different dimensions of child labour for purposes of:
 - Policy review
 - Legislation
 - Planning
 - Appropriate intervention

Federation of Uganda Employers (FUE)

1. Work closely with local government employers' associations and civil society organisations.
2. Identify hazardous child labour in plantations.
3. Initiate education and skills development programmes including vocational training.
4. Integrate Child Labour Concerns in collective bargaining agreements.
5. Support the establishment of Community Child Labour Committees in Plantations.
6. Initiate income-generating activities for the parents of working children through corporate social responsibility.
7. Promote schemes to improve the working conditions of older children (15 – 17) as a transitional measure.
8. Provide institutional structures at their enterprises to enable integration of child labour issues within employer's policies.

Labour Unions

1. Conduct advocacy and create awareness among their members.
2. Promote the observance of national laws and regulations with their constituency.
3. Provide surveillance and gather information on child labour cases.
4. Participate in the development of collective Bargaining Agreements with employers.
5. Mobilize resources to support the elimination of Child Labour for their constituency.

Civil Society and Faith-Based Organization

1. Reach-out to hard to access potential sources of Child labour.
2. Identify and withdraw children from the worst forms of Child Labour and rehabilitate them.
3. Mobilize funds for elimination of child labour activities.

Academia and Research Institutions

1. In collaboration with the MGLSD improve on data collection and analysis pertaining to child Labour to inform policy planning and Programming.

Media Houses

1. Electronic and Print media shall in collaboration with MGLSD disseminate messages and information on Child Labour issues.

Communities, Traditional and Cultural Leaders

1. Initiate, fund and implement activities at community level.
2. Carry out surveillance on Children affected by Child Labour and take corrective measures.
3. Educate the communities on Child Labour and sanctions for those who have breached laws and regulations on Child Labour.

Children

1. Participate in activities that address child labour in their community.
2. Attend school regularly and encourage their peers to do the same.
3. Report children involved in child labour to school authorities, local council community leaders, child rights organization etc.

Youth

1. Discourage Children from carrying out Child Labour activities.
2. Report cases of Child Labour to relevant authorities
3. Encourage other children in the communities to attend school regularly.
4. Educate young people on Child Labour.
5. Take part in activities that reduce poverty in their communities.

Development Partners

The Multilateral and bi-lateral partners shall:

1. Provide funding
2. Technical support
3. Implement some components

4.7 Designing District Action Plans

4.7.1 Introduction:

Designing District Action Plans was done through group work. The participants were divided into groups by district. They were provided with 6 questions to guide the process, see annex 4 for the questions.

4.7.2 Outcome of the Group work

Through the group work the participants were able to identify the most common forms of child labour in their districts and their causes. These helped them in identifying the problems and lay strategies to address them.

They also identified existing social services in their districts through these they saw the opportunities available for Protection of Children and the Challenges in the areas where they were scarce.

The groups also identified the existing policies, legislations and by-laws in relation to child labour, plus the agents/authorities responsible for their enforcement. Their responses showed a high level of awareness among the district officials. But the level of awareness among the people in the communities who need to use them still remains a question!

In their reports the groups also presented matrices with proposed course of action, how they would implement the activities, the time frame and responsible offices/officers. Below are district specific action plans.

1. Budaka District Action Plan

Course of Action	How	Time frame	Responsible
1. Build capacity of stakeholders	Sensitization of key stakeholders on the NAP	Ongoing	District Labour Officer (DLO)
	Train district and Local Government officials on	2 nd Quarter	Chief Administrative Officer (CAO)

	formulation of ordinances & by-laws		
2. Coordination	Conduct data collection on child labour	Ongoing	DLO District Community Development Officer (DCDO)
	Formulation of Child Protection Committees	2 nd Quarter	CAO
	Conduct review meetings	Quarterly	DLO DCDO
	Data processing and entry	Quarterly	DLO
	Dissemination of data	Annually	DLO DCDO
3. Monitoring	Conduct Labour Inspections	Quarterly	DLO DCDO
4. Direct Action	Withdrawing Children from worst forms of child labour	ongoing	DLO DCDO

2. BUDUDA District Action Plan

NO	COURSE OF ACTION	HOW	TIME FRAME	RESPONSIBLE OFFICER
1.	Capacity building of district staff and political leaders	Train district heads of department and political leaders on their roles in Child Labour Protection	Oct 2012	LO DCO CAO PSWO
2.	Dissemination of NAP to all district leaders	Invite leaders at district and sub county level	Nov. 2012	LO DCO CAO PSWO
3.	Formation of child protection	During the sub county stakeholders	Jan.2013	PSWO CDO

	committees at sub county level	meeting		LO DCDO
4.	Monitoring and evaluation	Reaching out schools, sub counties, villages, health centres	Feb. 2013 onwards	SAS CFPU SAA

3. BULAMBULI DISTRICT ACTION PLAN

NO	COURSE OF ACTION	HOW	TIME FRAME	RESPONSIBLE OFFICER
1.	Dissemination of the NAP on elimination of child labour	Dissemination meeting for all stake holders in the district	Last week of September 2012	Labour officer
2.	Build capacity of all stakeholders in the district	Train district staff in child labour monitoring	October 2012	Personnel officer
3.	Conduct a survey to establish the prevalence of child labour	Field visits to collect data on child labour	November 2012	Labour officer
4.	Enactment of the ordinance on child labour	Through the district council sessions	January 2013	Desk officer
5.	Labour inspection in all workplaces in the district	Inspection visits to workplaces in the district	January 2013	Labour officer

4. Mbale District Action Plan

	Course of Action	How	Time frame	Responsible person
1.	Awareness arising on child labour issues	Sensitize district political and technical staff, DOVCCs Sensitize sub county political & technical staff	Oct. 2012 Oct. 2012	DCDO, DLO, DEO DLO, CDOs
2.	Monitor the sensitization programmes at lower levels	Sensitize the parish / division and village levels	Quarterly	Both technical and political
3.	Inspection of work places on child labour issues	Carry out field inspection of work places	Nov. 2012	DLO Inspection of schools

5. SIRONKO DISTRICT Action Plan

Course of Action	HOW	TIME	WHO
- Enforce national laws	- Social inquires -Enact ordinances and bye-laws	Oct 2012 onwards	Labour officer
- Create public awareness	-Sensitization -Distribute IEC materials	Oct-Dec 2012	Labour officer
- Capacity building of stakeholders	-Training	Dec 2012	Labour officer

6. KIBUKU DISTRICT Action Plan

	Course of Action	How	Time frame	Responsible officer
1.	Create awareness on the worst forms of child labour	Hold workshops Hold sensitization meetings	Oct 2012	DEO DCDO DLO PO Political leaders

4.8 The Way Forward

The way forward was aligned to the key strategic objectives of the NAP and they targeted the following;

- Capacity building
- Awareness raising.
- Formulation of by-laws.
- Inspection and enforcement.
- Conducting regular surveys.
- Dissemination of NAP.
- Coordination of programme.

The matrix below was developed:

Way forward for action planning

No	Course of Action	How?	Time Frame	Responsible
01	Capacity Building of the	Train district	October 2012	CAO, Labour

	district Staff and political leaders.	heads of department and political leaders on their roles in Child Protection.		Officer, Probation and Welfare Officer, District Community Development Officer, District education Officer, etc
02	Dissemination of the NAP to all district leaders	Invite leaders at district and sub county level	November 2012	CAO, Labour Officer, Probation and Welfare Officer, District Community Development Officer, District education Officer, etc
03	Awareness raising on Child Labour issues	Sensitize District, political and technical staff, District OVCC	Oct 2012	District community Development Officer, District Labour Officer, District education Officer, probation and Welfare Officer
04	Monitor the sensitization Programme at lower levels	Sensitize the Parish/Division and village levels	Every 4 months	Social services committee, Health and Education
05	Inspection of Work places on Child labour issues	Carry out field inspection of workplaces	November 2012 and on wards	District labour Officer, inspection of schools, etc
06	Formation of Child Labour Committees at sub County level	During Sub County Stakeholders Meeting	January 2012	CAO, Labour Officer, Probation and Welfare Officer, District Community Development Officer, District education

				Officer, SAS,CFPU, SAA etc
07	Monitoring and Evaluation	Reaching out to sub counties, villages etc.	February 2012 on ward	CAO, Labour Officer, Probation and Welfare Officer, District Community Development Officer, District education Officer, SAS,CFPU, SAA etc

4.9 The Closing of the Workshop

4.9.1 Closing Remarks by Commissioner Labour, Mr. Mugalu Kamyia K.

In his closing remarks the Commissioner Labour, Mr. Mugalu Kamyia K. was grateful to the Chief Administrative Officer (CAO) and Local Council V (LCV) Chairman Mbale for attending the dissemination workshop.

He pointed out the fact that 1.67 million children in Uganda are engaged hazardous child labour. These are children who are out of school. If they are not withdrawn and given opportunity to go to school as a country, we would have a large pool of unskilled labour, which would further contribute to youth unemployment as it is not easy to find jobs for unskilled persons.

However, he said that this does not mean that children should not work; they should work but engaged in light work.

He noted that Universal Primary Education (UPE) records are alarming, only 28.6% out of the children enrolled in primary one, complete UPE, these statistics are very disturbing. Where are the rest of the children, he questioned? It means those who dropped out are available for cheap child labour.

He informed the Chief Guest that arising out of discussions held during the workshop, the participants developed district action plans. He called upon the guest of honour to encourage and support the participants in the implementation of the action plans in their districts.

He thanked the ILO for funding the dissemination workshop and the facilitator for a job well-done in leading the workshop.

4.9.2 Closing Remarks by the Representative of LCV Mbale, Mr. Kisolo Michael, Secretary for Education

The representative of the LCV chairman Mbale, Mr. Kisolo Micheal, Secretary for Education in his remarks, thanked the organizer of the dissemination workshop for choosing Mbale as the venue for the workshop. He thanked the ILO for their presence in Mbale, they are visible. The LCV Chairman further reported that as leaders of Mbale district they attach a lot of importance to the issue of elimination of child labour.

He thanked the Commissioner for Labour for attending the dissemination workshop since it began the previous day given his tight schedule. He said that they had a big challenge of child labour in Mbale district; it is rampant, mainly caused by poverty. He gave examples of children escorting their parents/guardians to sell commodities at night which they witness every day.

He said that Mbale as a district is quiet unique because it has areas which attract child labour like stone quarrying, sand digging, loading and off-loading of trucks and all sorts of factories which involve children. Children are cheaper to pay compared to mature people so they are preferred. He noted that this was going to be very difficult to be wiped out since it is used as a means of survival.

He further noted that there is a new business in Mbale called 'sports betting' which involves the youths throughout the day and night. He said he was happy that the Inspector General of Police has come up with guidelines to regulate the practice.

As he concluded his remarks he advised the participants to take the action plans they developed seriously and implement them when they get back to their respective offices. As Mbale Local governments, he said their budgets had already been made and yet they are from time to time required to integrate in new items. If we are to get any meaningful results from the action plans he advised the Ministry of Gender, Labour and Social Development as a lead agency to consider finding funding.

He thanked the Facilitator, the Commissioner Labour and the participants for attentively listening to him, with those remarks he declared the workshop closed.

ANNEXES

ANNEX 1: List of Participants and Facilitators

**DISSEMINATION WORKSHOP OF THE NATIONAL ACTION PLAN FOR
ELIMINATION OF THE WORST FORMS OF CHILD LABOUR,
12th – 14th SEPTEMBER 2012, MT. ELGON HOTEL MBALE**

No.	Name	District - Org	Title	Phone Contact	Email address
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13.	Wambi Agatha W.	Mbale	Rep. DEO	0772234502	-
14.	Kaano Peter	Kibuku	DLO/PSW O	0782209696	Kaanopeter2@gmail.com
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16.	Nabifo Immaculate	Mbale	CDO	0774807048	nabifoimmaculate@yahoo.com
17.	Masaba Charles	Sironko	Labour Officer	0706530153	
18.	Eseuk Eric Julius	Mbale	For CFO	0782425279	
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25.	Lyadda Baker Wilson	Budaka	DEO	0775366026 0752366026	lyaddabaker@yahoo.com
26.	Watti Simon	Mbale DLG	PPO	0702944752	swatti@yahoo.com
27.	Akorimo Deo	Mbale DLG	Fo DE	0772620910	
28.	Nadunga Prossy	Mbale	Sec. Gender	0781181804 0701189512	

29.	Gimei Charles	Bulambuli	DEO	0772370185	gimeicharles@gmail.com
30.	Kisoro Micheal	Mbale	Rep LCV		
	FACILITATORS				
1.	Mugalu Kamyia	MGLSD	C/Labour	0772980396	mugalukamyia@yahoo.com
2.	Mupapa Moses	MGLSD	LO/IA (Rapporteur)	0772643871	mperbni@yahoo.com
3.	Rufina B. Oloa	Consultant	Consultant	0775527998	rufinabo@yahoo.com
	WORKSHOP SUPPORT				
1.	Passy Mukasa	ILO/IPEC		0772629141	
2	Karamagi Vincent	ILO/IPEC		0772674046	

ANNEX 2: Methodology

The workshop was conducted using adult learning principles, which included facilitator's inputs, lectures, role play, group discussions and presentation of the group work and plenary.

To kick – off the workshop, the facilitator took the participants through a climate setting session that gave each participant an opportunity to begin interacting, state their expectations and also learn from the facilitator the workshop objectives. The participants were briefed on the workshop programme.

The session on the Worst Forms of Child Labour was conducted through a participatory approach with input from the facilitator and discussions by the participants. The session on the National Action Plan for Elimination of the Worst Forms of Child Labour was conducted through a lecture followed by plenary. The session on the Role of the Individual stake holders was conducted through a shopping method. Shops were created representing the various

stakeholders. The commodities they sold were their roles. Participants visited each of the shops to learn of the roles of the Individual stakeholders.

Designing District Action Plans were prepared through group work. The participants were grouped by districts. Each group was requested to choose a chairperson to guide the discussions and a Secretary to note the discussions for presentation to the plenary. The groups were provided with questions to guide the discussions and were supported by the facilitator, Officials from the Ministry of Gender, Labour and Social Development and the ILO/IPEC.

ANNEX 3. THE WORKSHOP PROGRAMME

DAY ONE

S/N	Time	Activity	Responsible Person
1	8.30 – 9.00	Reporting and Registration	Secretariat
2	9.00 – 9.30	Climate setting/Expectation/Workshop objectives	Facilitator
3	9.30 – 10.00	Introductory remarks	ILO/MGLSD
4	10.00 – 10.30	Official Opening	CAO Mbale
5	10.30 – 11.00	Break Tea/Coffee	Hotel
6	11.00 – 11.30	Worst forms of Child Labour	Facilitator
7	11.30 – 12.30	National Action Plan for Elimination of the Worst Forms of Child Labour	Commissioner for Labour
8	12.30 – 12.50	Over view of Child labour Programme in Mbale	ILO/IPEC Officer
9	12.50 – 1.00	Plenary	Facilitator
10	13.00 – 14.00	LUNCH BREAK	Hotel
11	14.00 – 14.30	Roles of Individual Stakeholders	Facilitator
12	14.30 – 15.30	Group Work – Designing District Action Plans	Facilitator
13	15.30 – 16.30	Group Work – Group work presentations	Facilitator
14	16.30 – 17.00	Evening Tea	
	DAY TWO		
S/N	Time	Activity	Responsible Person
1	8.30 – 9.00	Reporting and Registration	Secretariat
2	9.00 – 9.30	Recap of day One	Facilitator
3	9.30 – 10.00	Group Work - Continued	Facilitator
4	10.00 – 10.30	Presentation of group Work	Facilitator
5	10.30 – 11.00	Break Tea/Coffee	Hotel
6	11.00 – 12.00	Action Planning with participants	Commissioner for Labour
7	12.00 – 12.30	Way Forward	Commissioner for Labour
8	12.30 – 13.00	Official closing	LC V Chairperson Mbale
9	13.00 – 14.00	Lunch and Departure	Hotel

ANNEX 4: GROUP WORK BY DISTRICT TEAMS

Group Work Questions

Designing District Action Plans

1. What are the common Forms of Child Labour in your district?
2. What are the causes?
3. Identify the existing social services available in your district (school, health Centres, programmes etc.) both government and nongovernmental.
4. Identify existing policies, legislations and by – laws, available in your district as regards Child Protection.
5. Who is responsible for enforcement of the policies, legislations and by-laws identified above?
6. Propose course of action to address the problem of Child Labour in your district.

Present your activities in a matrix; as given below:

No.	Course of Action	How	Time Frame	Responsible
01	Capacity Building of the District Staff.	Train District Heads of Department in Child Labour Monitoring.	November 2012	District Labour Officer

ANNEX 5. SLOGANS ON CHILD LABOUR BY PARTICIPANTS

Box 1: A sentence each on Child Labour

- Elimination of child labour is everyone's responsibility
- Child labour must be eliminated by 2016
- Elimination of child labour starts with you (do not employ children as maids or houseboy in homes)
- Child labour is the worst form of abuse to children rights
- child labour is inhuman
- All forms of child labour should be stopped
- Child labour prevents children from realizing their potential
- Employing children is a bad practice
- Child labour is a devil in our midst
- Child labour hinders the children's development
- Child labour is related to poverty
- Stopping child labour starts with you and action is today