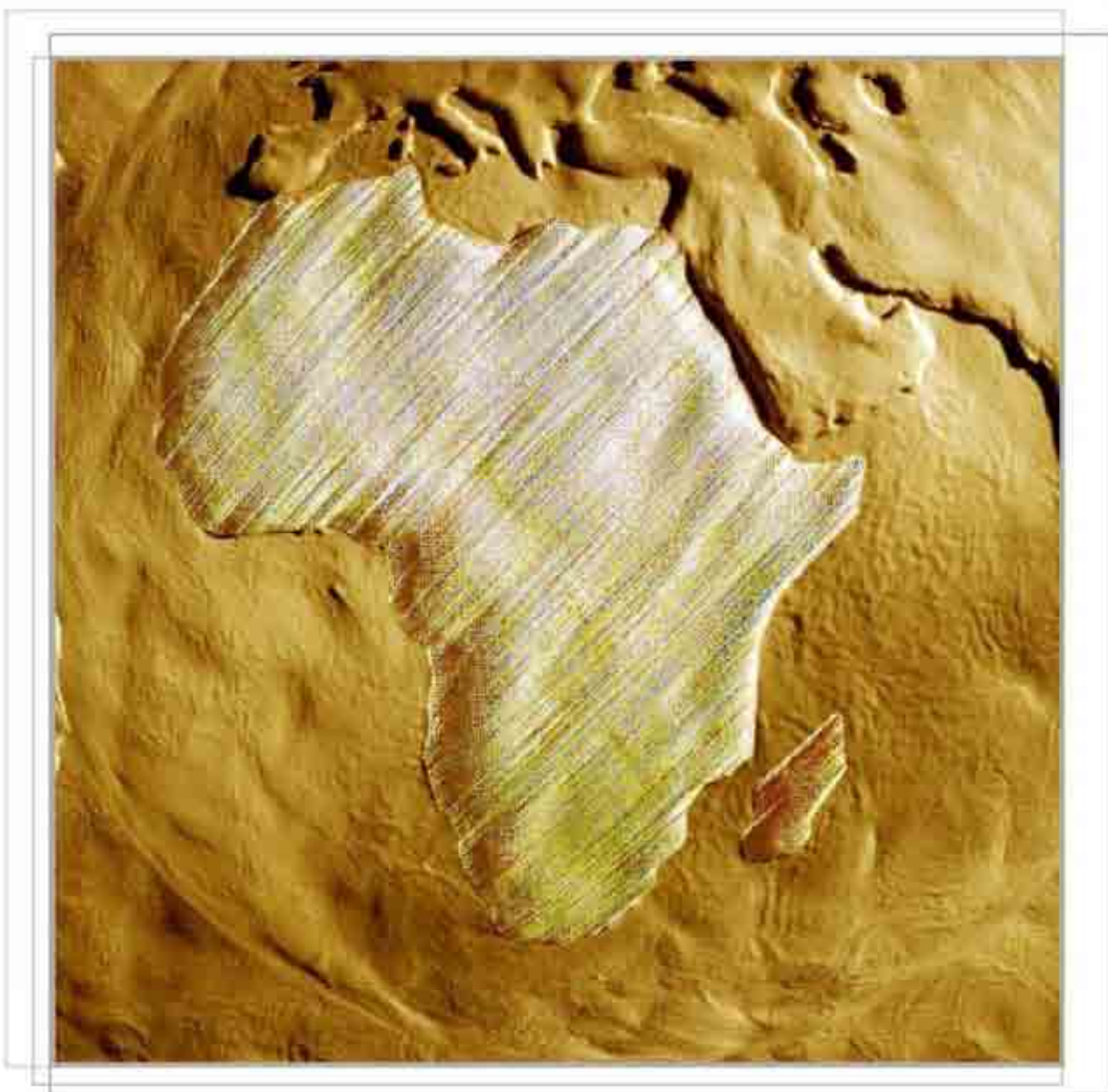




International  
Labour  
Organization



## **Experiences and Lessons Learned from the Upstream Work of the HIV/AIDS Induced Child Labour Project**



International  
Programme on  
the Elimination  
of Child Labour  
(IPEC)

# **REPORT**

**INTERNATIONAL LABOUR ORGANISATION**  
**INTERNATIONAL PROGRAMME ON THE ELIMINATION OF CHILD LABOUR**

## **COMBATING AND PREVENTING HIV/AIDS INDUCED CHILD LABOUR IN SUB-SAHARAN AFRICA: PILOT ACTION IN UGANDA AND ZAMBIA**

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**EXPERIENCES AND LESSONS LEARNED FROM THE UPSTREAM  
WORK OF THE HIV/AIDS INDUCED CHILD LABOUR PROJECT**

**NOVEMBER 2008**

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## **ACRONYMS AND ABBREVIATIONS**

AED	Academy for Educational Development
AIDS	Acquired Immunodeficiency Syndrome
COFTU	Central Organization of Free Trade unions
DCLC	District Child Labour Committee
DPOs	Disabled People's Organizations
FUE	Federation of Uganda Employers
HIV	Human Immune Virus
IRC	International Rescue Committee
JCM	Jesus Cares Ministries
JUNTA	Joint UN Team on AIDS
JUPSA	Joint UN Programme of Support on Aids
KAP	Knowledge, Attitudes and Practices
KURET	Kenya, Uganda, Rwanda, Ethiopia Together
KYU	Kyambogo University
LEAP	Livelihoods, Education to End child Labour
MGLSD	Ministry of Gender, Labour and Social Development
MLSS	Ministry of Labour and Social Security
MOES	Ministry of Education and Sports
NCC	National Council for Children
NOTU	National Organization of Trade unions
NUDIPU	National Union of Disabled Persons (Uganda)
OVC	Orphans and other Vulnerable Children
PIP	Prime Image Productions
PTC	Primary Teachers' College
RUDMEC	Rural development Media Communications
UBOS	Uganda Bureau of Statistics
UNISE	Uganda National Institute of Special Education
ZCTU	Zambia Congress of Trade Unions
ZFE	Zambia Federation of Employers

# 1 BACKGROUND

The HIV/AIDS pandemic has been by far the most serious challenge and indeed one of the main factors pushing children into child labour. According to UNAIDS, in 2005, 25.8 million people were living with HIV/AIDS in sub-Saharan Africa making it the worst hit region globally. HIV/AIDS affects children both directly and indirectly. Directly, it may attack the children themselves. It is estimated that about 200,000 to 300,000 children born in sub-Saharan Africa are infected with HIV/AIDS. Indirectly, HIV/AIDS has exercised a very heavy toll on the children. The sickness and eventual death of parents/guardians exposes children to various dilemmas, not least of which is the threat to their education. In 2005, UNAIDS estimated that 15.2 million children were orphans due to AIDS in the world, and among them 12 million lived in sub-Saharan Africa<sup>1</sup>. By 2010, UNAIDS estimates that 50 million African children will have lost either one or both parents. The social aspects of the pandemic are quite devastating to the affected children. These include stigma and discrimination, neglect and abuse, disinheritance by close relatives, limited or poor access to vital information, premature loss of childhood and poor basic necessities like nutrition, parental care and guidance.

HIV/AIDS therefore comes into the picture as a major factor in replenishing child labour. Child labour and HIV/AIDS are creating a vicious cycle, both of which have been aggravating poverty in several Sub Saharan African countries. 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 Uganda<sup>2</sup>. 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 youth<sup>3</sup>. An estimated 900,000 orphans<sup>4</sup> 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

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<sup>1</sup> UNAIDS, 2006

<sup>2</sup> Orphans and other Vulnerable Children policy

<sup>3</sup> Ministry of Health, (2006) Uganda: HIV/AIDS Sero-Behavioural Survey 2004/2005.

<sup>4</sup> UNAIDS global AIDS report 2004

the spread of HIV/AIDS, leading to break down of 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 centres 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 labour<sup>5</sup> 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. 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. HIV/AIDS and child labour undermine national goals. This in turn impedes the progress of the African continent regarding Education for All and the Millennium Development Goals (MDGs), notably MDG 1 (eradication of extreme poverty and hunger), MDG 2 (achievement of Universal primary Education), MDG 3 (promoting gender equality and women empowerment and MDG 6 (combating HIV/AIDS, malaria and other infections).

In response to the problem, the International Labour Organization through the International Programme on the Elimination of Child Labour (IPEC) has been implementing the project “Combating and preventing HIV/AIDS induced child labour in Sub-Saharan Africa: pilot action in Uganda and Zambia”.

### **1.1 Objectives of HIV/AIDS induced child labour project**

The programme aims to make a difference in the situation of child labour in Sub-Saharan Africa, by focusing on the deep causes of child labour. The overall objective of the project is to contribute to the effective prevention and elimination of hazardous and exploitative labour among boys and girls affected by HIV/AIDS. The immediate objectives of the project are:-

1. Community based models for assisting HIV/AIDS orphans and girls and boys affected by HIV/AIDS in child labour and at risk of entering child labour, through education and social protection, will have been adopted by relevant national organisations
2. Policy makers and programme planners in the field of HIV/AIDS and child labour will have mainstreamed tools, policy recommendations and good practices for dealing with HIV/AIDS and child labour

This assignment is based on the project objective 2, upstream policy issues and models. The exit strategy of this objective is that policy makers and programme planners in the field of HIV/AIDS and child labour in Uganda and Zambia will have mainstreamed tools, policy recommendations and good practices for dealing with

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<sup>5</sup> Report of the Thematic study on HIV/AIDS and Child Labour in Uganda, June 2004

HIV/AIDS and child labour. The tools developed and processes followed will have been owned by national institutions and integrated into national processes to achieve wider impact and sustainability.

### **Objectives of the documentation exercise:**

- The purpose of this assignment is to get a practical document on experiences and lessons learned that can guide policy discussions and processes in different settings in Sub Saharan Africa where HIV/AIDS induced child labour is prevalent.
- The documentation of the experiences and lessons learned will assist different policy makers and programme planners in Uganda, Zambia and the non-core Sub Saharan countries (Kenya, Ghana, Malawi, Tanzania, South-Africa, Madagascar, Cameroon, and Senegal) to learn from the strategies used and apply them to their own context and activities.

## **1.2 Concept of lessons learned**

There are several definitions of the concept of lessons learned. These include some of the following;

- Experiences acquired in the execution of programmes and projects which can provide value-added direction to the formulation and execution of future development and operational initiatives
- Knowledge derived from the implementation and evaluation of a programme that can be used to identify strengths and weaknesses of programme design and implementation. This information is likely to be helpful in modifying and improving program functions in the future.
- Knowledge or understanding gained through experience, which if shared, would benefit the work of others.

The most important outcome is that the lessons must be significant, valid and applicable.

## **1.3 Organisation of the report**

The IPEC HIV/AIDS project has worked and collaborated with national and district governments, government institutions and agencies, employers and workers organizations, UN agencies, other projects addressing child labour, the media as well as civil society groups to improve child labour and HIV/AIDS policy environment through active engagement, advocacy, tools and materials production and networks and alliances. The report is organized according to the experiences and lessons learned as they relate to the different organizations and institutions the project has worked and collaborated with as follows;

1. Experiences and lessons learned in Policy Reform and Development through collaboration with government ministries and institutions.



2. Experiences and lessons learned in mainstreaming and improved knowledge base in HIV/AIDS induced child labour through working with government institutions.
3. Experiences and lessons learned in the production of tools and materials to support upstream policy development and reform process
4. Experiences and lessons learned in mainstreaming and integration of HIV/AIDS induced child labour component into the Employers' Work place policies and practice.
5. Experiences and lessons learned in building the capacity of Trade Unions through training.
6. Experiences and lessons learned in building capacity of stakeholders and awareness raising on HIV/AIDS induced child labour through working with the media.
7. Experiences and lessons learned through collaboration with UN agencies and other projects addressing child labour.
8. Experiences and lessons learned in collaboration and training of non core countries.

In the report, the focus is on the institutions and organisations that the project has supported or collaborated with. For each of them, there is an introduction and a brief on the mandate of the individual organisations. There is a description of the relation/partnership and the type of activities and initiatives. The products of the partnership and the outcomes of the intervention are listed and the lessons learned are highlighted.

## **2 EXPERIENCES AND LESSONS LEARNED IN POLICY REFORM AND DEVELOPMENT THROUGH COLLABORATION WITH GOVERNMENT MINISTRIES AND INSTITUTIONS**

### **Introduction**

The national political commitment is the key to the effective abolition of child labour. Governments carry the obligation to establish, implement and monitor policies and legislation and to translate international commitments into domestic action. Government ministries and institutions are critical actors in the fight against child labour. Cooperation of national governments and their institutions is essential to ensure that the conventions and recommendations passed by international organisations will be effective instruments at the national level.

ILO/IPEC has supported the implementation of interventions to address the problem of child labour in Uganda and Zambia since 1999 and 2000 respectively. In both countries, ILO/IPEC has supported the development of protective legislation and policy formulation so as to create an enabling environment for the elimination and prevention of child labour. This has been done through direct support to the Ministries responsible for labour, employment and industrial relations. Each Ministry has in place the National Steering Committee on child labour (NSCCL) which is chaired by the Permanent Secretary and the Child labour unit (CLU), which is the government focal point on child labour matters and is the secretariat of the NSCCL. The NSCCL has a multi-sectoral composition and is made up of relevant government ministries, representatives of employers' and workers' organizations, the media, academia and civil society organisations. The committee is responsible for determining priority areas, coordinating, monitoring and reviewing policies aimed at the elimination of child labour.

### **2.1 Mainstreaming of HIV/AIDS into the National Child Labour Policy**

The draft National child labour policy and the draft National Plan of Action on child labour for Uganda were developed through a consultative process spearheaded by the NSCCL in 2001. The two documents remained in draft form for several years. In 2005, the IPEC HIV/AIDS project supported the revision of the draft policy during which HIV/AIDS issues were mainstreamed into it. Together with other partners like the KURET (Kenya, Uganda, Rwanda and Ethiopia Together) project a consortium comprised of World Vision, the International Rescue Committee (IRC) and the Academy for Education Development (AED) supported and worked very closely with the NSCCL. This close collaboration that was coupled with the support and active participation of the Permanent Secretary resulted in the finalization and adoption of the policy by government on 01 November 2006. The National Child Labour policy was officially launched by H.E President Yoweri Kaguta Museveni on 01 May 2007.

In Zambia, the IPEC HIV/AIDS project supported the mainstreaming of HIV/AIDS into the draft Child Labour policy. The policy is pending approval by Cabinet following a further revision in 2007 to align it with the National Child Development Policy and the provision of the Fifth National Development Plan (FNDP). The Policy details provisions on child labour contained in the National Child Development Policy and National Employment and Labour Market Policy. The policy is pending Cabinet approval.

## **2.2 Development of the draft List of Hazardous activities**

Both countries ratified ILO Convention 182 (1999) on the Prohibition of the worst forms of child labour. The Convention requires ratifying countries to draw a list of hazardous work. In Uganda, the IPEC HIV/AIDS project together with KURET and IRC supported the MGLSD to develop the list determining the types of hazardous work that may not be performed by children under 18 years of age. The draft list was approved by the NSSCL and is awaiting consideration and gazetting by the minister responsible for labour. Once finalized the list of hazardous activities is expected to enhance the enforcement of the provisions of the Employment Act 2006 that are relevant to child labour and to contribute to the implementation of the National Child Labour Policy.

## **2.3 Recognition of Child Labour in Education policies and programmes**

In Uganda, the Ministry of Education and Sports (MOES) is a member of the NSCCL and the ministry designated a focal contact person responsible for child labour. The same officer is also the Ministry's focal person for HIV/AIDS/Presidential Initiative on AIDS Strategy Communication to the Youth (PIASCY). This arrangement has further enhanced the sharing of information and materials and collaboration between the IPEC HIV/AIDS project and the MOES. The MGLSD and MOES worked closely with the IPEC HIV/AIDS project during preparations for the World Day against Child Labour (WDACL), June 2008. This was very important considering that the theme for the day was "Education the right response to Child Labour". The Ministers of both ministries jointly addressed the press conference, officiated at the public dialogue/lecture and at the national celebrations on 12<sup>th</sup> June 2008.

### **Outcomes of the interventions**

- Due to the involvement of the IPEC HIV/AIDS project in the activities and meetings of MGLSD and MOES, there is increasing awareness and appreciation of child labour issues among HIV/AIDS stakeholders. The Uganda Aids Commission is now actively participating in meetings and activities organized by MGLSD on child labour. The Global fund on HIV/AIDS, Malaria and Tuberculosis has started involving the Child Labour Unit in their meetings and activities. This was after appreciating the linkage between HIV/AIDS and child labour and more importantly that children involved in child labour are recognized in the Orphans and other Vulnerable Children (OVC) policy.

- The IPEC HIV/AIDS project was very instrumental in the mainstreaming of HIV/AIDS, finalization and dissemination of the National Child Labour policy.
- The HIV/AIDS programmes in the MOES are now sensitive to child labour issues and recognize the linkages with the HIV/AIDS pandemic.
- Important national policies and legislations recognize child labour and HIV/AIDS as development issues. These include the National Strategic Policy and Framework on HIV/AIDS, the Education Act 2008, the Employment Act, 2006, the Education sector HIV/AIDS workplace policy and the Education sector National policy guidelines on HIV and AIDS.
- There is increased budget allocation and funding for child labour related sectors due to the advocacy of the IPEC HIV/AIDS project.

### **Lessons learned**

- By working closely with the relevant government ministries, the project was able to influence the mainstreaming of HIV/AIDS induced child labour issues in key government policies and programmes.
- The project made a very big contribution towards finalization of the Uganda National child labour policy through collaboration with the right partners and involving and mobilization of influential personnel.
- It is not necessary to try to start new initiatives, when relevant ones started by previous programmes are incomplete or still in draft form. The project concentrated on the finalization of the child labour policy, advocating for the finalization of the draft NAP on child labour and the development of the draft hazardous list of activities not be performed by children under 18 years of age.
- It is important to network and collaborate with institutions that are strategically positioned in order to make impact and to achieve desired goals.

### **3 EXPERIENCES AND LESSONS LEARNED IN MAINSTREAMING AND IMPROVED KNOWLEDGE BASE ON HIV/AIDS INDUCED CHILD LABOUR THROUGH WORKING WITH GOVERNMENT INSTITUTIONS**

#### **Introduction**

The IPEC HIV/AIDS project has supported strategic government institutions that have been involved in the implementation of successful child labour projects and interventions in the past to enable them mainstream HIV/AIDS and child labour issues and to improve the knowledge base on the problem. The project has produced a number of materials and products that have been used by government institutions to support the implementation of the relevant interventions and to enhance mainstreaming and increase of knowledge on HIV/AIDS and child labour issues. This has contributed to impact and effectiveness of the interventions. See box 1 for details of the tools and products produced by the project.

#### **3.1 Kyambogo University**

Kyambogo University (KYU) is one of Uganda's national education training institutions of higher learning. The University has six faculties namely; Faculties of Arts and Social Sciences, Education, Engineering, Science, Special Needs, Rehabilitation and Vocational Studies. Some of the graduates of Kyambogo University are placed in primary and secondary teachers' colleges, primary and secondary schools and technical and vocational education institutions. In 2005 KURET began working with Kyambogo University to infuse child labour issues into pre-existing university curricula and into the curricula of the universities' outreach network of Primary Teachers' Colleges (PTC). In addition to curriculum-related activities, KURET supported the KYU to play a dynamic role in disseminating child labour issues to students on the campus and surrounding communities and to strategic national leaders. As a result, the students formed the Anti child labour club which organizes awareness raising and advocacy activities and reaches different audiences. The club has created a synergy between academic, professional and co-curricular activities. This means that issues of child labour are openly discussed and solutions are suggested.

##### **3.1.1 Mainstreaming the SCREAM in Primary Teacher Colleges**

The IPEC HIV/AIDS project supported Kyambogo University to roll out the SCREAM special module on HIV, AIDS and child labour in the districts of Rakai and Kampala. Series of training in SCREAM were carried out. The Training manual on Child Labour and HIV/AIDS was used extensively during the training. The process of mainstreaming included the following;

- Twenty (20) lecturers selected from the KYU departments of teacher education, Agriculture, Technical education and Foundations of Education were trained as Trainers in the SCREAM methodology.
- A workshop on SCREAM for first year students pursuing the Bachelor's Degree in Development Studies at KYU was carried out. First year students were selected as they still have enough time at the university.



*Pictures 1-3; KYU lecturers performing some of the drama tasks in the SCREAM training*



*Pictures 4-6; a tutor of Kibuli PTC conducting a lecture on HIV/AIDS Induced Child Labour with second year students*



*Pictures 7-9; Members of the anti child labour club preparing boards for anti child labour messages for a 'talking compound' at KYU as part of SCREAM activities*

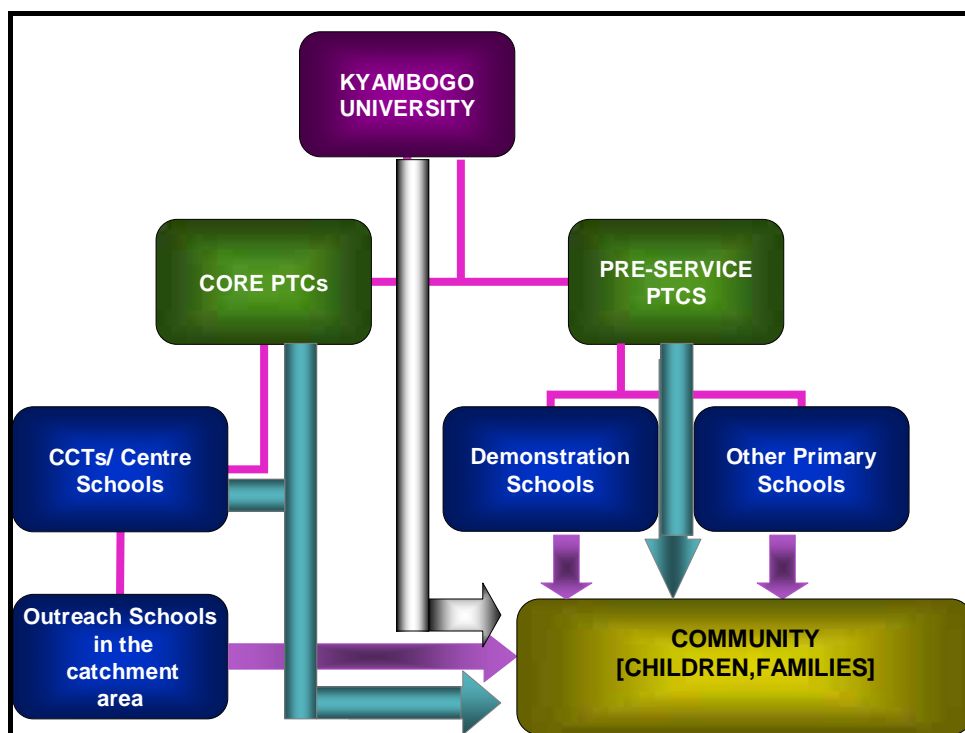
- Kyambogo Primary School was selected by the anti-child labour club as a model school. Using the SCREAM methodology, the pupils were able to make drawings depicting different types of child labour.
- Training of 24 tutors and first and second year students from Kibuli Core Primary Teacher's College (PTC), Kampala in SCREAM methodology.
- Training of 30 tutors from Bikira Primary Teachers College, Rakai. In addition to tutors, the training was attended by the District Labour Officer,

the District Inspector of Schools, 5 Head teachers from 5 proposed model schools and tutors from Degeya Primary Teachers' College Tutors' Coordinating Centre (CCCs).

- In addition to the anti child labour club at KYU, one has been formed at Kibuli PTC and another at Bikira PTC respectively.
- All the three anti-child labour clubs have been supported with materials namely boards, paint and brushes. These have enabled them to design messages on HIV/AIDS induced child labour which have been placed in strategic places like the dining halls, assembly rooms, libraries, compounds and notice boards. Some of the messages are written in local languages to enable the surrounding communities understand and appreciate the effects and consequences of HIV/AIDS induced child labour. The clubs have also participated in debates and media activities on radio and TV.



*Picture 10; introducing the SCREAM methodology to the PTC tutors*



*Diagram1; Kyambogo University and its strategic linkages with other institutions and stakeholders*

### **Outcomes of the intervention**

- There is increased awareness on HIV/AIDS induced child labour issues in KYU, PTCs and the selected primary schools.
- The subject has raised debates as to what constitutes child labour, child work and light work.
- Students are increasingly doing research on child labour as part of their courses.
- Use of education channels in general and curricula in particular to disseminate HIV/AIDS induced child labour issues yields intrinsic, system-wide benefits.
- The strategic position of Kyambogo University in Uganda's education sector guarantees that HIV/AIDS induced child labour infused in its activities and programmes impacts multiple beneficiaries: Teachers in training and in service, students, teacher trainers at National Primary and Secondary Teachers' colleges, all pupils in primary schools, as well as the secondary beneficiaries that all these people eventually influence.
- Talking compounds have been introduced among the participating institutions namely KYU, PTCs and the primary schools.

### **Lessons learned**

- KYU was already involved in addressing child labour issues and this facilitated the rolling out of the SCREAM special module on HIV, AIDS and child labour.



- KYU has a good knowledge base on child labour and this facilitated the easy integration of HIV/AIDS into the ongoing child labour initiatives.
- KYU has a very broad network of partners and affiliate organisations and institutions as shown in diagram 1. This kind of set up is essential for infusing child labour and HIV/AIDS knowledge, concepts and strategies into the programmes and activities of those institutions.



*Pictures 11-13; KYU anti child labour club students explaining some of their articles during their workshop*

### **3.1.2 Integrating SCREAM in the curriculum of Teacher Training Colleges, Ministry of Education, Zambia**

The targeting of teachers in the Teacher Training colleges was a deliberate strategy to streamline the SCREAM methodology into the education system. The Ministry of Education through Zambia Institute of Special Education (ZAMISE) coordinated the SCREAM special module training of trainers' workshop. The objective of the workshop was i) To improve the skills of guidance and counselling teachers in the teachers training colleges in using the SCREAM modules for the prevention and mitigation of the effects of HIV/AIDS induced children; ii) To enhance the understanding of the key concepts of HIV/AIDS and child labour; iii) Chart the way forward on further dissemination and use of the SCREAM materials, including the HIV/AIDS module for teachers in the fight against HIV/AIDS induced child labour in government schools and community schools. The trained teachers were encouraged to form a SCREAM Network in providing support for the prevention and mitigation of the effects of HIV induced child labour.



*Pictures 14-15; TOT SCREAM Training in Zambia*

### **Outcomes of the intervention**

- The workshop facilitated the planning for effective dissemination of SCREAM packs to government teacher training colleges as well as community schools.
- The Ministry of Education through ZAMISE made a commitment to monitor the dissemination and usage of SCREAM packs in government and community schools.
- The Ministry of Education made a call for the workshop to be attended by Teacher Training College Principals so as to prepare a curriculum to mainstream SCREAM and HIV and AIDS in the Teacher training colleges. This process will ensure that issues of HIV and child labour have regular time slot in the school programmes.
- The Ministry of Education is planning to hold a workshop on 30<sup>th</sup> November 2008 to mainstream SCREAM methodology into college curriculum.
- The other partners namely ZFE, ZCTU and Ministry of Labour and Social Services, the NGOs such as Zambia Open Schools (ZOCs),

Children in Need (CHIN), ANPPCAN, Jesus Cares Ministries (JCM), Tasintha and the Ministry of Sport, Youth and Child Development also prepared action plans to support the implementation, dissemination and awareness raising on the elimination of worst form of child labour.

- The institutions listed above are committed to raising the resources needed to implement their respective action plans.
- The workshop brought together teachers, NGOs and Government officials to plan the mainstreaming of SCREAM methodologies in learning institutions and organization.
- Action Plans were prepared were shared and discussed so that the timing was synchronized.

### **Lessons learned**

- The introduction of SCREAM to teachers, NGOs and government officials raised their understanding and appreciation of the effects of HIV/AIDS induced child labour and caused them to prepare action plans to address the problem.

## **3.2 Uganda Bureau of Statistics**

Uganda Bureau of Statistics (UBOS) is the central statistical office in Uganda. It conducts surveys and censuses, which provide statistics for decision-making. It is the source of official statistics in the country. UBOS has carried out series of surveys and studies over the period and documented some broad indications of child labour. Among others, the child labour module that was included in the Uganda Demographic and Health Survey 2000/01 formed the basis for the first ever Report on Child Labour in Uganda. The findings of the report provided some broad information on the situation of child labour and have been useful in stimulating debate on the issue of child labour, and designing of demonstrable strategies to tackle the problem.

### **3.2.1 Mainstreaming Child Labour into National Surveys and Studies**

Over the years, UBOS has provided technical support to several ILO/IPEC studies, rapid assessments and surveys on different aspects of child labour. However, it was acknowledged that there is more that needs to be known about child labour especially its worst forms and to obtain a deeper understanding of the scale of the problem in terms of incidence, nature, magnitude dynamics, distribution, injuries, hazards and variety of conditions in which the affected children work. Against this background, the IPEC HIV/AIDS project in collaboration with the Uganda Bureau of Statistics and the interagency, Understanding Children's Work project, a research co-operation initiative of the ILO, UNICEF and World Bank carried out a deeper analysis of the 2005/06 Uganda National Households survey in order to understand factors behind child labour in Uganda. The report, Understanding Children's Work in Uganda provides an initial overview of the child labour phenomenon in Uganda– its extent and nature, its determinants, and its consequences on children's health and education. The analysis considers the economics as well as the social determinants of child labour and follows a cross-sectoral approach, especially in the

identification of the household- and community-related factors underlying child labour in Uganda. Particular attention is given to the links between child labour and schooling, both to highlight this in the policy dialogue and to provide recommendations for protection of children who will still be working in the short to medium term.

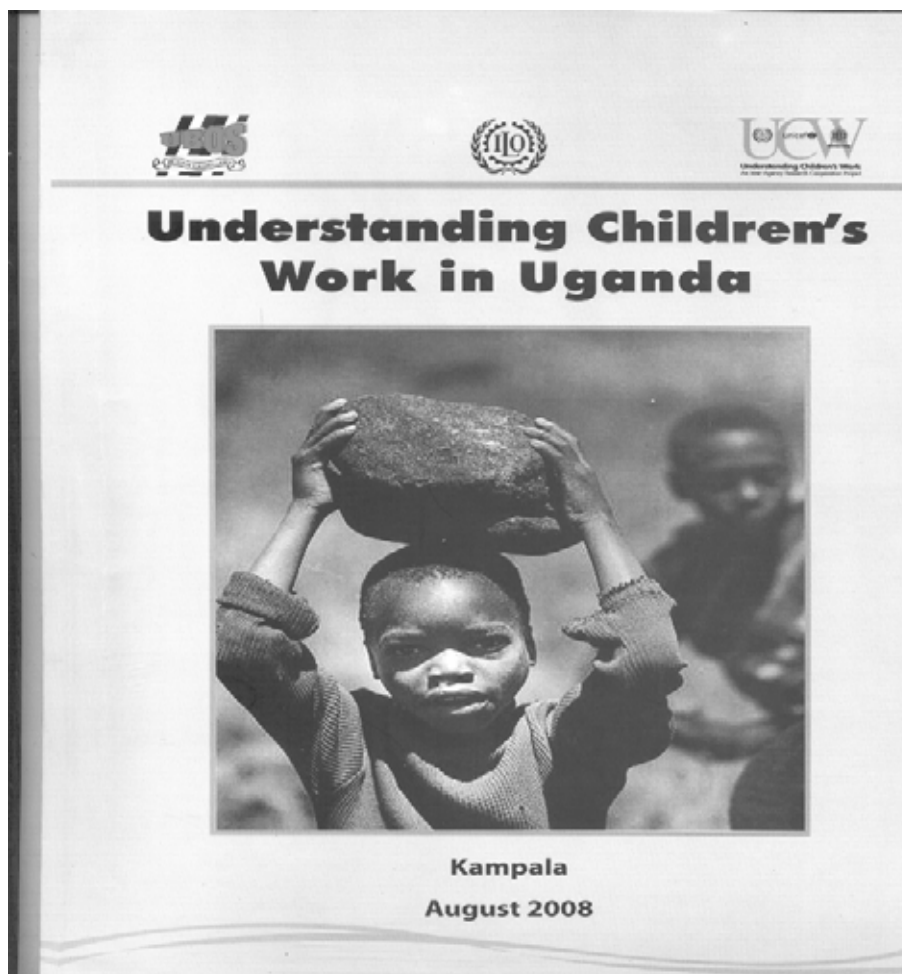
In addition to the above, the IPEC HIV/AIDS project supported the training of the Statistician from UBOS to attend training at the University of Rome, Italy. The purpose of the training was to build his capacity in analyzing child labour issues and writing child labour reports. While in Rome he participated in the preparation of the above mentioned report.

### **Outcomes of the intervention**

- Improved information base on child labour that will inform policy and programme design.
- Promotion of policy dialogue on child labour and accelerated progress towards national child labour reduction targets.
- Built national capacity for regular child labour data collection and analysis.
- Likely continued collaboration between UBOS and ILO/IPEC
- Provision of updated statistics on child labour
- The report, *Understanding Children's Work in Uganda, 2008* was launched on 22 October 2008 by the Rt. Honourable Prime Minister and the Minister of State for Labour and Industrial relations. The report is an important resource and body of knowledge that is already in use by different organisations and actors. It will make important inputs to the implementation of policies and designing of programmes at different levels.

### **Lessons learned**

- UBOS is a well established respectable government institution that was already conducting child labour related studies and producing child labour indicators. It is very important to work with such organisations as it is easy for them to appreciate the dynamics and challenges associated with the intervention.
- The study results from UBOS are authentic and readily accepted by policy makers and government departments and institutions.
- Due to the mandate and broad network of UBOS, the study results will be disseminated widely and will be used by an equally larger number of the population
- Working with UBOS has resulted in the generation of useful data to support advocacy and policy processes and planning.



*Picture 16; Cover page of the report “Understanding Children’s Work in Uganda, 2008”*

### **3.3 Collaboration with the National Council for Children**

The National Council for Children (NCC) is mandated to provide a structure and mechanism to ensure the proper coordination, monitoring and evaluation of all policies and programmes relating to the survival, protection and development of children in the country. NCC has implemented several successful child labour interventions in the past and has collaborated closely with key actors in the elimination of child labour at the International, Regional, National, District and lower government levels. It is a member of the NSSCL and coordinates the Child Labour Partners’ Forum. The Child Labour Partners’ Forum brings together 40 different Civil Society Organisations that address different aspects of child labour. The purpose of the Forum is to share information on child labour, policy advocacy and to build the capacity of members particularly the new ones. The IPEC HIV/AIDS project has collaborated very closely with NCC in the following areas;

- Supported the production of the Uganda State of the Children of Uganda Report, 2007. The theme of the report “Children and HIV/AIDS”
- Provision of literature on HIV/AIDS induced child labour that has been disseminated widely among members of the Child Labour Partners Forum.

- The IPEC HIV/AIDS project has participated in the review of the Children's Act and enhanced inclusion of more child labour articles.

### **Outcomes of the intervention**

- HIV/AIDS as a cause and consequence of child labour is increasingly being appreciated by members of the Child Labour Partners Forum.
- HIV/AIDS induced child labour issues are fully integrated in all programmes and projects of NCC.
- Due to its strategic position and mandate, NCC is able to transfer information and knowledge to all the districts in the country through the District Probation and Welfare officers.
- Increased coverage of HIV/AIDS induced child labour and education issues in the Uganda State of Children's report, 2007.

### **Lessons learned**

- The National Council for Children is a statutory government agency with a broad mandate on children's issues. In addition the NCC is well versed with child labour issues. Working with NCC has ensured that HIV/AIDS induced child labour is well articulated in its programmes and activities.
- NCC is largely responsible for the implementation of the Children's Act. This has enhanced the inclusion of HIV/AIDS and child labour in the Act that is under review.
- NCC is well respected at the districts and this will contribute to knowledge and information on HIV/AIDS and child labour to flow from the national level to the district level.

## **4 EXPERIENCES AND LESSONS LEARNED FROM THE PRODUCTION OF TOOLS AND MATERIALS TO SUPPORT UPSTREAM POLICY DEVELOPMENT AND REFORM PROCESS**

### **Introduction**

The IPEC HIV/AIDS project produced tools and materials that have been used to support both upstream and downstream interventions of the project. They have been used by the implementing agencies during the implementation of the different components of the project. Other projects have also used the tools and the materials and adapted them to their specific needs and purposes. The tools and materials include (i) Knowledge, Attitudes and Practices survey on child labour in Uganda; (ii) Handbook on mainstreaming HIV/AIDS issues into child labour initiatives; (iii) Training Manual on child labour and HIV/AIDS; (iv) Enhancing Social Protection to alleviate HIV/AIDS induced child labour: Experiences from Uganda; (v) Rapid Assessment report on HIV/AIDS and child labour in Zambia; (vi) SCREAM; A special module on HIV, AIDS and child labour; (vii) Manual for Psychosocial needs and skills for teachers and community groups supporting working and at risk children affected by HIV/AIDS in Zambia; (viii) Emerging good practices of the community based models in Uganda and Zambia. Three of the publications namely the Training Manual on child labour and HIV/AIDS, the SCREAM special module and the Emerging good practices of the community based models in Uganda and Zambia have been translated into French.

### **4.1 Knowledge, Attitudes and Practices (KAP) survey on child labour and HIV/AIDS in Uganda**

The main objective of the survey was to contribute towards the elimination of child labour in Uganda. Some of the immediate objectives were to evaluate people's knowledge, beliefs, attitudes and practices towards HIV/AIDS and child labour and make recommendations for both ILO/IPEC Uganda and partners for preventing entry of children affected by HIV/AIDS into child labour as well as withdrawing those who are already involved. The study areas were the districts of Kampala, Rakai, Mbale and Mukono – ILO/IPEC target districts for the child labour and HIV/AIDS programme. Household heads and children of 6 to 18 years were the target population. It was noted that knowledge about HIV/AIDS and child labour in Uganda is almost universal especially among the adults as majority of the respondents (85.3%) had ever heard about a child working in their communities. It was observed that while most respondents perceived child work as normal, they did not take it as normal if it happened at the expense of children's social welfare. Furthermore, while knowledge of HIV/AIDS is high among both household and children respondents in the communities studied, knowledge of its causal-effect relationship with child labour is not as high; and that the girl child remains more vulnerable to poverty, exploitation and HIV infection. Radios, Teachers, Parents/guardians, peers/friends and TV were cited as the main sources of information in educating communities about HIV/AIDS and

child labour. Thus, the adoption of a community and human rights based approach in HIV/AIDS and child labour was recommended.

The study makes the following recommendations;

- More efforts should be directed towards prevention of entry of children into child labour
- Government and CSOs actors should prioritize and implement interventions in education and sensitization about dangers of child labour targeting families, the community and institutions that are concerned with welfare of children such as schools.
- The capacity and abilities of families and the entire community to respond to the push and pull factors into child labour and its consequences should be built on sustainable basis
- Systems to respond to HIV/AIDS induced child labour should be put in place in the communities
- Local governments and Community Based organisations should direct immediate attention to addressing HIV/AIDS induced child labour by emphasizing the role of the extended family and the collective role of the community in the care of HIV/AIDS orphans.
- Radios, Teachers, Parents/guardians, peers/friends and TV should be used as channels for dissemination of information on child labour.
- Widespread community sensitization on children's rights and associated laws and legislation.

## **4.2 Handbook on mainstreaming HIV/AIDS issues into child labour initiatives**

The handbook provides a practical approach to integrating HIV/AIDS responses in projects and programmes that address child labour. It is a useful resource for organizations engaged in the fight against HIV/AIDS to reflect on their interventions and consider incorporating aspects that might make it easier for children affected by HIV/AIDS to avoid sliding into child labour. The handbook also provides a tool for evaluating ongoing and proposed interventions targeting young boys and girls either already in child labour or at risk of entering. The handbook is intended to support different actors within the public and private sectors to mainstream HIV/AIDS in all child labour interventions. The specific objectives of the handbook are;

- To provide practical ideas and information on how HIV/AIDS can be mainstreamed in various interventions on child labour.
- To highlight the link between HIV/AIDS and child labour in order to strengthen gender-responsive psychosocial interventions against child labour.
- To provide a tool to be used for implementing, monitoring and evaluating different programmes and IPEC projects

The handbook is presented in four sections. The sections begin with a practical component, presented as a facilitation session with steps on how to analyze and deal with a relevant issue. These are followed with notes which provide useful content to buttress the conceptual thinking of participants and workers. Among the target audience are teachers and community groups / workers, ministries of



labour, workers, employers, implementing agencies; different actors within the public and private sector

### **4.3 Training manual on child labour and HIV/AIDS**

The training manual was developed in order to address the sensitive and unknown relationship between HIV/AIDS and child labour and to provide a tool to train organizations in programming. It is intended to empower those in positions of responsibility and social workers and other duty-bearers to work systematically to address the challenges arising out of or leading to HIV/AIDS induced child labour so that girls, boys and adolescents can have a degree of assurance that they will lead normal lives and grow into responsible citizens despite the scourge of HIV/AIDS.

The manual is a contribution to the national and international efforts to eliminate child labour. The manual is intended to:

- Provide trainers with basic knowledge on HIV/AIDS and child labour issues
- Equip trainers with skills for facilitating on HIV/AIDS and child labour issues
- Provide trainers with tools for intervention planning, such as stopping girls and boys from engaging in child labour or withdrawing children from child labour and sending them back to school
- Enable trainers to mobilize others to identify ways of mainstreaming interventions to eliminate HIV/AIDS induced child labour in sub-Saharan Africa

### **4.4 Enhancing Social Protection to alleviate HIV/AIDS induced child labour: *Experience from Uganda***

The paper addresses the challenges of providing social protection to mitigate the phenomenon of HIV/AIDS induced child labour. The paper identifies three principal categories of agents/pillars of social protection delivery for HIV/AIDS induced child labour as:

- The informal sector (including the individual and self-help groups)
- The private and NGO sector
- The government

All the above must collaborate to provide a holistic response. An efficient social protection mechanism cuts across several government sectors and must be mainstreamed in education, health and legal policies, psychosocial support, child fostering and poverty alleviation initiatives. The paper presents strategies for integrating and mainstreaming social protection into ILO/IPEC action programmes as well as working with all major stakeholders to prevent HIV/AIDS induced child labour<sup>6</sup>.

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<sup>6</sup> Social Protection was an important aspect of HIV/AIDS project. For details see section 4 of emerging good practices of the community based models in Uganda and Zambia, ILO paper no 12.

#### **4.5 Rapid Assessment Report on HIV/AIDS and child labour in Zambia**

The purpose of the study was to provide reliable information on child labour and HIV/AIDS in the districts of Katete, Chipata, Livingstone, Lusaka, Kapiri Mposhi and Luanshya, Zambia as a basis for policy review and programming to combat HIV/AIDS induced child labour. The specific objectives were to;

- Identify the key push and pull factors that induce child labour in the selected districts
- Establish the link between HIV/AIDS impact and child labour in the selected districts
- Ascertain the existing activities, working conditions and the nature of hazards to which the working children are exposed to
- Explore the extent to which HIV/AIDS issues have been integrated into existing anti-child labour programmes and policies
- Tabulate the existing child protection practices and standards as well as the key players in such efforts
- Explore the challenges and opportunities for new intervention measures to combat and prevent HIV/AIDS induced child labour
- Suggest appropriate measures to prevent, mitigate and to eventually eliminate HIV/AIDS induced child labour

The study revealed that the majority of the children were found working in the informal sector, petty trade, agriculture in both subsistence forms and commercial farms, building and construction, transport, commercial sexual exploitation, bonded farm work and child trafficking.

The study made the following recommendations;

- Enhanced sensitization using local organisations particularly the Faith based
- Increased funding of projects at community and household level
- Reform of education sector to incorporate practical and marketable skills at early stages

#### **4.6 SCREAM (Supporting Children's Rights through Education, the Arts and the Media): A special module on HIV, AIDS and child labour**

The special module on HIV, AIDS and child labour is designed to intertwine with the fourteen modules in the original SCREAM pack. It is intended for use by educators around the world and it is adaptable and appropriate for any geographical and cultural context and in any formal or informal setting. The module is aimed at adolescents reaching the threshold of adulthood, at an age when they are vulnerable to HIV/AIDS and exploitation of their rights. The special module has activities that build on the original SCREAM with a focus on HIV and AIDS. It is being used by teachers, lecturers, social workers, among others to:

- Raise awareness about HIV/AIDS issues and the vulnerabilities and dangers they present to children;

- Achieve the meaningful participation of children in the global campaign against child labour;
- Stimulate creativity and self expression – a fundamental vehicle for empowerment;
- Develop group bonding, expression of shared values and concerns by exploring issues of difference;
- Encourage participants with a variety of learning styles and create fun;
- Develop courage, boost self esteem and restore the desire to live through difficulties.

The SCREAM methodology, if well managed – by avoiding put downs, listening well, encouraging full participation from all children – is a great way to pass on the HIV, AIDS and child labour message to the young ones.

#### **4.7 Manual for psychosocial needs and skills for teachers and community groups supporting working and at risk children affected by HIV/AIDS in Zambia**

The manual was developed as a follow up to a needs assessment study that was undertaken in Lusaka which revealed that most teachers and community groups did not have adequate skills to provide psychosocial support to children in or at risk of HIV/AIDS induced child labour. The manual is intended to be guide to trainers to train personnel who work with children in or at risk of HIV/AIDS induced child labour. The manual must be accompanied by the SCREAM special module on HIV, AIDS and child labour and the Training manual on Child Labour and HIV/AIDS. The manual is made up of ten units.

#### **4.8 Emerging good practices of the community based models in Uganda and Zambia**

The good practices document is based on the IPEC HIV/AIDS project immediate objective 1 on community based models. The exit strategy of this objective is that communities will have gained experiences in expanding the protection and prevention approaches to minimize the impact of HIV/AIDS on children, their households and communities, especially in preventing orphaned and other vulnerable children from entering the workforce. The strategies to build the capacities of the district and community structures and involving them in the implementation of different action programmes were aimed at building sustainable approaches with local stakeholders and through networking and referrals with other agencies after the project has phased out. The following categories of good practices are detailed in the document:

- Emerging good practices in the provision of direct services (prevention and withdrawal) to the beneficiaries.
- Emerging good practices in integration of Supporting Children's Rights through Education, the Art and the Media (SCREAM) methodologies in school activities.
- Emerging good practices in provision of Income Generating Activities (IGAs) and formation of saving schemes.

- Emerging good practices in working with Community Child Labour Committees (CCLCs).
- Emerging good practices in working with district structures, local and opinion leaders.
- Emerging good practices in child participation.
- Emerging good practices in provision of skills training through apprenticeship and local artisans.
- Emerging good practices in networking and creating linkages

The good practices document is expected to assist different communities and stakeholders in Uganda, Zambia and other countries to learn from the strategies used and apply them to their context and activities.



*Pictures 17-18; The Luanshya District Commissioner at the launching of the tools and products of the IPEC HIV/AIDS project in Luanshya, Zambia*

### **Outcomes of the intervention**

- The availability of quality products and tools to support the implementation of the project.
- The materials are an important resource and have been extensively used by the implementing partners during training of stakeholders and beneficiaries.
- The Training Manual on HIV/AIDS and child labour has been used by FUE and KURET to develop similar products more suited to their programmes and circumstances.
- The materials have greatly contributed to the understanding of the linkages between HIV/AIDS and child labour and how to address them.
- There is increased advocacy for HIV/AIDS induced child labour issues. This has been due to targeted awareness and advocacy activities based on the KAP survey.
- The KAP informed the development of messages and materials that were used by the media in advocacy and awareness creation.
- The products have been widely distributed, thereby increasing knowledge and their usage.

- The products have contributed to capacity building of partners and other key actors.
- The materials will continue to be used even after the project has ended and this will contribute to sustainability of the interventions.
- Some of the materials have been translated in French.

#### Box 1

##### Good practices in the production of tools and materials

The production of quality and relevant tools and materials has provided partners and other actors with resources that will be used beyond the life of the project by the wider public. Research based interventions yield positive impact on the target groups. It allows for audience segmentation, development of key messages and materials specific to targeted audiences which makes it cost effective. When dealing with a new complex subject, it is necessary to design, develop and produce and disseminate adequate materials to support the implementation. The products are relevant to the situation since there is need and they were pre-tested. Launching and dissemination greatly enhance usage and acceptance of the products.

### Lessons learned

- Production of tools and materials which are tailored to the needs of the project provides extremely useful information for the implementers and other stakeholders.
- Good quality and relevant materials motivate usage and encourages users to demand for more
- Production and dissemination of high quality products promotes the visibility and credibility of issues being addressed.

## **5 EXPERIENCES AND LESSONS LEARNED IN BUILDING THE CAPACITY OF EMPLOYERS TO INTEGRATE HIV/AIDS INDUCED CHILD LABOUR INTO WORK PLACE POLICIES AND PRACTICES**

### **Introduction**

Employers' organisations represent business interests and help to create the conditions for their success. They do so by influencing the environment in which business is done and by providing services that improve their individual performance. The cooperation of employers is crucial in the fight against child labour because they can ensure that their enterprises are free of child labour. Employers' organisations have great potential for; (i) Providing specific information on the incidence of child labour in various sectors, (ii) Influencing the development of national policies on child labour, (iii) Working with Trade Unions and Civil Society Organisations in the design of relevant vocational training programmes for working children, (iv) Changing public perception on the rights of children.

### **5.1 Federation of Uganda Employers**

The Federation of Uganda Employers (FUE) is the representative body of Employers in the public and private sector. The mission of FUE is the promotion of positive management principles and decent work through implementation of the recommended national and international labour standards for economic and social development. FUE is committed to contribute effectively towards the elimination of child labour among employers in Uganda. FUE Member associations are the umbrella bodies of the employers.

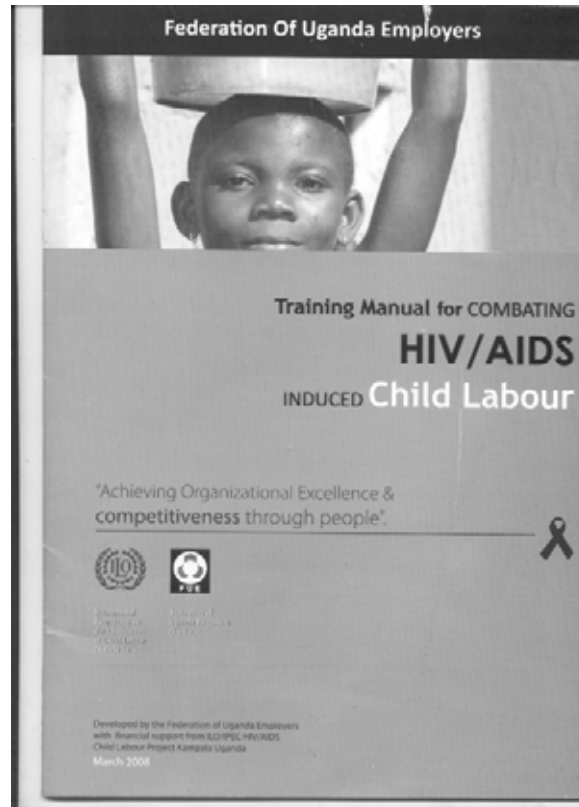
FUE is a member of the NSCCL and for several years has implemented various interventions to address the problem of child labour with support from ILO/IPEC and ILO Bureau for Employers Activities (ILO/ACT/EMP). These have mainly focused on building the capacity of FUE and its members to be able to adequately respond to the requirements of employers so as to competently address the problem of Child Labour.

#### **5.1.1 Integration of HIV/AIDS induced child labour component into Enterprise and FUE district child labour Committees**

The IPEC HIV/AIDS project supported FUE to integrate HIV/AIDS into the already implemented ILO/IPEC and ILO/ACT/EMP supported child labour activities in commercial agriculture. The focus was on the 5 districts of Kampala, Rakai, Luwero, Mukono and Mbale where FUE had implemented child labour activities under ILO/ACT/EMP and ILO/IPEC. The process of integration was carried out through the following;

- General sensitization workshops for employers, change agents, peer educators and FUE District Child Labour Committee (DCLCs) members were conducted in all the 5 participating districts. The

DCLCs, change agents and peer educators were formed during the previous child labour programmes implemented by FUE. This provided an opportunity for sharing knowledge and reorienting or introducing the peer educators and change agents to information about HIV/AIDS induced child labour.



*Picture 19; Cover page of the FUE Training Manual for Combating HIV/AIDS induced Child Labour*

- Posters and leaflets with messages on HIV/AIDS induced child labour were printed and disseminated to employers and DCLCs.
- Radio messages and talk shows on HIV/AIDS induced child labour targeting employers in the 5 districts were aired on Radio one.
- A workshop to facilitate dialogue on policy to combat and prevent HIV/AIDS induced child labour was conducted. The purpose of the workshop was to orient them to the new approach of HIV/AIDS induced child labour so as to influence policy making. Participants were drawn from MGLSD, MOES, Uganda AIDS Commission, employers, workers and top managers. The workshop came up with recommendations urging all the stakeholders including the employers to work together and contribute jointly towards the elimination of child labour induced by HIV/AIDS.
- The ILO Training manual on child labour and HIV/AIDS was adapted to the districts' and enterprises' specific context/environments. This was done through the Employment relations committee meetings, which reviewed the ILO manual and customized it to the local context.

- Following the adaptation, the FUE training manual for combating HIV/AIDS induced child labour was developed, produced and disseminated and is in use.
- A total of 30 DCLC members from the 5 district were trained as trainers in the use of the FUE training manual.
- Integration of HIV/AIDS induced child labour issues into Sugar Corporation of Uganda Ltd. (SCOUL) and Mukono district child labour activities<sup>7</sup>. Partnership meetings between FUE, Management of SCOUL, and the Mukono district child labour committee were conducted. During the partnership meetings, the employers' guidelines on combating child labour induced by HIV/AIDS were developed. The management of SCOUL started the process of incorporating them in their workplace codes of practice and policies. Several copies of the guidelines were printed and distributed to employers in the 5 participating districts and others in the country for adoption at the workplace. The purpose of the guidelines was to develop the capacity of employers in addressing the problem of HIV/AIDS induced child labour.

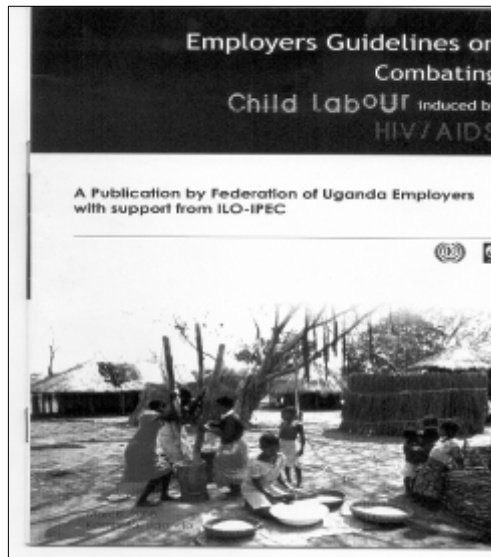
### **Outcomes of the intervention**

- About 120 employers in the 5 participating districts received training in child labour induced by HIV/AIDS and the need to take action.
- There is increased knowledge and awareness on the problem of HIV/AIDS induced child labour among the members of the DCLCs and employers in the 5 districts.
- The change agents and peer educators in Mukono and Wakiso districts are very active and have been organising radio talks on HIV/AIDS induced child labour. In Mukono they even succeeded in securing an office from the district.

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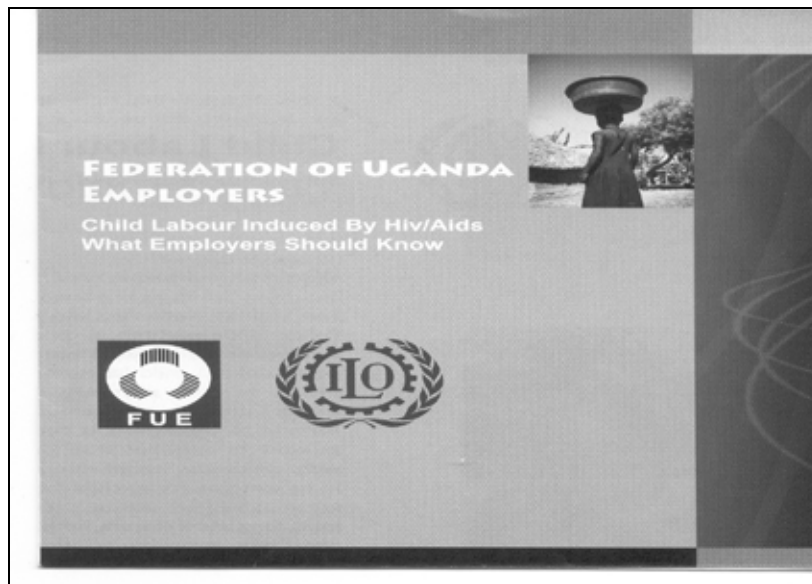
<sup>7</sup> With support from ILO/IPEC, FUE implemented an action programme (2000-2003) with SCOUL in Mukono district. One of the main achievements of the action programme was the establishment of the Mukono district child labour committee that included representatives from the employer (SCOUL), parents, sugar cane out-growers, district political leaders, district technical personnel, local leaders and teachers among others. The committee is responsible for monitoring and ensuring that children are no longer working in the SCOUL plantations and those of the out growers. In addition the HIV/AIDS child labour committee was also established at SCOUL.





*Picture 20; Cover page of the employers' guidelines on combating child labour induced by HIV/AIDS*

- FUE is currently conducting the terms and conditions, salary benefits and working survey of members and non members. The focus is on human resources policies. HIV/AIDS induced child labour has been included in the questionnaire.
- Radio messages on HIV/AIDS induced child labour that were aired on Radio One and reached a big number of employers. The messages were targeting employers and urging them to take action on the problem.
- The FUE Training Manual and the guidelines have provided very useful information on the training and management of HIV/AIDS induced child labour to other employers and enterprises that did not participate in the project.
- Information, Education and Communication (IEC) materials on HIV/AIDS induced child labour have been distributed to the employers and enterprises that did not participate in the project.
- FUE benefited from the exchange visit to Zambia which facilitated sharing of information, knowledge and experiences with the Zambian counterparts and provided the new ideas and solutions to some of the challenges faced.
- The Training of trainers, the orientation of the change agents and peer educators will contribute to sustainability as they are expected to continue passing on the knowledge and information to others and to train other employers to appreciate the problem of HIV/AIDS induced child labour and the need for action.
- The programme exposed to employers the problem of HIV/AIDS and its relationship with child labour
- The programme enabled SCOUL to start taking action against the problem of HIV/AIDS induced child labour
- Advocating for starting enterprise based schemes such as insurance and safety nets for children affected by HIV/AIDS was appreciated.



*Picture 21; FUE leaflet on what employers should know about child labour induced by HIV/AIDS*

### **Lessons learned**

- FUE is an established and credible organisation that brings together the private sector and business associations. Targeting employers' organisations is one way of ensuring the sustainability of the interventions in that once they appreciate their role in the prevention and elimination of Child Labour and clearly understands it, they have the capacity to mobilise local resources which can go a long way in supporting local initiatives.
- The production of the materials that are specific for the employers is a good practice that that will ensure their usage.
- Using the Employers, district based structures and committees was important for the success of the project
- Establishing the local employers committees is a key to success.
- Working with a technical team which is knowledgeable about child labour is important and produces results and makes impact.

### **5.2 Zambia Federation of Employers (ZFE)**

The Zambia Federation of Employers is the central organisation of employers in Zambia. Its principle objectives are the protection of employers' interests and the establishment, promotion and maintenance of good relations between employers and workers throughout the country. The membership of ZFE comprises of large, medium and small scale enterprises from all sectors of economic activity in the country. ZFE took advantage of its position and mandate to advocate for policy change and legislation reforms to include the aspect of HIV, AIDS and child labour issues in the draft national child labour policy. The policy is still awaiting cabinet approval.

### **5.2.1 Creating awareness on child labour and HIV/AIDS among the Employers' organisations**

The IPEC HIV/AIDS project supported ZFE to raise awareness among employer's organisations on the linkages between HIV/AIDS and child labour and to provide vital information on available services to cushion the impact of HIV/AIDS which increases child labour. In addition to the above, a team of competent trainers were identified, trained and equipped to provide continuous training to ZFE constituencies on HIV/AIDS-induced child labour.

The Training manual on HIV/AIDS and child labour was used during the training.

#### **Outcomes of the intervention**

- Members of ZFE were educated on the dangers of HIV/AIDS and child labour.
- The members were made aware of the importance of Voluntary Counselling and Testing (VCT) as a means of prolonging the lives of the infected thereby enabling them to continue providing support to their children.
- The members received training on various legislation on child labour and policies on HIV/AIDS and how to negotiate for worker-friendly conditions that enables them and their families to access information and treatment as well as long term benefits in areas of education, health and shelter. This will ensure that the children continue to receive the services even after the death of their parents
- All the above efforts were aimed at combating and preventing HIV/AIDS induced child labour in Zambia.

#### **Lessons learned**

- The broad network of members across the country enabled ZFE to propagate information and messages easily and institute measures to address HIV/AIDS induced child labour among the membership.

## **6 EXPERIENCES AND LESSONS LEARNED IN BUILDING THE CAPACITY OF TRADE UNIONS THROUGH TRAINING ON HIV/AIDS INDUCED CHILD LABOUR**

### **Introduction**

Trade Unions have a considerable amount of influence on work related issues including child labour. Child labour is a violation of human rights and national legislation and since it affects the employment of adult workers, it is therefore a matter for the trade unions. In addition the attainment of basic trade union objectives namely more jobs, better wages and improved working conditions can help eliminate child labour. The strengths of trade unions lie in their ability to disseminate ideas and new perspectives within the country, their strong experience in campaigning and their possibility of taking direct action against child labour. They also have the power to influence the law and labour practices. They often have established extensive networks through their members who are spread out across the country and can reach different segments of society. They can influence adult workers' attitudes and behaviour and those of child labourers and their families. Trade unions have a long tradition of activism and the capacity to take up and popularize a cause, thereby increasing overall support. Trade union members are well placed to notice if children are working and if they are subjected to hazardous or inhumane conditions at work and can therefore take action.

### **6.1 National Organisation of Trade Unions of Uganda**

The National Organisation of Trade Unions (NOTU) is one of the two umbrella national bodies for workers. The NOTU structure starts from the grassroots level where it is made up of the rank and file category of workers. These are the employees and members who sustain the union. NOTU brings together nineteen unions that are independent of each other. NOTU has a secretariat, which is the implementing agency of the labour movement activities.

### **6.2 Central Organisation of Free Trade Unions- Uganda**

The Central Organisation of Free Trade Unions (COFTU) is the second national labour centre and brings together 23 affiliated labour unions and 80 district workers' forums representing workers from the public, private, formal and informal sectors with grass root structures. Activities of COFTU are implemented through the secretariat and regional offices.

#### **6.2.1 Integrating HIV/AIDS induced child labour into the Workers' programmes and activities**

- The IPEC HIV/AIDS project supported both NOTU and COFTU to conduct workshops for their members in different districts. NOTU held the workshops in the districts of Mbale, Mukono and Wakiso. COFTU conducted the workshops in the districts of Kampala, Mukono, Mbale,

Luwero and Rakai. The purpose of the workshops was; (i) to outline the role of trade unions in the fight against child labour, (ii) define strategies to mainstream HIV/AIDS induced child labour into union's programmes and activities, (iii) to develop action plans to introduce HIV/AIDS induced child labour into the unions' programmes and activities at the district level, (iv) work out the way forward for addressing HIV/AIDS-induced child labour for each of the unions.

- The training manual on child labour and HIV/AIDS was used during the training and copies were given out to the participants. The handbook on mainstreaming HIV/AIDS issues into child labour initiatives was also used.
- Both COFTU and NOTU participated and benefited from the exchange visit to Zambia.



*Picture22; Giving out copies of the training manual on HIV/AIDS and child labour*

### **Outcomes of the intervention**

- During the workshops, both COFTU and NOTU formed DCLCs and appointed district coordinators/focal point persons as well.
- Each of the participating districts drew an action plan to address HIV/AIDS induced child labour in the district.
- The respective union leaders in the districts and at the centre received training in the subject.
- Several copies of the Training manual on child labour and HIV/AIDS were distributed to the participants.
- COFTU in particular received information and materials that are being used to prepare its child labour policy.
- Following the training, Luwero district is planning to enact bylaws to address the problem of child labour.
- The exchange visit provided opportunities for sharing information and knowledge with the labour movement in Zambia. There were many good lessons learnt from the other implementing partners in Zambia.

## **Lessons learned**

- Trade unions are well versed in child labour and HIV/AIDS issues; it was therefore easy for them to appreciate the linkages between the two.
- The broad network of the labour movement facilitates the flow of knowledge and information.
- Trade unions possess unique advocacy and lobbying skills that make them ideal partners in the fight against HIV/AIDS induced child labour.
- Training the members at the district level is a key sustainable strategy as this will ensure a continuous source of knowledge and information.

## **6.3 Zambia Congress of Trade Unions**

The ZCTU is the umbrella organisation of all the workers' organisations in Zambia. Its affiliates include the Zambia Union of Journalists, National Union of Communication Workers, National Union of Plantation Workers (NUPAW), National Union of Building and General Workers (NUBEGW), Hotel Catering Workers Union of Zambia, National Union of Commercial and Industrial Workers, the Zambia National Union of Teachers (ZNUT) and the Association for Zambia Informal Economic Alliance.

The IPEC HIV/AIDS project supported ZCTU to conduct workshops for its members in 4 districts of Lusaka, Luanshya, Livingstone and Kapiri Mposhi. During the workshops 10 trainers per district were trained on HIV/AIDS induced child labour. These are expected to provide information to ZCTU constituencies on a continuous basis so as to ensure sustainability of child labour programmes in the districts.

### **Outcomes of the intervention**

- NUPAW conducted training on HIV/AIDS induced child labour for 28 participants from various districts. NUPAW has included HIV/AIDS and child labour issues in most collective agreements that the union has signed with the employers. The union also formed committees among its branches to deal with issues of HIV/AIDS and child labour. They also trained peer educators from 3 companies after the first workshop was held.
- NUBEGW integrated HIV/AIDS and child labour concerns in the Occupational Health and Safety (OHS) activities and has carried out sensitization activities for its members on the problem. A total of 40 educators were trained to carry out peer sensitization meetings and to over-see employment of children
- ZNUT trained 27 provincial leaders on HIV/AIDS and child labour from the nine provinces.
- ZCTU has started lobbying congress for funds to formulate an institutional policy on child labour which should guide unions in their efforts to address the problem.

## **Lessons learned**

- The country-wide presence and vast membership of workers' organization was a vantage point in awareness raising towards combating HIV/AIDS induced child labour. The trade unions had a mandate to bargain on behalf of the members which has an influence on the organisations' policy implementation, formulation and decision making. Trade unions had trained and skilled personnel to carryout child labour activities at the workplace
- By involving policy makers (union leaders) from the beginning of the project a sense of ownership was created among the unions who actively participated through out the project.
- Existing structures were used to disseminate information on HIV/AIDS induced child labour and this contributed to capacity building and efficiency.
- The training was done at three levels, at policy level to negotiate for inclusion in Collective Bargaining Agreements (CBA), at union level to include child labour issues in their educational/ existing programs and at district level to facilitate identification of child labour issues at work places in the district.
- The use of children through plays on TV and radio programs attracted other children to watch and get the message.
- Teachers are better placed to fight child labour because they are directly involved with the children.
- Child labour should be considered an Occupational Health and Safety issue because of the many hazards associated in child labour.

## **7 EXPERIENCES AND LESSONS LEARNED DURING AWARENESS RAISING AND MOBILIZATION OF KEY STAKEHOLDERS ON HIV/AIDS INDUCED CHILD LABOUR THROUGH THE MEDIA.**

### **Introduction**

The media is used as a tool and driving force in mobilizing communities to bring about desired change. The media has played a very important role in informing the public about various issues in regard to child labour. The media has the capacity to motivate other actors to take up issues. In this case the media has generated interest among students and others to take up research into different aspects of child labour. The media has been used to disseminate information and to train key actors about HIV/AIDS induced child labour.

### **7.1 Rural Development Media Communications (RUDMEC)**

RUDMEC is a local non-governmental organization (NGO) working with vulnerable and poor communities focused on development activities aimed at improving their livelihoods. Since 2001, RUDMEC has actively implemented ILO/IPEC supported media activities with the goal of raising awareness and mobilizing community action against the worst forms of child labour as stipulated in the ILO Convention No. 182 on the prohibition of the worst forms of child labour. The IPEC HIV/AIDS project supported RUDMEC to pilot implementation of a model “Multi-Media Social Mobilization Campaign against HIV/AIDS induced child labour.” in the project districts of Kampala, Mukono, Mbale and Rakai. The following activities were carried out;

- An orientation and refresher training workshop was conducted for the journalists who report, write features or produce radio or TV programmes focusing on children affairs. The purpose of the training workshop was to (i) mobilize and sensitize journalists on various issues to do with child labour, (ii) To share results of the Knowledge, Attitude and Practices (KAP) survey report on HIV/AIDS and child labour in Uganda, (iii) To learn and share experiences on HIV/AIDS and child labour message identification, formulation, design, packaging and dissemination, (iv) To come up with multi-media communication action guideline to be used in the campaign against HIV/AIDS induced child labour, (v) Training on protecting the identity and confidentiality of beneficiaries who are affected by HIV/AIDS. The workshop provided an opportunity to the journalists to interface with the agencies that were implementing the HIV/AIDS induced child labour action programmes in the 4 districts.
- Conducted workshops for Teachers, Religious leaders, Local Government line ministry officials and Theatre artistes in all the 4 districts. The selection of the categories to be trained was based on the findings of the KAP survey report on HIV/AIDS and child labour in Uganda conducted in 2006. Teachers/schools were identified as the second highest-ranking prominent source of HIV/AIDS information



for children. Faith leaders were selected because of their strong influence on the respective faith denominations while theatre artists are increasingly getting involved in dissemination of education information using entertainment such as music, dance and drama. It was envisaged that the trainees would play a leading role in sustaining activities to combat child labour in their communities. The three categories attended the workshops together. The teachers were drawn from the primary schools that were participating in the IPEC HIV/AIDS project. The Religious leaders included representatives of the Catholic Church, the Moslems, Church of Uganda, Seventh Day Adventist and Born against Christians. The objectives of the workshops were; (i) To introduce to the participants the problem of HIV/AIDS induced child labour, (ii) To create awareness amongst the participants of the various interventions to combat child labour and their impacts, (iii) To enable participants appreciate their roles and way forward on the issues of child labour.



*Picture 23: Teachers and religious leaders attending joint workshop in Rakai district*

- Production of radio and TV programmes in local languages.
- Publication of Newspaper feature articles.
- Publication of Posters in local languages, T-shirts and facts sheets on HIV/AIDS induced child labour.
- Conduct community education outreach video shows especially in schools.
- Participation in the Press conference, the Public dialogue and national celebrations to mark the WDACL 2008.



*Picture 24-25; Copies of newspaper clippings on HIV/AIDS induced child labour*

### **Outcomes of the intervention**

- Teachers, religious leaders and theatre artists have been sensitized on the problem of HIV/AIDS induced child labour
- The three categories of key actors are aware of the various interventions in place to combat child labour and their impact.
- The key actors are aware of their roles in combating child labour
- The theatre artists have formed drama groups in their respective areas
- Involvement of specific stakeholders to play a specific role is an important sustainability strategy in the fight against child labour within the community.
- Video coverage of the different approaches and strategies used that resulted in a documentary on lessons learned on the community based models pilot action.
- The theatre artists composed songs/plays on HIV and child labour.

### **Lessons learned**

- Training of journalists, teachers, religious leaders and theatre artistes has scaled up the awareness raising campaign as well as being a mechanism for sustainability
- Networking and collaboration among the implementing agencies is key to
  - (i) Ensuring effective resource utilisation
  - (ii) Creating synergies and
  - (iii) Documentation and dissemination of good practices.

- Production of tailor made advocacy materials (posters) and radio programmes in the local languages was highly appreciated by the communities in the pilot project areas.
- Tailor made video documentaries, produced in local languages and widely distributed exploited the ‘attachment effect’ and significantly impacted on specific target groups.
- Key stakeholders namely the children, parents, civil society organisations and private companies were willing to participate through the aspect of public private partnership if reached through sensitisation programmes (awareness should reach out to those not yet appreciating that child labour is a grave concern)
- Children with special needs and in child labour (deaf, blind, dumb or physically disabled) need special action. This should be done through the involvement of institutions like Uganda National Institute of Special Education (UNISE), Disabled Persons Organizations (DPOs) and National Union of Disabled Persons in Uganda (NUDIPU).

## **7.2 Prime Images Productions (PIP) - Zambia**

Prime Images Productions, is a private media organization. The IPEC HIV/AIDS project supported PIP to implement an action programme on media advocacy and sensitization campaign on HIV/AIDS induced child labour. The activities carried out by PIP included the (i) Conducting a two days media workshop to train journalists to improve skills on HIV/AIDS induced Child Labour reporting as well as production of programmes on Child Labour countrywide in their communities. (ii) Production of a 20 minutes documentary on the activities of the implementing agencies under the HIV/AIDS induced child labour project (iii) Production of radio and TV programmes and articles in the print media.



*Pictures 26-28; Copies of newspaper clippings on HIV/AIDS and child labour*

### **Outcomes of the intervention**

- PIP mobilized both private and government media establishments to visit the IA sites. This has increased publicity of HIV/AIDS induced child labour information in the print and electronic media.
- Increased public awareness of the linkages between HIV/AIDS and child labour. This also resulted in visibility of the action programmes and collaboration between the Government, the workers, employers and civil society organizations in combating HIV/AIDS induced child labour
- PIP promoted good partnership between the IPEC HIV/AIDS project, government and the media in the fight against HIV/AIDS induced child labour. Community radio stations were encouraged to work with the district and provincial child labour committees that were created by the MLSS.
- Partnerships have been established with various organizations that are addressing OVCs, and the government. Many organizations such as Children In Need (CHIN), OVC Media, Children in Crisis(CIC), Youth Alliance and many more came together to mark the WDACL and the Day of the African Child 2008. This has resulted in networking through the contacts established and a unified sense of purpose on how to collectively tackle the issue of child labour in Zambia.



*Picture 29; The Luanshya District Commissioner officiating at the celebrations to mark the WDACL 2008*

### **Lessons learned**

- The establishment of good relationships with media organizations and journalists promotes their interest to cover issues of child labour. For example A number of feature articles were published before and after both the WDACL and Day of the African Child on the 16<sup>th</sup> June 2008
- Collaboration and building networks promotes effectiveness of messages and campaigns as was demonstrated during WDACL and Day of the African Child in June 2008 where the Ministry of Sports, Youth and Child Development together with other stakeholders such as UNICEF, Christian Children's Fund (CCF), Save the Children, Campaign for Female Education (CAMFED) and other partners joined hands to address a common problem.

## **8 EXPERIENCES AND LESSONS LEARNED FROM COLLABORATION WITH UN AGENCIES AND OTHER ORGANISATIONS AND PROJECTS ADDRESSING CHILD LABOUR**

### **Introduction**

The UN agencies and other international organisations work with governments to take action against child labour. Among the actions include raising awareness of the government officials and persuading the national authorities of the urgent need to take action. They promulgate international legal standards which governments can promote and ratify and encouraging them to implement and conform to them by offering technical cooperation and assistance.

### **8.1 UNICEF**

UNICEF has made child protection one of five organizational priorities. Child labour features in both the focus area dealing with basic education and gender equality and that on child protection. Child labour is an important element in UNICEF's child protection strategy, with particular emphasis on building a protective environment for children and using education as a preventive strategy against child labour. In Uganda the IPEC HIV/AIDS project has been working closely with UNICEF since they complement each other in the area of child protection. Both are members of the Social Sector coalition that brings together donors supporting the MGLSD. In Uganda, 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. Both are members of the Joint UN Team on AIDS with a Joint UN Programme of Support on AIDS where they have actively articulated the child labour issues.

### **Outcome of the collaboration**

- UNICEF and IPEC HIV/AIDS project have complemented each other in as far as issues affecting vulnerable children.
- Together have supported the National Council for Children in the preparation of the Annual State of the Children report.
- The two agencies put together a package and run a session during the training of trainers for local councils to orient new local council leaders in 2006 on their roles in the protection and welfare of children.
- The two agencies authored a joint module entitled "First Call for Children in local governments". This is included in the Ministry of Local Government trainers' manual for local government councils. This is expected to enhance the understanding of the local government councillors their roles in protecting children in their jurisdiction. It is also anticipated that the guidelines and approaches detailed in the module will facilitate the integration and mainstreaming of children's

issues in the local government's programmes, policies, work plans and budgets.

## **8.2 UNAIDS**

UNAIDS is the UN agency responsible for coordinating HIV/AIDS interventions/strategies among the UN agencies. UNAIDS also chairs the Joint UN Team on HIV/AIDS (JUNTA). The ILO/IPEC HIV/AIDS project has actively participated in the JUNTA activities and collaborated closely with UNAIDS. Consequently, the IPEC HIV project successfully advocated for recognition of child labour as a priority to be addressed in HIV/AIDS programs given the cause-effect relationship between the two issues and has been provided for in the Joint UN Programme of Support on Aids (JUPSA).

### **Outcomes of the collaboration**

- Child labour has been mainstreamed in the JUPSA joint plan of action where it is explicitly mentioned under Output 4.3 "Quality of life of people infected and affected by AIDS Improve and their vulnerability reduced."
- Through the UNAIDS, JUNTA is providing financial and technical support to the Ministry of Gender, Labour and Social development for the production of a popular version of the National Child Labour Policy and the finalization of the National Action Plan on child labour
- The JUNTA is also supporting the development of guidelines for mainstreaming child labour issues into social support programmes.

## **8.3 International Rescue Committee and KURET (Kenya, Uganda, Rwanda and Ethiopia Together)**

The International Rescue Committee (IRC) has been implementing a United States Department of Labour (USDOL) funded initiatives in the districts of northern Uganda. The ORACLE (Opportunities for Reducing Adolescent and Child Labour through Education) project targeted conflict affected children in the two districts of Kitgum and Pader. The project aimed at promoting awareness and attitudes among parents, teachers, children and community leaders of problems of child labour, importance of education and their roles in bringing about change, with special reference to girls education in the districts affected by armed conflict. It also aimed at improving the quality of education in target districts and increasing access to formal and non formal education for vulnerable children.

IRC has started implementation of a new USDOL funded project, Livelihoods Education to End Child Labour (LEAP), which is also focussing on combating child labour in the districts of Lira, Kitgum, Gulu, Apac and Pader in northern Uganda.

KURET, a USDOL funded project is being implemented in 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). The goal of KURET is the sustainable reduction and prevention of the engagement of children in the worst forms of child labour in selected districts/provinces in target countries. The project has increased access to

education, improved quality and relevance of education, increased 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. Both IRC and KURET are members of the NSCCL. The IPEC HIV/AIDS project has been working closely with both IRC and KURET.

### **Outcome of the collaboration**

- Through the NSCCL, the projects supported and advocated for the finalization and adoption of the National Child Labour Policy.
- The projects jointly supported the MGLSD to develop the list determining the types of hazardous work that may not be performed by children under 18 years of age.
- The projects have supported and carried out joint activities to mark the World Day against child labour for the last three years (2006-2008). This has greatly contributed to raising the profile of HIV/AIDS induced child labour and children trapped in armed conflict.
- LEAP has conducted SCREAM training on HIV module and is making use of the training manual on HIV/AIDS and child labour.
- The IPEC HIV project mainstreamed HIV/AIDS issues into the Training manual of KURET.
- Based on the strong child labour component and the anti-child labour clubs established by KURET at KYU, the IPEC HIV project has rolled out the SCREAM special module.

## **8.4 OTHER ILO/IPEC PROJECTS**

### **8.4.1 ILO/IPEC TBP, Zambia**

The ILO/IPEC – TBP Support Project in Zambia is working with the government, employers' and workers' organisations, NGOs and other stakeholders to put in place time-bound measures and improve national capacity for the implementation of activities to eliminate the worst forms of child labour (WFCL) through the development of a national TBP. The major output of the Time Bound Programme (TBP) is to provide support to the Government of the Republic of Zambia to formulate a National Action Plan (NAP) as well as Provincial action plans, for the elimination of the worst forms of child labour and put in place appropriate institutional structures and plans to implement and monitor the NAP as the main basis for the national TBP.

The IPEC HIV/AIDS induced child labour the project and the IPEC TBP, Zambia have been working closely together to realise common goals. The primary means towards this goal has been promoting open communication and information sharing in the office. The primary means for this has been: i) Regular, minuted team meetings (every second Monday morning); ii) Systematic sharing of concept notes for major activities for feed-back and information across projects; iii) systematic sharing of experiences with partners with a view to joint support where relevant and possible; iv) systematic identification of possible joint activities; v) Integration of HIV/AIDS issues and sharing tools developed by both projects



### **Outcomes of the intervention**

- Sharing of information led to the HIV/AIDS project adopting the TBP SP strategy of supporting formation of District Child Labour Committees as a way to strengthen ownership and sustainability.
- By pooling resources from the two projects, the Ministry of Labour and Social Security have been able to scale up the District Child Labour Committees establishment in 2006/07.
- The TBP SP has participated in the distribution of materials produced under the HIV/AIDS project, while at the same time contributing significantly to strengthening the capacity of partners under both projects.

### **8.4.2 ILO/IPEC Project of Support for the Uganda National Action Plan for the Elimination of Child Labour**

The IPEC HIV/AIDS project spearheaded the preparatory activities of the project of support for the preparatory phase of the Uganda National Action Plan for the elimination of child labour. The good practices and the lessons learned during the implementation of the project and previous ILO/IPEC projects have largely informed the components of the project of support to the National Action Plan in Uganda. Tools developed under the HIV/AIDS project, notably the training manual on HIV/AIDS and child labour and the HIV/AIDS special module on SCREAM, the mainstreaming handbook, social projection strategy paper, and the training manual on psycho social support for teachers are expected to be used in the implementation of the new project. Findings from the Knowledge, Attitudes and Practices study (KAP) on child labour and HIV/AIDS are a very important resource that will be used during awareness and sensitization activities.

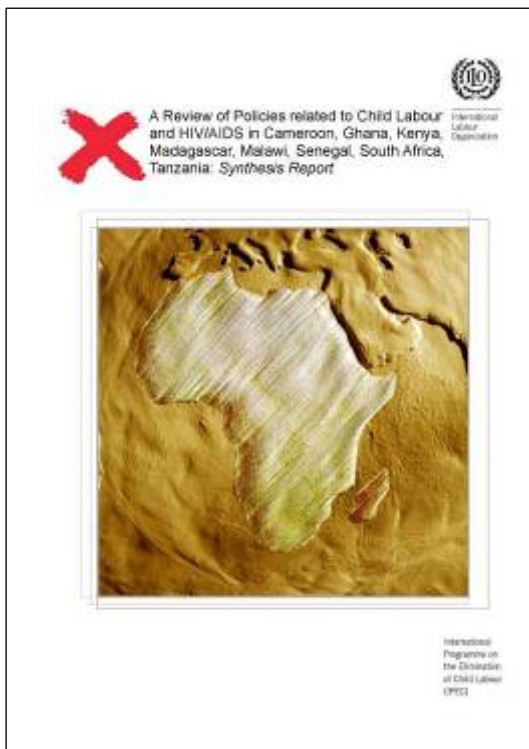
### **Lessons learned**

- There must be willingness, openness and commitment to working together and sharing of information among the different organisations
- Coordinated dialogue among the key partners creates synergy.
- Regular meetings with the government ministries and agencies create avenues for sharing and exchange of experiences.
- By networking and keeping strong ties with partners, resources can be combined to create efficiency.

## **9 EXPERIENCES AND LESSONS LEARNED FROM COLLABORATION AND TRAINING OF NON CORE COUNTRIES**

The non core countries of the ILO/IPEC HIV AIDS project are Cameroon, Ghana, Kenya, Madagascar, Malawi, Senegal, South Africa, and United Republic of Tanzania. All these countries have ongoing ILO/IPEC supported programmes and are also facing increasing rates of HIV/AIDS and equally increasing numbers of HIV/AIDS affected girls and boys. The project worked

directly with the non core countries on conducting reviews on HIV/AIDS and child labour policies. The project models, tools, modules, lessons and good practices in both policy formulation and programme design and related documents are expected to assist the staff and partners of the ILO/IPEC programmes in those countries to fully adapt responses to the epidemic within their ongoing or new initiatives. This is in line with immediate objective 2 of the project; policy makers and programme planners in the field of HIV/AIDS and child labour in the sub-region will have mainstreamed tools, policy recommendations and good practices for dealing with HIV/AIDS and child labour.



*Picture 30; Cover page of synthesis report*

### **Outcomes of the collaboration**

- The tools, materials and products that were produced by the project have been shared with the non core countries.
- Policy reviews on child labour and HIV/AIDS related policies in all the eight non-core countries were conducted.
- An analysis of policies related to child labour and HIV/AIDS based on the desk review of the eight countries' policy review reports was done.
- A synthesis report has been developed based on the eight country reports.
- A Regional Tripartite training workshop for the non core countries on HIV/AIDS induced child labour strategies, good practices, methodologies and tools', including policy issues was conducted, 2 - 5 September 2008 in Kampala, Uganda. The purpose of the training was to equip non-core countries with practical tools and practices to effectively combat and replicate good practices on HIV/AIDS induced child labour in their countries. During the training,

participants made field visits to the IPEC HIV/AIDS project sites. This provided opportunities for interacting with the project target groups; namely the HIV/AIDS affected boys and girls, parents, IGA beneficiaries, schools, local leaders, members of the child labour committees and staff members of the implementing agencies and tripartite partners. The workshop was attended by two ILO child labour specialists based in Dakar, Senegal and Addis Ababa, Ethiopia respectively.

- During the training each of the participating countries prepared and presented an action plan on HIV/AIDS induced child labour and a way forward.



*Picture 31; Participants at the Regional Tri-Partite Training workshop on HIV/AIDS induced child labour*



*Pictures 32-33; Participants of the Regional Training workshop on HIV/AIDS induced child labour acting in the SCREAM role play*

## **Lessons learned**

After the field visits, the following lessons were learned:

- Involvement of communities has led to ownership of the projects which promotes sustainability;
- Child labour committees are very instrumental in the identification of genuinely vulnerable children and families affected by HIV/AIDS, monitoring and following of children affected by child labour and ensure that they are fully resettled in the society;
- The active participation of religious and political leaders, district personnel – labour, probation is very key to the success of the programmes;
- Introduction of SCREAM methodologies in schools and recreational programmes, discover and utilize natural talents among the target beneficiaries
- Utilization of government programmes like universal primary education enhances the benefits of the programme.
- Multimedia social mobilization campaign through radio, television, media, training, theatre artists for sensitization on HIV/AIDS induced child labour facilitates transfer of information to target groups.

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## **ANNEX 2 LIST OF DOCUMENTS PRODUCED AND PUBLISHED UNDER THE IPEC HIV/AIDS PROJECT**

1. Knowledge, Attitudes and Practices (KAP) survey on child labour and HIV/AIDS in Uganda
2. Rapid Assessment Report on HIV/AIDS and Child Labour: *Study in six selected districts of Zambia: Lusaka, Luanshya, Livingstone, Kapiri Mposhi, Katete and Chipata*
3. Training Manual on Child Labour and HIV/AIDS
4. Supporting Children's Rights through Education, the Arts and the media: *A special module on HIV, AIDS and child labour*
5. Handbook on mainstreaming HIV/AIDS issues into child labour initiatives
6. Psychosocial needs and skills for teachers and community groups supporting working and at risk children affected by HIV/AIDS in Zambia: *A facilitators guide on combating HIV/AIDS induced child labour in Sub-Saharan Africa*
7. Enhancing social protection to alleviate HIV/AIDS induced child labour: *Experiences from Uganda, ILO Paper no. 11*
8. Emerging Good Practices of the Community based models in Uganda and Zambia, ILO paper no. 12
9. A Review of Policies related to Child Labour and HIV/AIDS in Cameroon, Ghana, Kenya, Madagascar, Malawi, Senegal, South Africa, Tanzania: *Synthesis Report*
10. Understanding Children's Work in Uganda, 2008