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

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<th>Acronym</th>
<th>Description</th>
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<tbody>
<tr>
<td>AP</td>
<td>Action programme</td>
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<tr>
<td>ART</td>
<td>Anti retroviral therapy</td>
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<td>CBO</td>
<td>Community based organization</td>
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<td>CCC</td>
<td>Child care committee</td>
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<td>CCLC</td>
<td>Community child labour committee</td>
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<tr>
<td>CHEP</td>
<td>Copper belt Health Education Project</td>
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<tr>
<td>COU</td>
<td>Children of Uganda</td>
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<tr>
<td>CRO</td>
<td>Child Restoration Outreach</td>
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<tr>
<td>CWACS</td>
<td>Community welfare assistance committees</td>
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<tr>
<td>DCLC</td>
<td>District child labour committee</td>
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<tr>
<td>DEBS</td>
<td>District Education Board Secretary</td>
</tr>
<tr>
<td>DWACS</td>
<td>District welfare assistance committees</td>
</tr>
<tr>
<td>HBC</td>
<td>Home based care</td>
</tr>
<tr>
<td>HIV/AIDS</td>
<td>Human immunodeficiency virus / Acquired immunodeficiency syndrome</td>
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<tr>
<td>IA</td>
<td>Implementing agency</td>
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<td>IGA</td>
<td>Income generating activities</td>
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<td>JCM</td>
<td>Jesus Cares Ministries</td>
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<td>JWS</td>
<td>Juvenile welfare services</td>
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<tr>
<td>KIN</td>
<td>Kids In Need</td>
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<tr>
<td>LACP</td>
<td>Livingstone Anglican Children’s Project</td>
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<tr>
<td>LC</td>
<td>Local councillor</td>
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<tr>
<td>NZP+</td>
<td>Network of the Zambian People Living with HIV/AIDS</td>
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<tr>
<td>OVC</td>
<td>Orphans and other vulnerable children</td>
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<tr>
<td>PTA</td>
<td>Parent-teacher association</td>
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<tr>
<td>PLWHA</td>
<td>People Living with HIV/AIDS</td>
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<tr>
<td>RDC</td>
<td>Rural development committees</td>
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<tr>
<td>SACCOS</td>
<td>Savings and Credit Co-operative Society</td>
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<tr>
<td>SCREAM</td>
<td>Supporting Children’s Rights through Education, the Art and the Media</td>
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<tr>
<td>UCA</td>
<td>Uganda Cooperative Alliance</td>
</tr>
<tr>
<td>UYDEL</td>
<td>Uganda Youth Development Link</td>
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<tr>
<td>VCT</td>
<td>Voluntary counselling and testing</td>
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<tr>
<td>VSU</td>
<td>Victim support unit</td>
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<tr>
<td>ZAMEFA</td>
<td>Zambia Metal Fabricators</td>
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<td>ZANAMA</td>
<td>Zambia National Marketers</td>
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<td>ZRCS</td>
<td>Zambia Red Cross Society</td>
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FOREWORD

The International Labour Organization (ILO) and its International Programme on the Elimination of Child Labour (IPEC) have been working on the linkages between HIV and AIDS, child labour, education and gender since 2001. Different studies and workshops have helped to contribute to a knowledge base on HIV/AIDS and child labour, consisting of a series of 12 papers. These are available on the ILO website: www.ilo.org/ipec. The two most recent papers were produced by the HIV/AIDS induced Child Labour Project between 2005 and 2008: No. 11: “Enhancing social protection to alleviate HIV/AIDS induced child labour: Experiences from Uganda” (2007), and No. 12, the one introduced here: “Emerging good practices of the community based models in Uganda and Zambia” (2008).

With the support of the United States Department of Labor (USDOL), this ILO project has implemented direct action programmes in Uganda and Zambia between 2006 and 2008, focussing on the withdrawal of HIV/AIDS affected children involved in the worst forms of child labour, and preventing HIV/AIDS affected children from child labour. This has been achieved by setting up rehabilitation activities; facilitating access to education, skills training and apprenticeships; developing strong district and community structures, and putting in place social protection measures for the affected families. These activities contributed to achieving one of the project’s key objectives, i.e.: “Community-based models for assisting HIV/AIDS orphans and girls and boys affected by HIV/AIDS in child labour or at risk of entering child labour, through education and social protection, will have been adopted by relevant national organizations in Uganda and Zambia, and will be available for replication in other countries in the sub-region”.

The rich experiences and multiple achievements of the ten implementing agencies in Uganda and Zambia have yielded a number of important lessons learned, and good practices for combating HIV/AIDS induced child labour. Those are contained in this document, which is aimed at assisting many agencies and individuals in sub-Saharan Africa with innovative ideas and good replication models to effectively combat HIV/AIDS induced child labour.

Jurgen Schwettmann
Director, ILO Dar es Salaam Office
For Kenya, Somalia,
Uganda and Tanzania

Gerry Finnegan
Director, ILO Lusaka Office
For Malawi, Mozambique
and Zambia
1. BACKGROUND

The HIV/AIDS pandemic in sub-Saharan Africa is growing in size and intensity and has become the leading cause of orphans on the continent. According to the ILO\(^1\), as of end of 2001, an estimated 11 million children in sub-Saharan Africa had been orphaned due to loss of one or both parents – a threefold increase since 1995, and a figure that was expected to grow for at least two more decades. Orphans are particularly vulnerable to exploitative child labour and other forms of child abuse. Many children have had to take on hazardous labour (including prostitution). Some girls have married early in order to survive and many more have been forced to live on the streets where they are subject to violence and other abuses. As a result, orphans and other vulnerable children are likely to be at greater risk in various aspects of life including early sexual initiation.

Most orphans 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 for 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 loses, 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 are not fully addressed. When extended family support is unavailable or insufficient, orphans may drop out of school, become caretakers of sick relatives, get married early or join the labour market. As a result of HIV/AIDS there are increasing numbers of child-headed households and migration of children to urban centers. Many boys and girls affected by HIV/AIDS enter into child labour, and then become vulnerable to HIV/AIDS infection, which, in turn, creates HIV/AIDS infected and affected children.

In response to the problem, the International Labour Organization through the International Programme on the Elimination of Child Labour (IPEC) has been implementing “Combating and preventing HIV/AIDS induced child labour in sub-Saharan Africa: Pilot action in Uganda and Zambia” project. Implementation of the project started in 2005 and the action programmes started in June 2006.

The five action programmes in Uganda started in June 2006 and they include:

1. Uganda Youth Development Link (UYDEL) operating in Kampala;
2. Kids in Need (KIN), operating in Kampala;
3. Juvenile Welfare Services (JWS), operating in Mukono;
4. Child Restoration Outreach (CRO) operating in Mbale;
5. Children of Uganda (COU), operating in Rakai.

The action programmes in Uganda are targeting a total of 1,600 boys and girls to be prevented from getting into child labour; 1,350 to be withdrawn from child labour and 250 families to be involved in income generating activities (IGAs).

In Zambia, three action programmes started implementation in July 2006 and these include:

1. Tasintha Programme, operating in Lusaka;
2. Jesus Cares Ministries (JCM), operating in Lusaka;
3. Copper belt Health Education Programme (CHEP), operating in Luanshya.

The two action programmes that started implementation in April 2007 are:

1. Zambia Red Cross Society (ZRCS), operating in Kapiri Mposhi;
2. Livingstone Anglican Children’s Programme (LACP), operating in Livingstone.

The total targets for Zambia action programmes are the prevention of entry of 1,150 boys and girls into child labour; 1,150 to be withdrawn from child labour and 250 families to get involved in income generating activities (IGAs).

1.1 Objectives

The overall objective of the project is to contribute to the effective prevention and elimination of hazardous and exploitative labour among children affected by HIV/AIDS. The immediate objectives of the project are:

1. Community-based models to assist girls and boys affected by HIV/AIDS in child labour or at risk of entering child labour, through education and social protection, will be adopted by relevant national organizations and will be available for replication.

2. Policy makers and programme planners in the field of HIV/AIDS and child labour to mainstream tools, policy recommendations and good practices for dealing with HIV/AIDS and child labour.

The documentation exercise is based on the project’s 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 are aimed at building sustainable approaches with local stakeholders after the project has phased out.
Objectives of the documentation exercise:

- The purpose of the documentation is to get a practical document of good practices that can be replicated in different settings in sub-Saharan Africa where HIV/AIDS induced child labour is a fact.
- The documentation of the good practices in the form of a “blue print” will assist different communities and stakeholders 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.
- To build capacity in identifying and documenting good practices.

1.2 What is a good practice?

Good practice in the context of child labour can be defined as any activity, process, strategy or technique at any level of the project that works in some way towards combating child labour, whether fully or in part.

A good practice can represent any type of practice, small or large. It does not have to represent an overall project or programme. Even if a project overall has not been successful, there still could be a good practice that it developed or applied.

A key aspect is that a good practice could be something that actually has been tried and has worked, i.e. as distinct from what may be a potentially good idea but has not actually been tested. It could, however, be work in progress, representing preliminary or intermediate findings.

The overriding criteria should be the potential usefulness of a good practice to others in stimulating new ideas or providing guidance on how one can be more effective in some aspect related to child labour.

Good practices are characterized by being innovative or creative, effective and efficient in making an impact (i.e. a positive change in situation), replicable, sustainable, relevant, responsive and ethical.

1.3 Organization of the good practices report

The report is organized according to the categories of the emerging good practices identified in the two countries as detailed below:

1. Emerging good practices in the provision of direct services (prevention and withdrawal) to the beneficiaries.

2. Emerging good practices in integration of Supporting Children’s Rights through Education, the Art and the Media (SCREAM) in school activities.

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3. Emerging good practices in provision of income generating activities (IGAs) and formation of saving schemes.

4. Emerging good practices in working with community child labour committees (CCLCs).

5. Emerging good practices in working with district structures, local and opinion leaders.


7. Emerging good practices in provision of skills training through apprenticeship and local artisans.

8. Emerging good practices in networking and creating linkages.

Each of the identified good practice, has an introduction, how it was carried out, the necessary conditions that should be in place for it to be carried out, the organizations that carried it out, the achievements and impact, and lessons learned where necessary.
2. PROVISION OF DIRECT SERVICES TO THE BENEFICIARIES

Introduction

A clear criterion for selecting children to benefit from the services provided by the project is necessary so that only deserving children are targeted. To promote transparency, the selection of children must be multi-staged with the participation of different stakeholders at different levels, ranging from the grassroots to the level of the implementing agency (IA). All the members who are part of the process, namely members of the community, the local council leaders, community child labour committee’s (CCLCs), district officials, teachers and the IA must understand the process and stick to the criteria laid down to avoid favouritism and exclusion. The criteria acts as a guide for all those involved in the selection of HIV/AIDS affected children to be withdrawn from child labour and prevent those at risk of entering it. It ensures that deserving children are the ones supported.

2.1 Selection criteria to choose beneficiaries

All the implementing agencies in the two countries established criteria for the selection of children to benefit from the programme. The purpose of the selection criteria was to guide the selection process of children affected by HIV/AIDS for withdrawal from child labour and prevention of those that were at risk of entering it.

<table>
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<th>Box 1</th>
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<tr>
<td>Criteria for prevention</td>
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<tr>
<td>• Children whose parent(s) died of HIV/AIDS.</td>
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<tr>
<td>• Children whose parents are sick with HIV/AIDS.</td>
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<tr>
<td>• HIV/AIDS affected families where either one parent or both have died and the children are still attending school.</td>
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<tr>
<td>• Children living with elderly poor grandparents following death of parents due to HIV/AIDS.</td>
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<tr>
<td>• Children heading households due to death of parents/guardians and vulnerable to child labour.</td>
</tr>
<tr>
<td>• Children who are primary care givers to their sick parents and attending school irregularly.</td>
</tr>
<tr>
<td>• Children who are HIV/AIDS positive and are clients of the Home Based Care Programme.</td>
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<tr>
<td>• Children of home based care clients.</td>
</tr>
<tr>
<td>• Children who were irregular in attending school due to lack of scholastic materials and orphaned by HIV/AIDS.</td>
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<tr>
<td>• Children working after school so as to contribute to their welfare because parents/guardians are affected by HIV/AIDS.</td>
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<tr>
<td>• Children who are infected with HIV/AIDS.</td>
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<tr>
<td>• HIV/AIDS affected children and about to enter child labour.</td>
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<tr>
<td>• Total or partial orphan, due to HIV/AIDS and in part time child labour.</td>
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Necessary conditions for the effective use of the selection criteria

• It is very important that all the involved actors namely the CCLCs, teachers, community members and the affected children understand the objectives of the project.

• People involved in the selection process must participate in the formulation of the criteria.
• A team made up of representatives of the stakeholders should identify the children.

• Vetting of the selected children should be done by an independent team to ensure compliance with the criteria.

How the intervention was carried out

Child Restoration Outreach (CRO), Children of Uganda (COU) and Kids In Need (KIN) first visited the schools, during which the social workers sensitized head teachers and teachers on HIV/AIDS, the dangers of child labour and the need for social protection; the effect of child labour on society, families and children, and the great need to keep the affected children in school. The roles of the teachers in combating HIV/AIDS, induced child labour were highlighted. A Series of meetings were held and teachers were encouraged to cross-check the profiles of the children registered as orphans and gradually an understanding to prevent the HIV/AIDS affected children from dropping out of school was reached. In some instances district officials namely from the Education, Labour and Probation, and Welfare Departments participated in the workshops and meetings, thus contributing to the sharing of information and knowledge. The criteria for selecting children to be prevented from joining child labour was developed and agreed upon.

Outcomes of the intervention

• Working with teachers and schools in the target areas has simplified the process of identification and selection of children to be prevented from joining child labour.

• There is a sense of ownership and goodwill created among those participating in the identification process.

• Minimized risk of selecting undeserving/wrong target group.

• It was easy for the social workers from the implementing agencies to organize sensitization and awareness raising activities for the target children.

• Simplified follow-up as well as division of labour and responsibilities between the IA and the schools were achieved.

• Enhanced collaboration between the IA and the partner schools.

• Teachers got informed about HIV/AIDS issues and are willing to continue with their roles after the end of the project hence sustainability of the interventions.

• The teachers are happy with the acquired skills in that they are able to relate and interact with the children freely.
**Box 2 Definitions**

**Children withdrawn**
This refers to those children that were found to be working and are no longer working as a result of the project intervention. This category also includes those children that were engaged in exploitative/hazardous work and as a result of the project are working shorter hours under safer conditions.

**Children prevented from entering work**
This refers to children that are either a) siblings of (ex-) working children that were not yet working or b) those children not yet working but considered to be at a high risk of engaging in exploitative work. In order to be considered as “prevented”, those children must have benefited directly from the project intervention. A “high risk” situation refers to a set of conditions or circumstances (family environment or situation, vicinity of economic activities prone to employ children, etc.) under which the child lives or to which it is exposed. Children at high risk of engaging in exploitative or hazardous work could also include children who are net yet in school as well as those currently in schools but at risk of dropping out.

**Exploitative and/or hazardous work**
This refers to the conditions under which the child works and the safety, health, and environmental hazards to which the child is exposed as well as the duration of work. Any type of work that prevents a child from obtaining an education (attending school regularly) is also considered exploitative work.

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### Lessons learned

- Involving teachers in the identification and selection of the children created a sense of ownership and purpose in the implementation of the action programme.
- The understanding and appreciation of the problem of HIV/AIDS and child labour by teachers made them realize the great role they can play in alleviating the suffering of the affected children.

### Necessary conditions for the effective use of the selection criteria in withdrawal

- Awareness and appreciation of the problem of HIV/AIDS induced child labour must first be raised before withdrawal of the children so that all parties engaged know why the children are being withdrawn.
- The people carrying out the withdrawal must be influential, resourceful and respected persons in the community.
- CCLC members and all others involved in the process of withdrawing the children should be trained in counseling and psychosocial skills in dealing with children in such circumstances.
- The challenges and circumstances surrounding the affected children must be well understood and appreciated by all those involved. They should have the confidence of the children and be sensitive to their needs.
- All those involved should be patient with the children and those looking after them if any. Children who are heading households are often reluctant to leave their homes/livelihood for fear of the unknown and loosing what they consider to be the source of their security even when it is dangerous. There may be other people in the communities who may be benefiting from the children.
Box 3
Criteria for withdrawal of children

All the children that were withdrawn by all the implementing agencies met the following criteria:

- Total orphans whose parents died of HIV/AIDS and were in child labour.
- Orphans who lost one parent to HIV/AIDS and were in child labour.
- Children who were engaged in child labour and whose parents/guardians were infected with HIV/AIDS.
- Children who were infected with HIV/AIDS and were in child labour.
- Children falling in any of the above categories and were completely out of school and in child labour.
- Children heading households due to death of parents/guardians and were in child labour.
- Children who were HIV/AIDS positive and were clients of the home based care programme and were in child labour.
- Children of home based care clients who were in child labour.

How the intervention was carried out

In Zambia, the process of identification and selection for Copper belt Health Project (CHEP) involved the mobilization of the community members at the grass roots level in Luanshya Urban District, Luanshya peri-urban i.e. Fisenge, Baluba, Kafubu Block and Masaiti. Also included were guardians, community support groups, people living with HIV/AIDS, Roan Youth for Vocational Skills, peer educators, CHEP Luanshya voluntary counseling and testing (VCT), area councillors, rural development committees (RDC), children, churches, school authorities, community development and social services, social welfare and Zambia National Marketers (ZANAMA). This resulted in the establishment of strong partnerships with community leaders and members, partners and stakeholders in Luanshya urban and peri urban districts. These groups were sensitized on child labour and HIV/AIDS issues, and together worked out the criteria for selecting the children to be withdrawn.

In Uganda’s Mbale District, Child Restoration Outreach (CRO) started the process with community sensitization workshops in the seven target zones of Busamaga, Malukhu, Mooni, Musoto, Namakwekwe, Namatala and Nauyo. Mobilization of the community members was done by the local council leaders at the community level 1. The workshop content included:

- Sensitization on the action programme (AP) with particular emphasis on the role of community members in combating HIV/AIDS induced child labour.
- Formulation of the criteria for the selection of the children to be withdrawn.
- Drawing up the criteria for the selection of the community child labour committees (CCLCs).
- Electing members of the CCLCs from among the community members.

Later, the CCLCs went through a one day training to equip them with knowledge and skills on how to participate in the implementation of the AP. After the training, the CCLCs started the identification of the HIV/AIDS affected children who were involved in child labour in the community using the selection criteria formulated by the community members.
Zambia Red Cross Society (ZRCS) formed the child care committees (CCCs) to select the children for withdrawal. The CCCs are made up of grandparents, teachers, affected children, traditional chiefs, representatives of the Department of Social Welfare, a coach, the ZRCS branch executive and care facilitators (volunteers). This is the structure at the district level which is replicated at the lower levels in all the 15 ZRCS zones in Kapiri Mposhi District. The CCCs identified and selected the target children using the ZRCS criteria which matches the project targets.

**Figure 1:** Community members during the identification/assessment exercise of beneficiaries at Dorcas Project in Mikomfwa, Luanshya

In Lusaka, Zambia, Tasintha started with a social mapping exercise to assess the environment, identify structures, and learn more about the main activities and relevant services. The purpose was to avoid duplication of services in the two project areas of Kaunda Square and Garden Compound. This was followed by the formation of the community child labour committees (CCLCs) that are composed of representatives of schools (community and government), the victim support unit (police), churches, RDC (political leaders), ward councilors, representatives of the home based care groups, Network of the Zambian People Living with HIV/AIDS (NZP+), families and health institutions. After undergoing an orientation training they worked out the criterion for selecting the beneficiaries.
In Kampala City, KIN started with sensitization of the social workers on its staff. This was done to enable social workers get familiar with the required category of beneficiaries, and to equip them with necessary information on child labour and HIV/AIDS. This enabled them to conduct outreach activities in the programme area of Kisenyi, Mengo, Rubaga and Nsambya and its environs and to participate in the identification of the children to be withdrawn.

KIN also used peer to peer approach, whereby previously withdrawn children were sensitized on the objectives of the project and on the effects of HIV/AIDS and child labour and who in turn were able to attract identified children to the project. In addition, KIN engaged the local leaders in the project implementation from the initial stages of the project by sensitizing and training them about HIV/AIDS induced child labour issues and their effects on children and the society at large. KIN has had a long good working relationship with the local leaders in the area and has continued to work with the old CCLCs that were formed during the previous child labour projects. This facilitated the identification and selection of the children to be withdrawn, provide counseling and to refer them to KIN for the services. This long working relationship with the CCLCs has made them confident and it is one of the ways of ensuring sustainability.

In Rakai District, Children of Uganda (COU) carried out the identification and selection of HIV/AIDS affected children using criteria developed by COU in conjunction with parent support groups and the local leaders. Since the criteria were developed together with the leaders and parent support groups, they approved of the intended beneficiaries. The leaders together with the parents support groups of the respective parishes made home visits to the families that had been identified. The children were then invited for interviews by COU field staff. Thereafter, qualifying children were selected; and had their initial status forms filled and files opened for them.

**Outcomes of the intervention**

- Involving community members, CCLCs, district officials and other stakeholders in the formulation of the selection criteria and in the withdrawal process creates ownership and removes suspicion.
- The benefits of the sensitization and awareness raising activities do not end with selecting the affected children only. Instead the information acquired is used in other forums and in this way more members of the community get to know more about the problem of HIV/AIDS and its strong linkage to child labour.
- The most vulnerable children were targeted since without the criteria an agency might attract poor or needy children without reaching the correct group.
- The identified boys and girls were provided with direct services according to their ages, level of education and circumstances.
Lessons learned

- The involvement of the local community in the identification of the affected children creates awareness about the problem and ownership.
- The most vulnerable children were identified in a transparent manner.
- Goodwill is enhanced between the IAs, the CCLCs, the local leadership and parents/guardians.

2.2 Voluntary counselling and testing (VCT) centres and home based care (HBC) programmes in the identification of beneficiaries

Introduction

Using the existing voluntary counselling and testing (VCT) centres and home based care (HBC) programmes to identify the beneficiaries is a good practice. Through the VCT centres the HIV/AIDS affected parents/guardians and children are identified and followed up for treatment and other services. Using the centres to identify the affected families strengthened the services being offered by the organizations operating them since they were using the existing facilities for additional services. HBC outreach activities are carried out from house-to-house for purposes of providing palliative care, ensuring adherence to anti retroviral therapy (ART) and distribution of food when available. Through both VCT and HBC, the correct beneficiaries, namely boys and girls affected by HIV/AIDS were identified. The results of VTC and follow-up during HBC enabled the project to reach the target children without causing stigma and discrimination. The HBC programme provides the project personnel opportunities to interact freely with the affected families and to know the circumstances and the challenges surrounding their survival and socio-economic status. It is through this mechanism that information regarding the children engaged in child labour and the type of activities they are involved in is obtained.

Necessary conditions

- The VCT centres must have been in existence within the project area and the relationship between them and the IA must be a cordial one.
- The HBC programme must also have been in existence and working closely with the IA.
- Before involving the VCT centres and HBC programmes in the identification of beneficiaries, there is need to sensitize them on the project objectives, the linkages between HIV/AIDS and child labour and the effects they have on affected children.
- The selection criteria for the identification and selection of the affected families and children must be explained clearly to the staff of both the VCT centres and HBC programmes.
How the intervention was carried out

Jesus Cares Ministries (JCM) is implementing the action programme in George Compound and in Chawama community in Lusaka City. Both are peri-urban, highly densely populated areas. At George compound there is a VCT centre, which is linked to the HBC programme. Chawama community has only the HBC programme. Both communities have community transitional schools where both withdrawn and prevented boys and girls affected by HIV/AIDS from the community are enrolled. Use of the existing VCT centre and the HBC programme facilitated the identification of the care givers, parents and guardians who became members of the CCLCs. The outreach activities of the HBC together with the social mapping conducted by the CCLCs revealed the high levels of HIV/AIDS and poverty. The CCLCs identified and verified the beneficiaries. Teachers of the transitional community schools also participated in the identification of the beneficiaries, but the CCLCs did the verification.

<table>
<thead>
<tr>
<th>Box 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Criteria used at the VCT centres and HBC</td>
</tr>
<tr>
<td>• Parents are HIV positive.</td>
</tr>
<tr>
<td>• Both parents have died.</td>
</tr>
<tr>
<td>• One of the parents has died.</td>
</tr>
<tr>
<td>• Those children staying with their grandparents.</td>
</tr>
<tr>
<td>• Child headed families the death of their parents/guardians.</td>
</tr>
<tr>
<td>• Those children (orphans and the vulnerable) engaged in child labour in stone crushing, market selling and vending, child domestic work and fetching water for selling.</td>
</tr>
<tr>
<td>• School drop outs due to sickness or death of parents because of HIV/AIDS.</td>
</tr>
<tr>
<td>• Those that have never been to school due to death of parents because HIV/AIDS.</td>
</tr>
</tbody>
</table>

All the above categories are well known to the CCLCs and the boys and girls that are HIV positive easily accessed the ART. Children are counselled at school and at home as well as during the HBC outreach visits.

Tasintha works closely with the Garden of Hope Based Care programme of St. Peter’s Parish and the Kaunda Square HBC of the Catholic Church in Lusaka. Both groups operate VCT centres and HBC outreach activities in the two programme areas. Both groups received training from Tasintha and identified children to be prevented and withdrawn according to the established criteria. In addition to being supported in school, the children benefit from the psychosocial counseling, food, recreation activities, ART and close follow up from the orphans and other vulnerable children (OVC) committees of the respective organizations.

Both CHEP and ZRCS have both VCT centres and HBC programmes which facilitated the identification of the beneficiaries. Through the outreach activities the concerned children have greatly benefitted from the other services provided through these programmes.

Outcomes of the intervention

• The deserving affected families and children were identified without discrimination.
• The staff members of the VCT centres and HBC programmes were sensitized on the HIV/AIDS and child labour problem and are able to work together with the IAs on other aspects like provision of ART or referring the children for the services.

• The deserving children benefited from other services at the VCT centres and HBC programmes like provision of food stuffs, clothing, home visits and counselling.

Lessons learned

• HIV/AIDS and child labour are very complex problems that require the involvement of several actors.

• The VCT centres and HBC programmes were already in existence and they only needed orientation to the objectives of the project and strategies. It adds value to the existing structures and facilities when used to facilitate new programmes.

2.3 Community/transitional schools in the provision of education

Introduction

Some children need to undergo non-formal education before placement into formal education or for vocational skills training. Children who have not had the opportunity to receive any education get to learn how to read and write and acquire numeracy skills from the community transitional schools.

Necessary conditions

• The community transitional school must be in existence within or around the community.

• There must be a good working relationship between the IA, the local community and the school.

• The teachers in the school must be sensitized about the problem of HIV/AIDS induced child labour and their roles in the project.

• The schools should have a good working relationship with the government basic schools within and around the target area. This makes it easy for the target children to upgrade to the basic schools.

How the intervention was carried out

JCM, CHEP and LACP have placed children in community transitional schools. The same criteria applied in selecting the beneficiaries for direct action and provision of direct services as detailed in Section 2.1 was applied. The children were identified by the CCLCs and through the VCT and HBC outreach programmes. The teachers participated in the identification process but the CCLCs did the verification. The children placed in these schools do not need uniforms and
do not pay school fees. The curriculum used in these schools is approved by government.

Outcomes of the practice

JCM operates two community transitional schools; George Compound Community School and Chawama Community Centre where both withdrawn and prevented boys and girls affected by HIV/AIDS from the communities are enrolled. CHEP has enrolled children in Kambilombilo Community School and Kapepa Community School. LACP has placed the children in Ngwenya Community School. LACP also made arrangements with Mulwani Basic School – a government school which has offered a classroom where another transitional community school is conducted in the afternoon when the ordinary classes have closed.

Figure 2: Children at Kambilombilo, Luanshya Community School, learning while sitting on the floor

At the schools, the children are provided with counselling, psychosocial support, nutrition and recreation. The HIV/AIDS infected children receive ART and are easily referred for additional treatment. The transitional community schools have made it possible for the disadvantaged children to upgrade to the government basic schools and vocational skills training centers. This move has been made easy by the fact that most of the head teachers in the nearby government schools are members of the CCLCs.
Lessons learned

- Through community transitional schools, several HIV/AIDS affected boys and girls that were not in school have learned to read and write and have acquired numeracy skills. This has increased their opportunities for further education in basic schools and for vocational skills training.

- There is need to increase the number of community schools in project areas to enable vulnerable disadvantaged children from poor families to access them.

2.4 Primary and basic schools to prevent child labour

Introduction

Provision of formal education is a very important component of the rehabilitation process. Children who remain in school are not likely to fall into child labour. Formal education alternatives prepare and equip children for the future and enable them to contribute to the development of society. The IAs in Zambia partnered with basic schools and those in Uganda with primary schools to prevent HIV/AIDS affected children from dropping out of school to join child labour.

Necessary conditions

- The basic and primary schools must be in existence within and around the project areas.

- The IAs must be known, credible and respected within the project areas.

- The head teachers and teachers need to be sensitized about the project objectives, the strategies and the roles they are expected to play in the implementation of the project.

- The linkages between HIV/AIDS, child labour and social protection and the role of education must be made clear to the teachers.

How the intervention was carried out

The process through which schools to partner were selected in the project has already been described in Section 2.1. In each selected school, 2 to 3 focal point teachers willing to volunteer were identified and their roles were spelt out. The teachers roles in addition to teaching included the following:

- Identification of children affected by HIV/AIDS who are likely to drop out of school and join child labour.

- Provision of counselling and guidance to the identified children.

- Mobilization of the identified children to form peer networks and for awareness raising and sensitization campaigns.

- Monitoring the progress of identified children and reporting back to the implementing agency.

- Supervision of peer networks.
The roles of both the focal point contact teachers and IAs were defined and specified.

Outcomes of the intervention

- The focal point teachers identified the HIV/AIDS affected children who were likely to drop out of school to engage in child labour.
- The teachers provided counselling and guidance to the identified children. They also mobilized the children for awareness raising and sensitization campaigns.
- The teachers worked closely with the IA to monitor the progress and performance of the children.
- Children who have more serious challenges like being total orphans and living on their own or with very sick parents/guardians are encouraged to remain in school. Visits are made to the homes of those who absent themselves regularly so as to find out more about the home environment and to provide counselling to those responsible for the child.
- The collaboration created very conducive/friendly environment in the schools with the teachers acquiring knowledge and skills in how to handle the affected/traumatized children and to help them fit and remain in the schools.
- The head teachers of the partner schools became members of the CCLCs.
- It became easy for the IAs to organize project activities for the affected children.
- The teachers, guardians, CCLCs and the IA work closely together to ensure the protection of the rights and welfare of the children.
- There is a decrease in school drop out rates of HIV/AIDS affected children.
- Through the peer networks, the children are able to identify HIV/AIDS affected children and bring them to the attention of the teachers.

Box 5
Role of teachers in the prevention of HIV/AIDS induced child labour

Mr. Jackson Kirabira and Ms. Bernah Mukisa are the focal point contact teachers at Grace of the Lord Primary School, a private school located in Kisenyi-Mengo, the project area of KIN action programme. The school has partnered with KIN to prevent the HIV/AIDS affected from dropping out of the school. Before they were approached by KIN, the teachers were aware that there were several orphans in the school due to death of parents and guardians because of HIV/AIDS. They were also aware of regular absenteeism and eventual drop out of such children but it had not occurred to them that they can do something or contribute greatly to their retention in school. The teachers are very appreciative of KIN's intervention and support. They are now equipped with counselling skills, appreciate the double burden that the children face and understand the linkages and vicious cycle of HIV/AIDS and child labour. They are now sensitive to the challenges that HIV/AIDS affected children face and have take keen interest in their lives and know where and whom they live with. Cases of absenteeism are followed up and home visits are conducted to find out the causes. There are also children who have harsh/cruel guardians who stop them from attending school so that they stay at home and do housework. The teachers have interacted with such guardians, educating them on the benefits of education, discussed the welfare of the affected children, counselled and encouraged them to keep the children in school while promising continued support from the school. The teachers also interact with local and opinion leaders from the community who support them in monitoring the performance and progress of the children.
Lessons learned

- Direct involvement of teachers simplifies the identification and selection of the correct target group.
- A sense of ownership, goodwill and commitment is created among those directly involved in the implementation of the project.
- Enhanced collaboration among the key players namely the school, the teachers, the children, parents/guardians, local leaders and the IA.
- The role of teachers together with parents/guardians and the community in ensuring and promoting the right to education is brought to the fore.
3. INTEGRATION OF SCREAM IN SCHOOL ACTIVITIES

Introduction to SCREAM

Young people, in particular, have an important role to play in this movement by raising awareness on issues of social justice and exerting their influence locally and nationally to bring about social change. Giving young people responsibility and recognizing the value of their contribution, society can harness the power of their creativity and commitment that they can contribute to the campaign to eliminate child labour. To this end, IPEC created SCREAM (Supporting Children’s Rights through Arts, Education and the Media). SCREAM is an education and social mobilization initiative to help educators worldwide, in formal and non-formal education settings, to cultivate young people’s understanding of the causes and consequences of child labour. The programme places heavy emphasis on the use of the visual, literary and performing arts and provides them with powerful tools of self-expression. The overall goal of introducing SCREAM was to equip children and teachers with practical skills and to apply them in the project intervention to prevent HIV/AIDS induced child labour in their communities. Benefits of the SCREAM education kit have been realised by Uganda Youth Development Link (UYDEL), Child Restoration Outreach (CRO), Juvenile Welfare Services (JWS), Kids In Need (KIN), Children of Uganda (COU) and Jesus Cares Ministries (JCM).

Necessary conditions

- Committed facilitators and participants towards achieving the goals of SCREAM.
- A friendly and safe environment for children.

How the programme was carried out

Uganda Youth Development Link (UYDEL)

Following the training, UYDEL introduced SCREAM in nine partner schools namely Kasubi Church of God, Trust Preparatory, Nezikookolima, Nakulabye Junior, Nakulabye Good Hope, Mary Children’s Center, Mutundwe, Kazo and Strive High. Two teachers from each school were trained on how to implement and conduct SCREAM activities. UYDEL has continued to conduct regular

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3 The education kit, which forms the basis of SCREAM is made up of 14 educational modules and a user’s guide. SCREAM has been active in over 60 countries both industrialised and developing, and SCREAM education kit is now available in 19 languages. As SCREAM evolves, additional, complimentary modules are being created. In 2007, “SCREAM: A special module on HIV, AIDS and child labour” was launched. This resource is a companion module to the original education kit. It is intended for use by educators and team leaders to inform young people about HIV and AIDS and includes activities to increase awareness and understanding of related health, family and child labour issues.
monitoring and support supervision of school SCREAM club members. The SCREAM club activities include the following:

- Promotion of peer to peer counselling and support.
- Mobilization of other children to join the school clubs.
- Sensitizing on child labour and HIV/AIDS by club patrons and club members within schools and in the community. Avenues such as parent schooldays and sports day were used.
- Awareness raising and advocacy through music, dance, drama and art in the school and the community.
- Building selfesteem of the children through engaging in life skills building sessions where all members are encouraged to participate and share their experiences, children are also given leadership roles.
- Feedback information from the teachers and social workers on the impact of the SCREAM sessions to beneficiary children has provided insight into the benefits of the practice.

**Child Restoration Outreach (CRO)**

Two members of CRO trained on SCREAM went on to train all the staff and management of CRO. Then training was conducted for all the 52 members of the seven CCLCs from the seven zones and for two teachers each from the seven participating schools. The schools are Mayor, Wambwa, Nashibiso, Musoto, Namakweke, Namatala and Nauyo. Training was conducted in English, Swahili, Luganda and Lugisu and this enabled all to get fully involved. The trained teachers were then able to introduce SCREAM in their respective schools. Peer networks were established in the schools after the SCREAM training. Each network is made up of seven children who are beneficiaries of the project.

**Juvenile Welfare Services (JWS)**

JWS introduced SCREAM in ten partner schools by training two teachers from each school. The schools are: St. Augustine, – Seeta, Seeta Church of Uganda – Goma, Bkerere – Goma, Kiwango UMEA – Goma, Mukono Children’s Home – Mukono town, Lweza – Mukono town, Ttakkajjunge – Mukono town, Nyenje – Goma, Nama UMEA – Nama and Kyabakadde – Kyampisi. The teachers have in turn trained the children and facilitated the formation of peer networks in each of the schools.

**Kids In Need (KIN)**

KIN introduced SCREAM in two schools namely Grace of the Lord and Mutesa Memorial by training two teachers from each. KIN social workers facilitated SCREAM sessions for both school and out of school children affected by HIV/AIDS induced child labour. KIN also organized grand awareness raising campaigns targeting children in the schools.
These campaigns targeted other influential stakeholders in the area such as the security personnel, law enforcement officers i.e. the police, parents/guardians, local council leaders and opinion leaders.

Figure 3: Teachers performing a role play during SCREAM training by CRO

Outcomes of the programme

- Enhances coping mechanism of children, raises awareness about child labour and HIV/AIDS, and equips children with the knowledge and the skills to take action.
- Fostered a good relationship between the teachers and children which has ultimately contributed to children retention in schools.
- SCREAM has assisted in stimulating dialogue and sharing of ideas between children and teachers.
- Through the peer networks, the target children have gained confidence to express themselves freely and are providing support to one another.
- The children are now open about their situations/conditions. This has contributed to raising their self-esteem and they now participate confidently in school debates, drama and recreation activities.
- Teachers are more patient and tolerant to the children.
- Promoted peer to peer counseling.
- Advocacy and awareness raising through music, dance and drama.
The school environment is more children friendly, thus enhancing their retention and minimizing the drop out rates.

Children are able to understand the linkages between HIV/AIDS and child labour and their effects.

SCREAM enabled the target children to take the message about child labour and HIV/AIDS to colleagues at home and in the community at large. This enhanced community awareness as well as making these children participate as agents of social change with in their communities hence ensuring sustainability of the intervention.

Life skills’ training was provided using SCREAM methodology.

**Lessons learned**

- SCREAM methodology improves the relationship between teachers and children.
- It contributes greatly to the creation of a friendly school environment, thereby minimizing school drop out rates.
- The introduction of SCREAM in school activities raised awareness on the HIV/AIDS induced child labour problems, provides children with the knowledge and skills to take action and enhances their coping mechanisms.
4. SUPPORTING INCOME GENERATING ACTIVITIES (IGAs) AND FORMATION OF SAVING SCHEMES

Introduction

Social protection is vital in helping vulnerable families, such as those affected by HIV/AIDS maintain a minimum quality of life by ensuring a stable income to keep children in school as well as providing for the health and nutritional needs of members. Social protection includes all public and private initiatives that provide income or consumption transfers to the poor to protect them against livelihood risks and those initiatives that enhance the social status and rights of the marginalized, with the overall objective of reducing their economic and social vulnerability. The IPEC HIV project promoted social protection of targeted groups mainly through promotion of income generating activities (IGAs), creation of savings schemes and referral to existing social protection agencies. For the ILO, access to social protection means that people and families have security in the face of vulnerabilities, they have access to health care and they are able to live their lives and carry out their work in safety. In this project the expectations included the following:

- To enhance the ability of children, households and communities to cope with and recover from the vulnerability and hazards of HIV/AIDS and child labour.
- To prevent more children from entering HIV/AIDS induced child labour which aggravates poverty and keeps them in the vicious cycle of vulnerability and exploitation.
- To improve incomes of beneficiaries so as to be able to meet the basic needs of life for their households.
- To sustain children withdrawn from child labour in schools.

This intervention aimed at addressing vulnerabilities presented by children affected by HIV/AIDS induced child labour and their families through capacity building and promotion of linkages and networking with communities.

Implementing agencies that supported successful income generating activities (IGAs) and saving schemes are JCM, CHEP, UYDEL, KIN, CRO and JWS.

Necessary conditions

- A social mapping exercise is necessary to identify social protection measures and schemes in given localities to act as linkages for the beneficiary families.
- Specific criteria designed together with community members to identify households to be supported with IGAs.
- There is need for constant follow-up and support from the IAs.
The IGA must originate from the people and there must be a market for the goods produced and services provided.

Training in management of IGAs, is not a one time off activity but the training must be continuous and accompanied with monitoring by technical personnel.

The community must be committed and receptive.

Good supervisory guidelines must be put in place (who takes charge, bank accounts, signatories).

How the intervention was carried out

All the IAs started with a social mapping exercise in the target areas that revealed the level of vulnerabilities in the communities. A social mapping exercise is necessary to identify social protection measures and schemes in given localities to act as linkages for the beneficiary families. The mapping provided a list of service providers in the area, namely health care providers, Microfinance and educational institutions.

The mapping also identified the various micro credit and banking institutions where the beneficiaries could deposit their savings and also the stakeholders who would be helpful in implementing the project.

Figure 5: Flow chart of chep luanshya showing steps in iga identification, inputs, management, monitoring and profit sharing

| STEP 1 | Group sensitization/consultative orientation on social protection measures. |
|.........|..................................................................................................................
| STEP 2 | Group identification of IGA and basic entrepreneurship/ financial management training. |
|.........|..................................................................................................................
| STEP 3 | Analysis of proposed IGAs and market potential (charcoal and rice selling) |
|.........|..................................................................................................................
| STEP 4 | Provision of IGA in puts and implementation support and provision of legal advice. |
|.........|..................................................................................................................
| STEP 5 | IGA undertaking with direct involvement and participation of adult beneficiaries monitored by staff/ volunteers |
|.........|..................................................................................................................
| STEP 6 | Financial and nutritional support contribution to members (beneficiaries) for individual empowerment |

IGAs were allocated on the basis on the poverty levels, female and child headed families. Specific criteria designed with community members and CCLCs to identify IGA deserving households was used.
Box 6
Criteria for identifying IGA deserving households

- Households should have been HIV/AIDS affected.
- Identified beneficiaries should have children in the programme.
- Low levels of income and therefore unable to meet basic family needs hence in a situation of extreme vulnerability e.g. lack of school fees, food, shelter, and clothing.
- Households with people living with HIV/AIDS or inhibited by other circumstances to work to earn an income.
- Parents or caretakers who have no other means than earning an income through child labour.
- Beneficiaries should be residents of the target programme area and be known to the local leaders.
- Families with orphans due to HIV/AIDS.
- Female headed families.
- Child headed families due to death of parents to HIV/AIDS.
- Single parents or guardians with children engaged in child labour or with children likely to enter child labour.
- A letter of introduction and recommendation from the area local leader.

The implementing agency (IA) conducted visits to the homes of the selected families to verify the family status and assess their level of need to benefit from the project. The selected families had to agree to receive the grant in form of goods and services. The beneficiaries were also required to commit themselves to attend meetings and training convened by the IAs. Specific income generating activities to be supported were identified by taking into account their ability to generate income, capacity of households to carry out the activities with the available resources. The selected beneficiaries were trained in basic business skills management, on how to start a business; how to improve the business; how to manage the business; how to make a business plan; record keeping; marketing skills; entrepreneurship skills and in savings mobilization.

Jesus Cares Ministries (JCM) identified the caregivers, parents and guardians to benefit from the IGAs through both the VCT centre and HBC programme outreach activities. A total of 60 caregivers accessed micro credit in form of materials to enable them start their businesses. The caregivers are involved in various IGAs ranging from trading, manufacturing and service provision. The IGA beneficiaries were already involved in the same businesses but with little capital. Participation in the project enabled them to increase the capital base of their businesses and their business opportunities. The caregivers also underwent training in savings scheme and micro credit management. The outcome of the workshop was the formation of two committee groups to help facilitate the formation of cell groups in the two communities of George Compound and Chawama community.

The IGA beneficiaries in the Copper belt Health Education Project (CHEP) were identified through the CHEP-VCT centre, the HBC outreach programme, peer educators and hospitals. Others were identified by the Ministry of Education after dropping out of school due to death or sickness of parents/guardians. An integrated criteria for both adult and children beneficiaries was used but CHEP did the verification. At the beginning two IGAs namely rice and charcoal buying and selling were supported for two groups. Later on the rice buying and selling were suspended and the beneficiaries opted for individual IGAs like poultry farming and trading in fish. This was boosted by the sales from the charcoal business which was doing very well. CHEP negotiated a business contract with Zambia Metal Fabricators (ZAMEFA) to buy the charcoal from the group. From
the charcoal sales, a revolving fund has been established which is expected to benefit other poor HIV/AIDS affected families that had not been supported due to limited funds. For example, CHEP used the fund to purchase two brick molding machines and handed them over to a group of 32 women in Kambilombilo, Luanshya. The women have been making bricks for sale while hiring the molding machines.

CHEP has ensured that the IGA beneficiaries are complying with the Zambia statutory obligations like obtaining licenses, paying taxes and acquisition of movement permits. For example they had to acquire a permit to deal in charcoal. A copy of the conveyance license for charcoal from the Forestry Department, Ministry of Tourism, Environment and Natural Resources, Republic of Zambia is shown in the next figure.

**Figure 6:** Copy of Conveyance licence for charcoal from the Forestry Department, Ministry of Tourism, Environment and Natural Resources, Republic of Zambia
Figure 7: CHEP staff member prepares the brick molding machines for hand over

Figure 8: CHEP handing over the brick molding machines purchased for the women’s group in Kambilombilo, Luanshya
KIN considered single parents and guardians with children at high risk of dropping out of school to engage in child labour, household hit hard by HIV/AIDS and child headed families. A total of 50 families were identified and supported with goods and services. The beneficiaries were already in a given business so the support increased their capital and capacity to compete favourably in the market. The businesses include charcoal buying and selling, trading in fresh foods and making of handicrafts. KIN has supported the IGA beneficiaries to form a savings scheme: “Hope for development credit and savings scheme.” This is to ensure a reliable source of credit for starting, expanding and sustaining businesses. KIN has identified and obtained local and international markets for the products of the IGA beneficiaries, particularly the handcrafts.

JWS identified 52 families but supported only 50 with inputs for IGAs. All the 50 were already engaged in the different trades and the support increased their capacity materially and technically. The beneficiaries are involved in poultry keeping, pig rearing, trading in groceries, brick making and charcoal selling. JWS monitors the progress and performance of the different beneficiaries and has retained the services of an animal husbandry officer whom they are free to contact and consult anytime. JWS has mobilized the IGA beneficiaries and with the help of a lawyer, they have formed a savings scheme which was registered with Mukono District as a community based organization (CBO) “Mukono Tweyambe Association-Nakabago” which makes it flexible to engage in other development activities.
Uganda Youth Development Link (UYDEL) is working with 52 families and households and these were trained in business and entrepreneurship skills, savings and microcredit management, record keeping, stocktaking, customer care. Specific income generating activities to be promoted were identified taking into account their ability to generate income, capacity of households to carry out these activities available and the resources.

The identified family members were offered specific training to enable them to undertake the selected IGAs as well as marketing. The selected families were provided with IGA inputs in addition to the already existing business enterprises they were undertaking and with technical assistance such as extension services in implementing IGAs. Monthly monitoring and evaluation visits were undertaken by the UYDEL social workers to assess progress and challenges of IGA beneficiaries. A savings scheme involving HIV/AIDS affected families was established in the project implementation areas and participating families were
trained in savings and micro credit management. After the training, the families formed three saving schemes based on the area of residence; In Nakulabye (15 beneficiaries), Kawaala (17 beneficiaries) and Nateete (20 beneficiaries). The beneficiaries formed committees and elected their own leaders who mobilize, collect and deposit beneficiary savings in designated banking institutions where the group holds an account with three specified signatories.

**Figure 11:** CRO staff member conducting training for NAFUBI SACCOS members

The Nakulabye group deposits its savings in Commercial Micro Finance, Bwaise Branch; Kawaala group uses Pride Micro Finance and Nateete group uses Centenary Bank. The beneficiaries are free to access their savings whenever need arises. Study tours to successful IGAs were organized to enable participating families learn from experiences of those IGAs. Beneficiary families were also linked to micro credit schemes and other resources within the area to foster social protection so as to reduce vulnerabilities.

**Figure 12:** Members of NAFUBI SACCOS in a meeting
Child Restoration Outreach (CRO) facilitated 67 families to identify specific IGAs. The selected IGAs were based on their already existing businesses, preferences, ability to generate income and capacity of households to carry out the activities. The IGAs included poultry keeping, trading in produce, tailoring and design, food processing, selling of second hand clothes, fish mongering, mushroom growing and hair dressing.

The families were provided with technical assistance from two experienced staff members. They were also encouraged to make weekly savings out of the profits accruing from the businesses.

After three months when the businesses had stabilized, CRO facilitated the formation of NAFUBI Savings and Credit Co-operative Society through meetings and training of both IGA beneficiaries and those that did not benefit from IGAs but had children in the programme. A committee made up of members from all the 7 participating zones was formed. The non IGA members bought shares, paid membership fees and started saving with the scheme and members started accessing loans. CRO formulated the policy and guidelines to guide the operations of the society. After registration, CRO plans to hand over the society to Uganda Cooperative Alliance (UCA) for supervision, training and follow up. UCA pays salaries of managers of such societies for two years.

**Outcomes of the intervention**

- There is peace of mind and hope among the beneficiaries.
- The quality of life has improved in that the beneficiaries can afford to provide food, clothing and beddings for the family members.
- The beneficiaries who were already operating small businesses performed better.
- Families have had improved standards of living and are now able to meet the basic necessities of their families especially meeting the costs of the school requirements for their children.
- Formation of the savings and credit schemes ensures sustainability of the businesses.
Lessons learned

- The IGA beneficiaries who were already in business are doing better than those who were starttimed with the support of CHEP. The IGA inputs are limited and they benefit more those who need to expand their capital base.

- The very elderly grandparents are faced with enormous challenges since they are being made to run around managing businesses when they are already frail and are themselves in need of care.

- The elderly caregivers require social welfare benefits or cash transfers instead of being involved in IGAs.

- Women have generally done better than men.

- Conducting market surveys before initiating IGAs enhances their success.

- Proper monitoring of market trends and responding appropriately is vital for the growth of the IGAs.

- Exchange visits to successful IGAs models motivates and increases opportunities for learning.
Figure 14: Sample of the Loan application form for NAFUBI SACCOS

<table>
<thead>
<tr>
<th>NAFUBI SAVINGS AND CREDIT COOPERATIVE SOCIETY LIMITED</th>
</tr>
</thead>
<tbody>
<tr>
<td>LOAN APPLICATION FORM (to be filled in triplicate)</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>Name of applicant</td>
</tr>
<tr>
<td>Membership No.</td>
</tr>
</tbody>
</table>

Amount of Loan applied for Shs………………………..… (Amount in words)……………………………………………………………
Purpose for which the loan is required ………………………………………………………………………………………………………
Date when the loan is required………………………………………………………………………………………………………………
From where will you get the money to repay the loan? ………………………………………………………………………………………
Securities offered: 1. ……………………………….………Approximate Value (Shs) ………………………………………………………
2. ………………………………………Approximate Value (Shs) ……………………………………….……………
3. ……………………………………….Approximate Value (Shs) ………………………………….………………
Value of shares in the Society …………………………………………………………………………………………………………………
Balance on my Savings Account deposits in the Society (Shs) ……………………………………………………………………………
Guarantors: I/We the undersigned agree to repay from our own sources, the total amount of the loan owed by the applicant to
the Society if the applicant fails to repay the loan granted by the society by the time it is due.
Name …………………………… Membership No………………………Savings A/C Number …………………
Signature…………………………….……..
Name …………………………… Membership No………………… Savings A/C Number ……………………………
Signature……………………………….…..
I undertake to fully repay the loan applied for with interest thereon on the due dates agreed upon with the Society. I also
authorize the Society to deduct from my Savings Account, Share Capital or to sell my assets pledged as securities for the loan
without any hindrance from me or anyone else to recover any amount of the loan that I will have failed to pay.
Dated……………………………………………………………
Signature of applicant ………………………….. Thumb print ……………………………………. Date …………….……………..
I agree with and hereby give permission to my spouse to borrow from the Society Shs ………………………… (Amount in words)
………………………………………………………………………………………………………………………………………………for the purpose of ...........................................................
……………………………………………………………………………………………………………………………………………………and to pledge the securities mentioned above.
Name and Signature of spouse…………………………………..Thumb print……………………….Date…………………………
Verified by LCI (Name, Signature and Stamp)…………………………………………………………………………………………

Box 7
A care giver and IGA beneficiary

Salome (not real name) is a care giver and an IGA beneficiary of JCM from the Chawama community. She is a widow with
three children. She is also responsible for her late brother’s nine orphans and her grandmother. She lives in Chawama,
Lusaka with her three children and the daughter of her late brother. Her children are attending school and the daughter
of her late brother is receiving vocational skills training from Chawama Youth Project. Her late brother’s eight sons live
with her grandmother in Kapiri Mposhi since she cannot afford to maintain all of them in Lusaka. Her own parents are
dead and this means that her late brother’s children are now living with their great grandmother! Before he died, her
late brother requested her not to let his only daughter remain in Kapiri Mposhi since he feared that she may end up in
commercial sexual exploitation which is very common in that area. Before receiving IGA support from JCM, Salome was
already in the business of knitting school sweaters though with very little capital and marginal profits. From JCM, she
received basic training in business planning, record keeping, marketing, entrepreneurship, saving and mobilization. In
addition, JCM provided materials/inputs to the knitting business though she is still hiring the knitting machine. However
her profits and savings have increased. She is able to meet the basic needs of her family in Lusaka and also to provide
financial and material support to her grand mother and nephews in Kapiri Mposhi. She has peace of mind though she
would like to buy her own knitting machine.
The project’s experiences implementing social protection measures with regard to income generating activities and savings schemes have proved very successful and provides lessons for wider utilization when working with vulnerable groups, such as those affected by HIV/AIDS. In particular, national programmes such as government’s prosperity for all would benefit from the project’s approaches and processes.
5. WORKING WITH COMMUNITY CHILD LABOUR COMMITTEES (CCLCs)

Introduction

All the implementing agencies are working with community child labour committees (CCLCs). IAs like JCM, Tasintha, KIN and UYDEL have been working with CCLCs from previous child labour projects. CCLCs have been instrumental in prevention and withdrawing HIV/AIDS affected children from child labour in all the programme areas. The CCLCs are voluntary and were formed following the sensitization/consultative meetings that were held with district leaders, local leaders, peer educators, teachers, key stakeholders and other community leaders at the beginning of implementation. The rationale for formation of CCLCs was to:

- Enhance community involvement and foster sense of ownership to promote programme sustainability.
- Delegate some roles to community members so that they become part of project implementation.
- To provide safety networks for HIV/AIDS affected children and families in the community.
- To promote transparency about identification and services rendered to project beneficiaries in the community.

Necessary conditions

- Good mobilization and working relations with community members.
- Clear channels of communication regarding project issues.
- They must be members of the community and have good understanding of the community needs.
- They should be easily approached by both the working and at risk children and parents/guardians.

How the intervention was carried out

The programme started with all the IAs conducting social mapping exercises in the programme areas to identify key stakeholders, service providers and community members and structures from which the project was to be implemented. Consultative meetings were conducted for the identified community members to sensitize them about HIV/AIDS, child labour issues and social protection. The members were then guided into the formation of CCLCs as an action plan for the community. Training of the CCLCs was done and this included topics on identification of beneficiaries without discrimination, procedures of handling and counselling of withdrawn children so that they do not go back to child labour. Immediately after election, the CCLCs members started identifying boys and girls affected by HIV/AIDS induced child labour in the community.
CRO conducted community sensitization workshops in the seven project zones. Mobilization of the community for the sensitization activities was conducted by the Local Council 1 leaders. During the workshops, community members were sensitized on the objectives of the action programme, and their expected roles in the implementation of the project. They were also guided in setting up the criteria for selection of the CCLCs. The CCLC members were then elected from among themselves. The CCLC members went through a one day training session to equip them with knowledge and skills for the implementation of the action programme.

Figure 15: Mr. Mwebe Sendaula Chairperson LC1 and Chairperson of CCLC of Buddonian village in Kisenyi, Kampala consulting after a workshop at KIN offices

JWS facilitated the formation of five CCLCs in five parishes in the project area. The main purpose was to increase the level of participation of the community in the implementation of the action programme so as to ensure ownership and sustainability. Meetings were held with key community leaders in the five parishes. The CCLCs were then formed from among the community members. The CCLC members participated in the identification of the project beneficiaries and conducted awareness raising activities within the community. The CCLCs are actively involved in the monitoring of the project activities.

Outcomes of the intervention

- The CCLCs have been instrumental in the identification, monitoring and follow up on the HIV/AIDS affected children and their families.
- The CCLCs have raised awareness, and have contributed to enforcement of laws against child abuse in their respective communities.
• The CCLCs have conducted social mapping exercises to identify homes and business ventures that engage HIV/AIDS affected children in child labour and existing services in the community.

• CCLCs helped in referral and identification of project beneficiaries especially children and families for income generating activities.

Figure 16: The chairperson of Seeta Parish, Mukono District CCLC addressing community leaders during a JWS meeting

• The CCLCs have regularly monitored and mobilized the communities about child labour issues in their own areas and they act as a link between parents, withdrawn and prevented children and the IAs.

• Livingstone Anglican Children’s Project (LACP) consults and meets with the CCLCs before any activity is carried out so as to strategize on how best to do it. Example; before identifying IGA beneficiaries, the IA meets with the CCLCs members. The IA presents the planned activity together with the strategies to carry out and these are openly discussed with the CCLCs for additional ideas or contributions and those aspects which are considered unsuitable are left out. This approach makes the CCLCs own the processes and creates room for improvement during implementation.
Figure 17: Working relationship between LACP and the CCLCs

Lessons learned

- CCLCs are very important structures in reaching the actual beneficiaries of the programme. It is also a good practice using the local people in addressing problems in the community.

- The CCLCs are more effective when there are district child labour committees (DCLCs) at the district level to work with. The issues that are raised by CCLCs at the community level are articulated at the district level by the DCLCs, thereby increasing their impact.

- The composition of the CCLCs determines their effectiveness and performance. Besides community members, committees should be strategic in selecting members, these should at least include persons who are part of government administrative machinery, who have power, knowledge and authority. This will assist in linking up the structure from grassroots to the district level through the district development plans and provide technical advice to the communities.

- For continued effectiveness and sustainability, the members of CCLCs should be involved in other development activities in their communities namely education, sanitation, immunization, poverty eradication and others. Being involved in other sectors broadens their thinking and improves their performance.

- They are members of the community and have a direct link with the community. They know the community needs.

- They are easily approached by the affected children, the parents/guardians and other at risk children.

- They are a point of reference at community level and can link children to relevant services with other agencies, government departments, police and other enforcement agencies.
Members of the community child labour committee consist of:

1. Formal and informal sector
2. NGOs
3. Police (VCU)
4. Churches
5. RDCs (local leaders)
6. WORKING WITH DISTRICT STRUCTURES, LOCAL LEADERS AND OPINION LEADERS

Introduction

Active participation of the district and local leaders in child labour prevention and withdrawal activities, programme support and community mobilization, sensitization and referrals is key to successful implementation as sustaining the outcome of interventions. The objectives involving the district and local leaders in project activities were to:

- Enhance project ownership
- Ease community mobilization and support
- To foster sustainability of the achievements by mainstreaming child labour induced by HIV/AIDS into district development plans and budgets.
- Enhance active participation, enlist their commitment and good will towards project activities.

Necessary conditions

- One should establish good rapport with the district and local leaders if the programme is to succeed in any given community.
- A social mapping exercise should be done to identify all local leaders in the project area for effective information dissemination.
- There is need for continuous interaction and information sharing with the district and local authorities.
- Early consultations and involvement right from the start coupled with training and sensitization about the project objectives and strategies facilitated the good working relationships.

How the interventions was carried out

All the IAs have good working relationships with the respective district leaders (technical and political), local leaders and other opinion leaders in the communities.

- District personnel (technical and political) and local leaders from different local parishes and villages were identified and invited for consultative meetings during which they were informed about the project activities, duration, expectations and responsibilities.
- Local leaders participated in the formulation of specific selection criteria for identifying beneficiaries for the project.
- Regular review meetings were carried out with the district and local leaders to identify gaps and challenges in child labour prevention and withdrawal activities in communities.
• District leaders were often invited to officiate and participate in important functions of the projects.
• Technical personnel were consulted on relevant issues like labour laws and standards.
• Technical support to local leaders was done to build their capacity and skills in intervening in child labour activities.

Zambia Red Cross Society (ZRCS) conducted sensitization activities of the district leaders and stakeholders on HIV/AIDS and child labour. This has resulted in awareness and appreciation of child labour issues so that the department of social welfare, the district welfare assistance committees (DWAC), and community welfare assistance committees (CWAC) are actively involved in the project. Sharing of information on the services provided to the beneficiaries at district level has been done as a measure to avoid duplication of services provided to the beneficiaries. The district officials were mobilized to participate in the World Day Against Child Labour (WDACL) on 12 June 2007.

ZRCS participated in the workshop to establish the Kapiri Mposhi district child labour committee (DCLC) facilitated by the Ministry of Labour and Social Security. ZRCS was elected to the position of Vice chairperson of the DCLC. Collaboration with key players at the district level has resulted in improvements in project delivery like the school placement of the target children through District Education Board Secretary (DEBS) of Kapiri Mposhi District. ZRCS has signed a Memorandum of understanding (MOU) with the Ministry of Education through the DEBS, whereby ZRCS is renovating and rehabilitating a three classroom block of Mulonga Basic School in Kapiri Mposhi. The MOU provides for the ZRCS supported children to be exempted from paying Parent-teacher association (PTA) fees for the 2008–2009 period.

LACP has a very good working relationship with the district leadership and with the DCLC. LACP holds the position of Vice Chairperson of the DCLC while the Ministry of Community Development and Social Services chairs the DCLC. Through the DCLC, LACP participated actively in the activities to commemorate the WDACL 2007.

CHEP has established strong partnerships with the district leadership and other important actors in the district which have greatly benefited the action programme. CHEP holds the position of Chairperson of the district child labour committee (DCLC), Luanshya. The district health management team provides medical care, information, ART and other services to both adult and children beneficiaries. The Ministry of Education has been very active in the guidance and placement of children in the basic schools. The departments of Labour, Community Development and Social Services participated in the mapping exercise, the identification of OVC and referrals and technical relevant regulatory frameworks. The District Commissioner has provided leadership support and recommendations for partnership support.
JWS started networking with district authorities from the outset as a key strategy of the action programme (AP). The purpose was to ensure that child labour activities are mainstreamed into the district programmes such that the initiatives made by the AP are maintained even after its closure. Officials from the district community development office participated in the training of income generating activities (IGAs) saving scheme members and have continued with the monitoring of the performance of the IGAs and to provide technical advice to the group. The District Labour officer has participated in key AP activities such as leading the market research/survey of vocational institutions, mapping of social protection providers and participated in the sensitization of the employers in Mukono district. The district labour office has continued to actively participate in the AP workshops and activities and to monitor the HIV/AIDS induced child labour situation in the district. The office of the Vice Chairman Local Council 5 of the district participated in the formulation of the selection criteria and identification of some beneficiaries and pledged to seek support for the children who did not benefit from the AP. Goma sub-county is one of the four sub-counties in which the JWS is implementing the AP in Mukono District. The CCLCs were elected in a meeting facilitated by the Local Council III Chairman and members of his executive committee for the three parishes of Bukerere, Nyenje and Seeta.

The sub-county has since been supporting and facilitating the CCLCs members with lunch and transport and has accordingly budgeted for them in the 2007 – 08 fiscal year and has also promised to fund other child labour activities.

KIN, UYDEL, COU, CRO, Tasintha and JCM have benefited greatly from working closely with the district leaders and departments and local leaders. Relations have particularly been established with the Departments of Education, Labour, Police, Probation and Welfare and Community Development. COU has been working hard to ensure that the fight against child labour is integrated in the Rakai District Local Government structure. Rakai District has finally provided funding for child labour activities in the district budget. The officials from those departments have participated in awareness raising activities, advocacy, sensitization and social mobilization, referrals, radio programmes, training of beneficiaries and officiating at official child labour related functions. The police have been of particular help as they have intervened in cases of wrong arrests, rescuing the children from abusive employers and situations and even referring the children to the respective organizations for support and rehabilitation.
Outcomes of the intervention

- The district and local leaders in the various districts, parishes and villages have been instrumental in programme support and interventions by way of referrals and awareness raising through village meetings and community gatherings.
- Creation of ownership and ensuring sustainability.
- Acceptance and appreciation of programmes thus enhancing support.
- Reflecting HIV/AIDS induced child labour issues in the district development plans and budgets.

Lessons learned

- Engaging the district leadership and other local leaders in the implementation of the project facilitates successful and coordinated interventions.
- The district and local leaders are very resourceful during community mobilization and sensitization activities.
- The struggle against HIV/AIDS induced child labour calls for combined efforts. Civil society organizations, churches, children, parents/guardians, leaders and the communities at large have a great role to play.
- Involving the district and local leaders and the community leads to ownership of the project by the larger community.
Figure 20: Minister of Gender, Labour and Social Development, officiating at the WDACL 2007 celebrations in Masindi District

Figure 21: Representative from the office of the District Education Officer, Mbale District addressing the boys and girls who participated in the Kick out child labour Sports tournament organized by CRO
7. CHILD PARTICIPATION

Introduction

The purpose of promoting child participation was to enhance the confidence and esteem of targeted children and trust in the project interventions. It was also to provide them with an opportunity to reflect on their future. This would stimulate them to convince their fellow children in similar circumstances that it is possible to have new beginnings and to live normal and productive lives. All the IAs facilitated the formation of peer networks, child labour clubs, child rights clubs, after school clubs and SCREAM groups among the HIV/AIDS affected children. In addition the children have been involved in sports, games, music, dance and drama and other activities which have greatly contributed to their self-esteem and standing.

Necessary conditions

- Children need ample time for preparations.
- There must be trained persons namely teachers, social workers and others to facilitate the children to prepare.
- Awarding them after the event motivates them.
- Children must be encouraged and appreciated.
- There is need for patience on the part of the school, teachers and IA.
- Children require adequate knowledge and understanding of the issue.

How the intervention was carried out

ZRCS has involved children in decision making through the child care committees (CCC’s). Two two children represent the other children on all the CCCs and this is reflected in all the ZRCS 15 zones in the district. The children on the CCCs requested that recreation activities should be catered for as part of the rehabilitation process. As a result ZRCS introduced games like chess, monopoly, and snakes and ladders, drafts, volleyball and soccer. They have also provided jerseys and boots for volleyball and soccer teams. During recreation, important messages on HIV/AIDS induced child labour are passed on.
Organizing sporting events (football, volleyball, scrabble, monopoly, chess and draught) at district level has raised awareness on HIV/AIDS and child labour among the children. Involvement of children in drama activities increased their self-esteem, in addition to sensitizing the public about the subject.

CRO organized a poster design competition on HIV/AIDS induced child labour for all seven primary schools participating in the programme. It was open to all the children who were willing to participate. Staff members of the respective schools were informed and introduced to the subject and their roles were explained. The purpose of the competition was to assess the knowledge of the children on the subject and to know the types of child labour so that they can avoid them. Another aim was to stimulate development of talents and to bring out what they know about the effects and consequences of HIV/AIDS and the whole scenario of child labour. The teachers and members of the peer networks selected the best five in each school. Each of the best was awarded with a school bag containing exercise books, pens, pencils and a mathematical set.
CRO also organized the “Kick out child labour sports tournament” for all the seven participating primary schools. The CRO members of staff first visited the schools and discussed with the game’s teachers and agreed on the dates for the competitions. The District Education Officer was also informed and he welcomed
the idea and encouraged CRO. CRO provided each school with balls for both soccer and volleyball and a net ball and a volley ballnet. They were given two two weeks to prepare for the tournament. The purpose of bringing together the schools was to raise awareness on child labour and HIV/AIDS and to sensitize the general public. This was done at intervals with pertinent messages and activities. A total of 242 children (142 boys, 100 girls) participated. CRO provided three trophies one for each game. At the closure of the tournament, the representative from the District Education Office talked about HIV/AIDS and child labour and promised to make the tournament an annual event.

The children benefiting from COU and JWS participated in a popular programme titled “Emiti Emito or the Young Generation” which is regularly aired on WBS Television. They narrate their plight, how they were enrolled in the programme and how they have benefited and also gave advice to fellow children and families affected by HIV/AIDS.

Outcomes of the intervention

• The children have learned to provide support to each other and to look out for each others’ interests.

• They freely and openly participate in music, dance and drama and debates in their schools.

• They participate in sensitization and awareness activities, counselling sessions and recreation.

• Peer education activities have been integrated within advocacy issues on the rights of children, People Living with HIV/AIDS (PLWHA), information dissemination on various relevant issues.

Figure 25 & 26: Girls playing netball and boys playing volley ball during the “Kick out child labour Sports Tournament” organized by CRO, Mbale
Figure 27: The three trophies that were given to the winning teams of volleyball, soccer and netball that participated in the “Kick out child labour sports Tournament” organized by CRO in Mbale

Lessons learned

- Adequate time is required to prepare children for meaningful participation.
- Children are able to communicate and pass on effective messages when they are well informed and facilitated to do so.
- Through music, dance and drama, the children are able to display the real challenges they face and get the responsible offices to act.
- Children need patience, understanding and a friendly atmosphere so as to feel free to communicate.
8. PROVISION OF SKILLS TRAINING THROUGH VOCATIONAL TRAINING CENTRES AND LOCAL ARTISANS

The IAs conducted social mapping to identify the local artisans and skills training centres in the project areas. This was done by assessing all possible training centres and individual local artisans within the project areas.

8.1 Provision of skills through local artisans

Introduction

Local artisans are skilled practitioners who own businesses, workshops and garages and accept to train children in vocational skills. KIN and UYDEL have been working with the local artisans in their previous programmes and have found it to be effective and appropriate. The purpose of working with artisans is to:

- Establish a working relationship with the community.
- Ensure sustainability of programmes.
- Enhance absorption of the trained children into the existing labour market immediately.

Necessary conditions

- A clear good working relationship with local artisans.
- Regular motivational supervision and review meetings are necessary to keep track of the children’s progress and learning capacities.
- Signing the memorandum of understanding between the IA and local artisans spells out roles and responsibilities of each party. This removes unrealistic expectations by either party.
- There must be good local artisans in the community willing to take on children.
- Both the artisan and the children need orientation to take on the new roles. The children particularly need orientation in behaviour change and how to deal with the clients. While the artisan needs skills in interpersonal relations especially about working with children.
- Career guidance, followup, booster meetings are very important for the success and smooth running of the training.
- The local artisans need to have work, materials and tools so that learning is possible and continuous.
- Continuous monitoring to ensure that the training does not degenerate into child labour.
- The children should be aged between 15 to 18 years old and the level of education and preference was taken into account before the placement took place.
How the intervention was carried out

COU, CHEP, UYDEL and KIN have established very good working relationships with the local artisans within and around their programme areas.

COU hired the Assistant Community Development Officers of Kasasa and Kakuto sub-counties to conduct a needs assessment, a market survey and to identify appropriate vocational skills training centres and local artisans where the identified children could be placed for skills training. The criteria for selecting the training centres included the following:

- Offering tailored courses.
- The fees structure being within the range of the budgetary provisions.
- Offering marketable subjects and skills that would benefit the children at the end of the training.
- Flexibility regarding the minimum admission requirements.
- Offering the courses that would be of interest to the children.

A total of 10 training centres were visited and Ssanje Community Polytechnic together with six local artisans were recommended. The 6 local artisans are Canaan Beauty Saloon, Jameo Mirembe Beauty Saloon, Mama Bernard Beauty Saloon, Mama Eddy Saloon, Barbara Nabale Beauty Saloon and Kakuuto Motor Cycle Garage. They are located in Kasasa, Mutukula, Kakuuto and Ssanje sub-counties. Since the local artisans were not registered and do not have a standard curriculum for training, Ssanje Community Polytechnic was given the responsibility of supervising them and oversee the training. A memorandum of understanding was signed between COU and the polytechnic. The local artisans were therefore contracted through the polytechnic. Even their payments were made through the Polytechnic. COU held a meeting with all the trainers during which, the project objectives were elaborated on and the expectations of the training were spelt out. Kakuuto Motor Cycle Garage provided training in motor cycle repairing while the rest of the local artisans provided hair dressing skills only. COU conducts regular visits to the training centres partly to motivate both the children and artisans and to monitor progress and performance. In addition COU is working towards organizing the children into groups so as to start their own beauty saloons, workshops and garages. The CCLCs have been involved in the whole process and in the monitoring of the children and are expected to continue to follow up the progress and performance of the children after the project closure.

CHEP approached the local artisans and discussed with them about the project work and expectations. After agreeing on the modalities of the cooperation, an MOU was signed between CHEP and the individual local artisan spelling out the fees, duration of training and regulations. The local artisans were required to provide individual monthly reports about the children under their care as one of the contract obligations which helps in keeping track of the child’s performance and progress. The identified children and their guardians or parents were
guided on the choice of the skill or trade to study basing on their age, level of education and preference. Both the parents or guardians and the children were also consulted on the choice of the artisan. The majority preferred the artisans nearer to their homes and those with a good working environment in terms of safety and hygiene. CHEP conducted regular supervisory visits to the training sites partly to motivate the children and to forge good working relationships with the artisans. These visits provide opportunities to assess how the children are fairing and if either the artisan or the children have complaints or concerns that need to be addressed. The skills provided included tailoring, motor vehicle repair, and carpentry and joinery.

**Outcomes of the intervention**

- The local artisans absorb the children into employment immediately after completion of the training, particularly those who are well behaved.
- Some of the artisans provided counselling, business skills, customer care and tips on personal hygiene.
- The behaviour of some of the children changed for the better, particularly those who had been engaged in antisocial behaviour like smoking and drug taking.
- The children from COU acquired hairdressing and motorcycle repairing skills.
- The children from KIN received motor vehicle handling mechanic skills and most of them have been taken up for employment by the artisans.
- The children from CHEP received tailoring, carpentry and joinery, and motor vehicle mechanic skills.
- The children from UYDEL received hairdressing, carpentry and joinery, radio and TV repairing skills. Most of the girls who received training in hairdressing have established their own hair saloons and are doing well.

**Lessons learned**

HIV/AIDS affected boys and girls are faced with special challenges that make it difficult for them to enroll and remain in formal and traditional training set-ups. The following lessons were learned that make the use of local artisans appropriate for this target group.

- The advantage of working with the local artisans is that they absorb many children at ago and straightaway into the employment sector as they learn.
- Training with local artisans is a cheaper training method; fees are paid once and training is provided as per the selected skill or multiple skills.
- The use of local artisans in the provision of vocational skills is innovative, practical and it is part of the communities.
- There are some shortcomings in this approach, particularly to do with communication skills of the local artisans, some lacked interpersonal and formal training skills.
• There is need to build the capacity of the artisans in teaching, counselling and communication. The trainees need to be prepared through behaviour change (BCC) sessions before attachment to the local artisans. There is also need to introduce the trainees to a package on entrepreneurship so that they graduate with multiple skills.

8.2 Provision of skills through local vocational training centres

Introduction

Provision of marketable skills to the target older boys and girls is a viable alternative to exploitative child labour with its associated consequences. It takes into account their age, potential, level of education and preferences. Besides formal education, some children withdrawn from child labour, who are above primary school going age (above 14 years) and do not want to return to formal schools prefer vocational skills training. This is done through local vocational training centres, as the children may not qualify to join well-established vocational training institutes due to lack of basic education.

Necessary conditions

• Continuous monitoring to avoid training deteriorating into exploitative child labour.
• Career guidance, followup, supervisory visits and meetings are very important for the success and the smooth running of the training.
• Existence of good affordable vocational skills training centres. They must have good instructors and enough training materials and flexibility in providing tailor made courses for special groups.
• The curriculum in use must be approved by government such that at the end of training, children receive certificates that are recognized by possible employers.

How the intervention was carried out

Market analysis survey to identify marketable skills and courses in the surrounding community was carried out. This was done to ensure that skills to be offered were relevant to the local market needs. Based on the findings of the market analysis survey, a mapping exercise of existing vocational skills training institutions and apprenticeship centres in the area and the courses offered was conducted. The IAs hired private consultants for the assignments. In some cases the district personnel particularly labour officers and the community development officers participated in the survey.

The process that was adopted by COU has already been described in Section 8.1. Ssanje Community Polytechnic was identified and selected to provide the vocational skills to children in addition to supervising the six local artisans. The Polytechnic provided skills training in tailoring, and garment cutting, carpentry and joinery, mechanics, bricklaying and concrete practice.
CRO hired a private consultant who conducted a market survey to establish suitable vocational training institutions, the courses offered and their ability to attract employment. Nine centres were identified. A one day sensitization workshop on HIV/AIDS child labour project was organized and three instructors from each of the nine centers attended. The challenges facing the HIV/AIDS affected children involved in child labour were discussed. From the nine, two vocational centres namely Mbale Municipality Community Polytechnic and Mothers’ Union vocational training center were selected. The selection was based on the costs of training, experience in handling vulnerable children, courses available and their potential to provide ease of entry into the job market. Written communication was then made by CRO to the vocational centres. The children were assisted in the identification of the courses to pursue. Training requirements and materials were provided to the children to facilitate their regular attendance and training. CRO social workers accompanied the children and handed them over to the trainers. CRO made regular monitoring visits to the training centres to assess progress, performance and to encourage the boys and girls attending the training. The girls are receiving training in hair dressing and tailoring while the boys are receiving training in welding, carpentry and joinery and building trades.

JCM placed the boys and girls for skills training in Chawama Youth Project which belongs to Lusaka City Council. The courses provided at the training centre include carpentry and joinery, tailoring and design, computer training, electrical and auto mechanics, welding, weaving, art crafts and design, electronics, farming, studio (music) and motor vehicle driving skills.

CHEP enrolled the boys and girls in Luanshya Skills Training Institute and Roan Youth Project for vocational skills training. They received training in bricklaying, catering, tailoring and carpentry and joinery.

Outcomes of the intervention
- Training from vocational centres provides children with immediate usable skills and employment. Some of the children are already employed.
- It completes the process of rehabilitation and makes children acceptable in society since they acquire skills.

**Box 8**

Successful vocational skills training

Atenyo Caroline was placed by CRO in Mbale Municipality Community Polytechnic to receive training in hair dressing. She excelled in her course and impressed the Polytechnic which went ahead and placed her for apprenticeship with IFEL, a very reputable firm in Kampala where she has continued to improve on her skills and credentials. CRO and the Polytechnic jointly meet the cost of her training in Kampala. CRO is continuing to follow and monitor her progress and performance with interest.
Lessons learned

- Local vocational training centres offer great opportunities to vulnerable disadvantaged children.
- The courses are tailor-made and of short duration which enables the trained children to start working quickly.
- The training costs are affordable and this makes it possible to train large numbers of children.
9. NETWORKING AND CREATING LINKAGES

Introduction

Networking is among the factors that lead to the success of any programme and it is based on key principles of coordination, cooperation, communication, and collaboration. No single organization or entity can successfully deliver services without having linkages with other partners because information sharing is important to project implementation. The purpose of networking is therefore to:

- To share information, knowledge and skills with partner agencies, institutions and organizations necessary for enriching organization competences.
- To promote shared ownership and create a more supportive environment for partners in implementing given programmes.
- To prevent duplication of efforts, service gaps and ineffective outcomes.
- To pool a variety of expertise to bring to bear on an issue and also strengthen existing efforts.
- To create avenues for referral of cases and sharing of responsibilities and expertise and pooling of resources.

Necessary conditions

- Networking requires openness, transparency and willingness to share information and resources.
- Mutual working relationship with key partners.
- Clear terms of reference with partners for proper service delivery.
- Having prior knowledge about given issues in line with project implementation.
- A positive attitude towards networking.

How the intervention was carried out

- Contacts were made with the service organizations and negotiations were pursued to convince them to partner with the IAs on specific aspects of the project.
- Memoranda of understanding were signed between some IAs and the organization and institutions depending on the service to be provided.
- Identified cases of children needing the given services were referred to these institutions for further management. For example provision of ART.
- Other service providers contact the IAs and request them for collaboration and cooperation.
## Outcomes of the intervention

The benefits of networking and collaboration with other organizations and institutions for each of the IAs are presented in Table 1.

### Table 1: Implementing agencies, their collaborating partners and outcomes

<table>
<thead>
<tr>
<th>Implementing agency</th>
<th>Collaborating/networking organization</th>
<th>Outcome of the collaboration</th>
</tr>
</thead>
<tbody>
<tr>
<td>CHEP</td>
<td>Luanshya Catholic Church</td>
<td>Provision of food to the beneficiaries through the HBC programme.</td>
</tr>
<tr>
<td></td>
<td>Chieftain Malembeka and the Royal advisers</td>
<td>Donated land for agricultural development and this will go a long way to ensure sustainability of the programme activities and achievements.</td>
</tr>
<tr>
<td></td>
<td>Roan Youth Project</td>
<td>Provision of VCT, Vocational Skills Training, Peer education, IGA skills management, mentoring support services, monitoring and evaluation.</td>
</tr>
<tr>
<td>ZRCS</td>
<td>MSF</td>
<td>Provision of counselling to the affected boys and girls. Tracing defaulters of ART and TB</td>
</tr>
<tr>
<td></td>
<td>Local Chiefs</td>
<td>Donated land for support towards OVC activities.</td>
</tr>
<tr>
<td></td>
<td>United Church of Zambia</td>
<td>Provision of food</td>
</tr>
<tr>
<td></td>
<td>Zambia Catholic Church</td>
<td>Support to the HBC programme</td>
</tr>
<tr>
<td>TASINTHA</td>
<td>The Steven Lewis Foundation project</td>
<td>Support to the boys and girls benefiting from the project with footballs for recreation purposes as an after school programme activity.</td>
</tr>
<tr>
<td>JCM</td>
<td>WFP</td>
<td>Provision of food to the beneficiaries.</td>
</tr>
<tr>
<td></td>
<td>Project Concern International</td>
<td>Provision of food to the project beneficiaries</td>
</tr>
<tr>
<td></td>
<td>Community Response for AIDS (CRAIDS)</td>
<td>Support to the establishment of a retail shop in George Compound to sustain JCM activities within that community.</td>
</tr>
<tr>
<td></td>
<td>Tear Fund</td>
<td>Replication of HIV/AIDS induced child labour project in Chipata</td>
</tr>
<tr>
<td></td>
<td>Catholic Relief Services</td>
<td>Provision of HBC and VCT to project beneficiaries as well.</td>
</tr>
<tr>
<td>UYDEL</td>
<td>Naguru Teenage Center</td>
<td>Provision of Voluntary Counseling and Testing (VCT) to the boys and girls benefiting from the project.</td>
</tr>
<tr>
<td></td>
<td>Mulago-Mbarara Teaching Hospitals’ Joint Programme (MJAP)</td>
<td>Treatment of HIV/AIDS related cases arising from the project.</td>
</tr>
<tr>
<td></td>
<td>The Child and Family Protection Unit of Uganda Police</td>
<td>Inclusion of Children’s issues in the Police work particularly child labour.</td>
</tr>
<tr>
<td></td>
<td>The Child Labour Partners Forum</td>
<td>Quarterly meetings are held to review progress, address emerging challenges and gaps and share experiences with other partners addressing child labour issues.</td>
</tr>
<tr>
<td></td>
<td>Rural Development Media Communications (RUDMEC)</td>
<td>Facilitation of community workshops organized by RUDMEC. Provision of resource materials for media programmes (radio, TV and print). Referral point for RUDMEC for appropriate cases of HIV/AIDS affected children and families.</td>
</tr>
<tr>
<td></td>
<td>WFP</td>
<td>Provision of food supplements to the beneficiaries</td>
</tr>
</tbody>
</table>
### Combating and Preventing HIV/AIDS Induced Child Labour in Sub-Saharan Africa

<table>
<thead>
<tr>
<th>JWS</th>
<th>The National Agriculture Advisory Services (NAADS) programme (geared at improving agricultural production).</th>
<th>The IGA beneficiaries have accessed information and obtained technical assistance through the collaboration.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mukono District Directorate of Health Services</td>
<td>Regular provision of information on HIV/AIDS and general health care to the family members and the children.</td>
<td></td>
</tr>
<tr>
<td>Rural Development Media Communications (RUDMEC)</td>
<td>Facilitation of community workshops organized by RUDMEC. Provision of resource materials for media programmes (radio, TV and print). Referral point for RUDMEC for appropriate cases of HIV/AIDS affected children and families.</td>
<td></td>
</tr>
<tr>
<td>Good Samaritan Sisters, Ttakajjunge (an order of Catholic nuns)</td>
<td>Child Labour Monitoring, counseling and subsidized vocational skills training to ex-child labourers.</td>
<td></td>
</tr>
<tr>
<td>Microfinance Institutions.</td>
<td>Provision of savings/credit and general advisory services.</td>
<td></td>
</tr>
<tr>
<td>CRO</td>
<td>Uganda Cooperative Alliance (UCA).</td>
<td>UCA registered Nafubi SACCO and will take it on and pay the manager's salary for two years.</td>
</tr>
<tr>
<td>Joint Clinical Research Centre (JCRC), Mbale.</td>
<td>JCRC provides ARTs to boys and girls that are infected with HIV/AIDS.</td>
<td></td>
</tr>
<tr>
<td>Aids Information Centre (AIC), Mbale.</td>
<td>AIC provides Voluntary Counselling and Testing (VCT) to the affected boys and girls.</td>
<td></td>
</tr>
<tr>
<td>Rural Development Media Communications (RUDMEC).</td>
<td>Facilitation of community workshops organized by RUDMEC. Provision of resource materials for media programmes (radio, TV and print). Referral point for RUDMEC for appropriate cases of HIV/AIDS affected children and families.</td>
<td></td>
</tr>
<tr>
<td>ADRA</td>
<td>Provision of venue free of charge for community meetings in Malukhu.</td>
<td></td>
</tr>
<tr>
<td>WFP</td>
<td>Provision of food to the boys and girls in the project.</td>
<td></td>
</tr>
<tr>
<td>KIN</td>
<td>WFP</td>
<td>Provision of food to the boys and girls in the project.</td>
</tr>
<tr>
<td>Rural Development Media Communications (RUDMEC).</td>
<td>Facilitation of community workshops organized by RUDMEC. Provision of resource materials for media programmes (radio, TV and print). Referral point for RUDMEC for appropriate cases of HIV/AIDS affected children and families.</td>
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<td>The Child Labour Partners Forum</td>
<td>Quarterly meetings are held to review progress, address emerging challenges and gaps and share experiences with other partners addressing child labour issues.</td>
<td></td>
</tr>
<tr>
<td>Joint Clinical Research Centre (JCRC), Kampala.</td>
<td>JCRC provides ARTs to boys and girls that are infected with HIV/AIDS</td>
<td></td>
</tr>
<tr>
<td>AIDS Information Centre (AIC), Kampala.</td>
<td>AIC provides Voluntary Counselling and Testing (VCT) to the affected boys and girls.</td>
<td></td>
</tr>
</tbody>
</table>
**Lessons learned**

- Networking and synergy are important in the provision of services that one agency may not be in position to provide.
- There is need for awareness raising and publicity on services provided by the different agencies, transparency, cooperation and patience for improved effectiveness.
- Networking is a two way activity with agencies working towards achieving a common goal.
10. CONTACTS AND THEIR ADDRESSES

<table>
<thead>
<tr>
<th>NAME</th>
<th>Position</th>
<th>Email</th>
<th>Tel No.</th>
<th>Reference to GP</th>
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<tbody>
<tr>
<td>Ms Chilufya Siwale</td>
<td>Project Manager</td>
<td></td>
<td></td>
<td>JCM</td>
</tr>
<tr>
<td>Ms Sisuku Precious</td>
<td>Teacher</td>
<td></td>
<td>0977376282</td>
<td>George Compound Community School</td>
</tr>
<tr>
<td>Ms Tabitha Norah Chama</td>
<td>Counselor</td>
<td></td>
<td>0977623630</td>
<td>George Compound Community School</td>
</tr>
<tr>
<td>Mr Emmanuel Numba</td>
<td>Head teacher</td>
<td></td>
<td>0979653262</td>
<td>George Compound Community School</td>
</tr>
<tr>
<td>Mr Chris Siame</td>
<td>Teacher/Social worker</td>
<td></td>
<td>0977448853</td>
<td>JCM Chawama</td>
</tr>
<tr>
<td>Ms Hilda Luzibe</td>
<td>Caregiver/IGA beneficiary</td>
<td></td>
<td>0955100783</td>
<td>JCM Chawama</td>
</tr>
<tr>
<td><strong>Jesus Cares Ministries</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms Clotilda Phiri</td>
<td>Coordinator</td>
<td><a href="mailto:tasinha@zamtel.zm">tasinha@zamtel.zm</a></td>
<td>097780825</td>
<td>Tasinha</td>
</tr>
<tr>
<td>Mr Mwila Chilakata</td>
<td>Programme Officer</td>
<td><a href="mailto:mwilachilakata@yahoo.co.uk">mwilachilakata@yahoo.co.uk</a></td>
<td>2601246760</td>
<td>Tasinha</td>
</tr>
<tr>
<td>Ms Molly Makala</td>
<td>Coordinator/Nurse</td>
<td></td>
<td>0977853117</td>
<td>St. Peter’s Parish Garden of Hope</td>
</tr>
<tr>
<td>Mrs. E.C. Kabwela</td>
<td>Assistant Manager</td>
<td></td>
<td>097785387</td>
<td>Simon Kapwepwe Basic School</td>
</tr>
<tr>
<td>Ms Bernadette M. Chitente</td>
<td>Coordinator</td>
<td></td>
<td>0966770073</td>
<td>HBC-Kaunda Square Catholic Church</td>
</tr>
<tr>
<td>Ms Catherine Banda</td>
<td>OVC Coordinator</td>
<td></td>
<td>0977391633</td>
<td>HBC-Kaunda Square Catholic Church</td>
</tr>
<tr>
<td>Ms Beatrice Nyangu</td>
<td>Chairperson</td>
<td></td>
<td>09798220579</td>
<td>HBC-Kaunda Square Catholic Church</td>
</tr>
<tr>
<td><strong>Tasintha</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr Payne Mano</td>
<td>Programme Manager</td>
<td><a href="mailto:paynemano@yahoo.com">paynemano@yahoo.com</a>, <a href="mailto:cheplya@zamnet.zm">cheplya@zamnet.zm</a></td>
<td>0966946487</td>
<td>CHEP-Luanshya</td>
</tr>
<tr>
<td>Ms Evelyn Nalavwe</td>
<td>Deputy programme manager</td>
<td><a href="mailto:cheplya@zamnet.zm">cheplya@zamnet.zm</a></td>
<td>0966945806</td>
<td>CHEP-Luanshya</td>
</tr>
<tr>
<td>Ms Phaidessy Rhisenga</td>
<td>Senior Teacher</td>
<td></td>
<td>0966700686</td>
<td>Kapepa Community School</td>
</tr>
<tr>
<td>Mr G. Kapu</td>
<td>District Commissioner</td>
<td></td>
<td>+260212510958</td>
<td>Copperbelt Province, Luanshya District</td>
</tr>
<tr>
<td>Mr Chewe Mulenga</td>
<td>Project Coordinator</td>
<td></td>
<td>+260 966 650448</td>
<td>Roan Youth Project, Roan Mine Township, Luanshya</td>
</tr>
<tr>
<td>Mr Kalindo</td>
<td>Programme Coordinator</td>
<td></td>
<td>+260 977194327</td>
<td>Luanshya Skills Training Centre</td>
</tr>
<tr>
<td>Ms Carol Kasonde</td>
<td>Teacher</td>
<td></td>
<td></td>
<td>Kambilombilo Community School, Luanshya</td>
</tr>
<tr>
<td>Ms Alice Malipilo</td>
<td>District Labour Officer</td>
<td></td>
<td>+260 955 995149</td>
<td>Ministry of Labour and Social Services, Luanshya</td>
</tr>
<tr>
<td>Ms Anne Nyambe</td>
<td>Caregiver/IGA beneficiary</td>
<td></td>
<td>House No. 35</td>
<td>Kambilombilo Shanty Compound, Luanshya</td>
</tr>
<tr>
<td><strong>Copper belt Health Education Programme, Luanshya</strong></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Mr Mahanyi Simon Moosho</td>
<td>OVC Officer</td>
<td></td>
<td>0966587308</td>
<td>ZRCS-Kapiri Mposhi</td>
</tr>
<tr>
<td>Mr Tibin Sikazwe</td>
<td>Youth Peer Educator</td>
<td></td>
<td>0977144216</td>
<td>ZRCS- Kapiri Mposhi</td>
</tr>
<tr>
<td><strong>Zambia Red Cross Society, Kapiri Mposhi</strong></td>
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</tr>
<tr>
<td>Name</td>
<td>Position</td>
<td>Email/Contact</td>
<td>Location</td>
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<td></td>
</tr>
<tr>
<td>Fr Jackson Katete</td>
<td>Programme Director</td>
<td>LACP</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr Godfrey Muwina</td>
<td>Programme Officer</td>
<td>LACP</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr Mundia Mubukwanu</td>
<td>Senior Labour Officer</td>
<td>MLSS</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms Bernah Mukisa</td>
<td>Teacher</td>
<td>Grace of the Lord, Primary School, Kisenyi</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr Jackson Kirabira</td>
<td>Teacher</td>
<td>Grace of the Lord, Primary School, Kisenyi</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr Mwebe Sendaula</td>
<td>Chairperson LC1 / Chairperson, CCLC</td>
<td>Buddonian Village, Kisenyi</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr Salongo Ndawula Elly</td>
<td>Local Artisan</td>
<td>Rubaga Village, Kisenyi</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms Ntabadde Joyce</td>
<td>Care Giver/IGA beneficiary</td>
<td>Hope for Development Credit &amp; Savings scheme</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr Rogers Kasirye</td>
<td>Project Director</td>
<td>UYDEL</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr Rogers Mutaawe</td>
<td>Project Coordinator</td>
<td>UYDEL</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr Patrick Kaggwa</td>
<td>Teacher</td>
<td>Nakulabye Primary School</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms Annet Nansubuga</td>
<td>Teacher</td>
<td>Kazo C.O.U Primary School</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms Magala Clotilda</td>
<td>Local Artisan</td>
<td>Nakulabye Centre</td>
<td></td>
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</tr>
<tr>
<td>Ms Owamazima Judith</td>
<td>Caregiver/IGA beneficiary</td>
<td>Charcoal Selling, Nakulabye</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms Namuli Norah</td>
<td>Caregiver/IGA beneficiary</td>
<td>Charcoal Selling, Nateete</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr David Kasozi</td>
<td>Coordinator of Programmes</td>
<td>JWS</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr Joseph Kaweesa</td>
<td>Social Worker</td>
<td>JWS</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr Elisa Mukasa Nkoyoyo</td>
<td>Former Chairperson</td>
<td>Goma Sub county, Seeta Mukono</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr Dan Lugoobi</td>
<td>Councilor</td>
<td>Goma Sub –County, Seeta Ntinda</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr Acidri Knox</td>
<td>District Gender Officer</td>
<td>Mukono District</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms Regina Lubega</td>
<td>Chairperson</td>
<td>Mukono Tweyambe Association</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr Livingstone Zziwa</td>
<td>Vice Chairman LC 5</td>
<td>Mukono District</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mrs Alice Nyanzi</td>
<td>District NAADS Coordinator</td>
<td>Mukono District</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr Henry Sabaganzi</td>
<td>District Labour Officer</td>
<td>Mukono District</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr John Kisaka</td>
<td>Chairman</td>
<td>Seeta Parish , CCLC</td>
<td></td>
<td></td>
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</tbody>
</table>
## Child Restoration Outreach, Mbale

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Contact Information</th>
<th>Phone</th>
<th>Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr Moses Bwayo</td>
<td>Programme Manager</td>
<td><a href="mailto:crombale@infocom.co.ug">crombale@infocom.co.ug</a></td>
<td>0752658506</td>
<td>CRO</td>
</tr>
<tr>
<td>Mr Julius Gizamba</td>
<td>Social Worker</td>
<td><a href="mailto:juliusgiz@yahoo.com">juliusgiz@yahoo.com</a></td>
<td>0772626754</td>
<td>CRO</td>
</tr>
<tr>
<td>Ms Stella Makhoka</td>
<td>Social worker</td>
<td><a href="mailto:Makokha.stella@yahoo.com">Makokha.stella@yahoo.com</a></td>
<td>0775522649</td>
<td>CRO</td>
</tr>
<tr>
<td>Mr Nathan Magona</td>
<td>Accounts assistant</td>
<td><a href="mailto:dariusmagona@yahoo.com">dariusmagona@yahoo.com</a></td>
<td>077424276</td>
<td>CRO</td>
</tr>
<tr>
<td>Mr Khauka Abraham</td>
<td>Headmaster</td>
<td></td>
<td>077424278</td>
<td>Mayor Mbale Primary School</td>
</tr>
<tr>
<td>Mr Sempijja Dalausi</td>
<td>Chairperson</td>
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<td></td>
<td>Busamaga CCLC</td>
</tr>
<tr>
<td>Mungasa Sam</td>
<td>Secretary</td>
<td></td>
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<td>Busamaga CCLC</td>
</tr>
<tr>
<td>Ms Khainza Violet</td>
<td>Caregiver/IGA beneficiary</td>
<td></td>
<td></td>
<td>Mooni Area, Mbale</td>
</tr>
<tr>
<td>Mr Wopicho Joseph</td>
<td>Care Giver</td>
<td></td>
<td></td>
<td>Mooni Area, Mbale</td>
</tr>
<tr>
<td>Mr Okello James Raps</td>
<td>Instructor</td>
<td><a href="mailto:okellomes@yahoo.com">okellomes@yahoo.com</a></td>
<td>0712486852</td>
<td>Mbale Municipality</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Community Polytechnic</td>
</tr>
<tr>
<td>Ms Prossy Lamunu</td>
<td>Accounts/Programme Assistant</td>
<td><a href="mailto:prossielam@yahoo.com">prossielam@yahoo.com</a></td>
<td>0782795306</td>
<td>COU</td>
</tr>
<tr>
<td>Mr Grace Rumanzi</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr Resty Tusiime</td>
<td>Vice chairperson LC V</td>
<td></td>
<td>0772852391</td>
<td>Rakai District</td>
</tr>
<tr>
<td>Mr Addy Nakuya</td>
<td>Assistant Community Development Officer</td>
<td></td>
<td>0782184335</td>
<td>Kasasa Sub County</td>
</tr>
<tr>
<td>Mr Mukasa Deo</td>
<td>Assistant Community Development Officer</td>
<td></td>
<td>0772694474</td>
<td>Kyebe sub County</td>
</tr>
<tr>
<td>Mr Michael Egwanga</td>
<td>Probation and Welfare Officer</td>
<td></td>
<td>0772689020</td>
<td>Rakai District</td>
</tr>
<tr>
<td>Ms Acom Hellen</td>
<td>Principal</td>
<td></td>
<td>0772-913-518</td>
<td>Ssanje Community Polytechnic, Rakai</td>
</tr>
<tr>
<td>Mr Elias Kizito</td>
<td>Local Artisan</td>
<td></td>
<td>0772361733</td>
<td>Kakuuto Motorcycle garage</td>
</tr>
<tr>
<td>Ms Nasiwa Josephine</td>
<td>Local Artisan</td>
<td></td>
<td>0774035192</td>
<td>Mama Eddy Beauty Saloon</td>
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</tbody>
</table>

## Children of Uganda (COU)

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Contact Information</th>
<th>Phone</th>
<th>Organization</th>
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<tbody>
<tr>
<td>Mr Grace Rumanzi</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Mr Resty Tusiime</td>
<td></td>
<td></td>
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<td>Rakai District</td>
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<td></td>
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<td>Kasasa Sub County</td>
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<td>Kyebe sub County</td>
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<td></td>
<td></td>
<td>0772689020</td>
<td>Rakai District</td>
</tr>
<tr>
<td>Ms Acom Hellen</td>
<td></td>
<td></td>
<td>0772-913-518</td>
<td>Ssanje Community Polytechnic, Rakai</td>
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<tr>
<td>Mr Elias Kizito</td>
<td></td>
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<td>0772361733</td>
<td>Kakuuto Motorcycle garage</td>
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<td>Ms Nasiwa Josephine</td>
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<td>0774035192</td>
<td>Mama Eddy Beauty Saloon</td>
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International Programme on the Elimination of Child Labour (IPEC)

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