

GOOD PRACTICES ON THE ELIMINATION OF CHILD LABOUR IN KENYA

Practical Experiences from the Implimentation
of the TBP Project of Support 2005 - 2009



International Labour
Organization



REPUBLIC OF KENYA

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Ministry of Labour

in collaboration with

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This report is envisaged to be a resource to all our partners and especially the Ministry of Labour as a reference in the implementation of Phase II of the National Plan of Action (NPA) for the elimination of child labour in Kenya.

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List of Acronyms

AAC	- Area Advisory Council
ACRWC	- African Charter on the Rights and Welfare of the Child
AIDS	- Acquired Immune Deficiency Syndrome
ANPPCAN	- African Network for the Prevention and protection Against Child Abuse and Neglect
AP	- Action Programme
CBO	- Community Based Organisation
L/CCLC	- Local/Community Child Labour Committee
CDF	- Constituency Development Fund
CLC	- Child Labour Committee
CLM	- Child Labour Monitoring
COTU	- Central Organisation of Trade Unions
CRC	- Convention on the Rights of the Children
CSEC	- Commercial Sexual Exploitation of Child
DAC	- Day of the African Child
DCLC	- District Child Labour Committee
DDC	- District Development Committee
EFA	- Education for All
ERS	- Economic Recovery Strategy
EU	- European Union
FBO	- Faith Based Organization
FKE	- Federation of Kenya Employers
GOK	- Government of Kenya
HIV	- Human Immune Virus
IA	- Implementing Agency
ILO	- International Labour Organisation
IPEC	- International Programme on the Elimination of Child Labour
LATF	- Local Authority Transfer Fund
LCLC	- Local Child Labour Committee

KESSP	- Kenya Education Sector Support Programme
KNBS	- Kenya National Bureau of Statistics
MDGs	- Millennium Development Goals
M&E	- Monitoring and Evaluation
MOE	- Ministry of Education
MOL	- Ministry of Labour
NACC	- National AIDS Control Council
NFE	- Non-Formal Education
NEPAD	- New Economic Partnerships for Africa Development
NIMCC	- National Inter-Ministerial Coordination Committee
NPA	- National Plan of Action
NSC	- National Steering Committee
OVC	- Orphans and Vulnerable Children
PoS	- Project of Support
PRSP	- Poverty Reduction Strategy Programmes
ROSCAs	- Rotating Savings and Credit Associations
TBP	- Time Bound Programme
TACKLE	- Tackling Child Labour Through Education
TIVET	- Technical, Industrial Vocational, Entrepreneurship Training
UN	- United Nations
UNCRC	- United Nations Convention on the Rights of the Child
UNDAF	- United Nations Development Assistance Framework
UNDP	- United Nations Development Programme
UNESCO	- United Nations Educational, Scientific and Cultural Organization
UNFPA	- United Nations Population Fund
UNICEF	- United Nations Children's Fund
USDOL	- United States Department of Labor
WDACL	- World Day against Child Labour
WFCL	- Worst Forms of Child Labour

Chapter I:

I.0 Introduction

1.1 Background

The subject of child labour is a pressing socio-economic and human rights issue, as it is estimated that more than 218 million children worldwide are engaged in child labour (ILO, 2006). These children are deprived of adequate education, good health, and other basic needs. In economic terms, individual children pay the highest price of child labour, but communities and countries suffer as well. Therefore, ending child-labour is a goal in itself, which is considered to be strong prerequisite for promoting economic and human development. The term 'child labour' is difficult to define as there is no universally accepted definition. Different organizations and interest groups have varying definitions with some arguing that child labour is only hazardous work that interferes with a child's education, while others are broader in the definition and include work done by children for pay. Similarly, the child labour discourse is generally a controversial matter depending on what is being discussed, by whom, and under what socio-cultural context.

In general, attempts at defining child labour take into consideration aspects such as levels and appropriate work forms. It distinguishes between 'labour' at the negative end of the spectrum and 'work' at the positive end, and within these classifications, further differentiating between hazardous, exploitative, and harmful forms in determining what is acceptable and what needs to be addressed immediately as in the ILO declaration (ILO, 2006). For instance, the International Labour Organization (ILO) defines child-labour as work done by children under the age of 18 years that prevents them from going to school or that is dangerous to their health, mental, physical, psychological and moral growth and development. Moreover, it is work that robs children the opportunity to acquire education and normal growth. According to United Nations Convention on the Right of the Child (UNCRC) 1989 child labour is any form of work that violates the four basic rights of children, namely, survival, development, participation and protection. Therefore, any work that threatens these rights is, considered child-labour and should not be tolerated whatsoever.

While controversy over the definition of child-labour continues to be a topical issue, there is no doubt that its existence in any society or country

poses a great danger to the wellbeing of the people. There is ample evidence in literature to suggest that child-labour is a developmental challenge that gravely impacts not only on individual children, but also to families, communities and the country. It is particularly harmful to the country's long-term human development agenda (Wazir, 2002). Child labour is indeed a key obstacle to the achievement of most of the Millennium Development Goals (MDGs) especially goal 2 on universal primary education as it denies children opportunity for education. Kenya is by no means an exception to this growing phenomenon as the nature and number of child labourers has been high since independence (KNBS, 2008). According to the Child Labour Analytical Report by KNBS (2008), in spite of the number of children declining from 1.9 million in 1999 to 1 million in 2006 Kenya remains one of the countries where child labour prevalence is high and, by extension, threatens the household and national socio-economic wellbeing. Although some progress has been made in tackling child labour it has remained a formidable development challenge.¹

Efforts to combat child labour in Kenya have been thwarted by the fact that child labour is mainly practiced in hidden occupations such domestic service and commercial sex, or because majority of people in Kenya have for a long time turned a blind eye to the vice. There is therefore the need for concerted effort by all stakeholders including government to implement appropriate measures capable of combating child labour in the context of its hidden nature.

¹According to Child Labour Analytical Report, child labour in Kenya declined from 1.3 million in 1998/99 to 773,696 in 2005/06. Nevertheless, the level of child labour is still high particularly as some communities slide into further vulnerability following the post-election 2007 violence. There are four economic sectors in Kenya known to engage children worst forms of labour and they include domestic service, commercial sex, agriculture and informal sectors. These sectors account for more than 70% of all child workers in Kenya (KNBS, 2008; ILO-IPEC, 2004)..

Box 1: Definitions

Child Labour

The concept of 'child labour' refers to work undertaken by children below eighteen years that prevents them from attending school, is exploitative, hazardous, or inappropriate for their age in terms of legal, moral, psychological, and physical growth and development. The term "child labour" refers to work undertaken by a child that does not conform to the provisions of national legislation and international instruments such as ILO Conventions 138 and 182, which together define the boundaries of work undertaken by children that must be targeted for abolition. Child labour includes both paid and unpaid work and activities undertaken by children aged below 18 years and which are mentally, physically and morally dangerous and harmful to children. It is work that deprives them of opportunities for schooling or that requires them to assume multiple burdens of schooling and work at home and in other places.

Worst Forms of Child Labour (WFCL)

According to ILO Convention 182, WFCL is defined as all forms of slavery, sale, trafficking of children, debt bondage, serfdom and compulsory recruitment of children for use in armed conflict, use of children in prostitution, pornographic performance, use of children in illicit activities, and any other work which is likely to harm the health, safety and morals of children. It is any form of work which exposes children to physical, psychological or sexual abuses; work underground, under water, at dangerous heights, or in confined spaces; work with dangerous machinery or tools, or which involves heavy loads; work in an unhealthy environment which may expose children to hazardous substances, temperatures, noise or vibrations; and work under particularly difficult conditions such as long working hours, during the night, or where a child is confined to the premises of the employer.

Withdrawal of children from child labour

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

Children Prevented from child labour

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 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, e.g. agricultural plantation, mines, etc.)

under which the child lives or to which the child is exposed. Children at high risk of engaging in exploitative or hazardous work could also include children who are not 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 education (attending school regularly) is also considered exploitative work.

1.2 ILO Conventions and the ILO/IPEC Support in Kenya

The Kenya government recognised child labour as a priority development challenge and put in place legal, institutional and policy measures to combat the problem. For instance, the government ratified ILO Conventions 138 (minimum age) and 182 (on worst forms of child labour) in 1979 and 2001, respectively. The Minimum Age Convention (No. 138) adopted by ILO in 1973 requires that states ratifying it must establish a minimum age for children to work and the age must be higher than the age the children are required to be in school, and must not be lower than 15 years. Subsequently, Kenya set the minimum age of employment at 16 years. Further, the Convention sets 18 years as the minimum age for hazardous work. Convention 182 concerning the prohibition and immediate action for the elimination of the WFCL adopted in 1999 identifies the worst forms of child labour which requires instant action. According to this Convention, WFCL include all forms of slavery including sale and trafficking of children; prostitution and pornography; illicit activities; work which harms health, safety and moral of children (ILO, 2005).

ILO Convention No. 182 calls for time-bound measures to eliminate the worst forms of child labour. Countries ratifying this Convention must take immediate and effective and time bound measures to secure the prohibition and elimination of the worst forms of child labour as a matter of urgency. These measures are to:-

- (i) Prevent the engagement of children in the worst forms of child labour.
- (ii) Provide direct assistance for the removal of children from the WFCL and rehabilitate them into social structures.
- (iii) Ensure access to free basic education and appropriate vocational training for all children removed from the WFCL.
- (iv) Identify and reach out to children at special risk of engaging in the WFCL.

Kenya has a long standing programmes and a development relationship with ILO and has benefitted from IPEC programmes since IPEC was established in 1992. Several programmes and projects have been implemented as a result of this relationship namely:-

- Country programme (1992-2002).
- Capacity building programme (2003-2005).
- Training and Education programme (1999-2002).
- Commercial agriculture programme (2002-2005).
- Time Bound Programme Project of Support programme (2005-2009).

Other smaller projects on child domestic labour and skills training have also been implemented.

Following Kenya's ratification of the ILO Convention 182 in 2001, the government developed comprehensive and implemented time bound measures to combat WFCL, which are contained in the National Plan of Action (NPA) on the elimination of child labour. The NPA is designed as a comprehensive framework that a government which has ratified Convention 182 can use to chart a course of action with well defined targets towards elimination of WFCL. It comprises a set of integrated and coordinated policies and interventions with clear goals, specific targets and a defined time frame, aimed at preventing and eliminating WFCL. It constitutes one of the means put in place by IPEC to assist Governments in fulfilling their obligations under the Convention 182. Broadly speaking, the TBP main aim was to sharpen the focus areas where coordinated measures could make a swift, sustainable and tangible difference to the situation of children engaged in the worst forms of child labour (IPEC, 2004).

In the process of developing the TBP and the National Plan of Action (NPA, 2004), the government received considerable support from IPEC whose activities in Kenya had begun in 1992². In September 2004, this concerted effort received a significant boost when an agreement between IPEC and the Kenya government was signed under the project of support (PoS). The overall objective of PoS was to contribute to the elimination of WFCL in Kenya through support to the National Plan of Action as a time bound programme. The project of support aimed at providing support to the major strategies identified in the NPA for Kenya (IPEC 2004:22). The support was to be provided both at the national level as part of the creation of an enabling environment (upstream) and at the local level, through direct action interventions with children and families (downstream). In the direct action, the PoS targeted the specific WFCL identified in the NPA in selected areas of the country.

²Kenya has the NPA (2004) and developed a National Action Plan, NAP (2008-2015) that redefines the focus in the elimination of WFCL having incorporated emerging issues.

Specifically, the broad objective of PoS was to strengthen the existing enabling environment for the elimination of WFCL by:-

- 1) Expanding knowledge base to support planning, designing, implementation, monitoring and evaluation of child labour interventions.
- 2) Harmonising labour related legislation to conform to international standards and strengthening the capacity to enforce and monitor.
- 3) Ensuring relevant policies and programmes are linked and target the needs of children in WFCL.
- 4) Expanding effective intervention to withdraw children from WFCL and provide access to quality primary education and vocational training.
- 5) Providing economic empowerment and community safety nets to vulnerable groups and families prone to WFCL.
- 6) Increase public awareness of the negative consequences of the WFCL and stakeholders are mobilised to participate in elimination of WFCL.

In achieving these objectives, the PoS provided intensive support in an advisory role to the Kenya government and other partners on the technical aspects of NPA implementation. The advisory role by the PoS concentrated on strengthening national capacities to build and maintain effective leadership for the elimination of WFCL. Under PoS, IPEC worked in close collaboration with different stakeholders in the implementation of programmes geared towards elimination of WFCL in Kenya. For instance, collaboration with government ministries resulted in policy and legislative reforms, enactment of child-friendly laws, advocacy and capacity building. On the other hand, by working with other stakeholders through direct actions, IPEC through PoS enhanced local capacities to detect, prevent and monitor situations of exploitation of children; monitoring systems were strengthened in target communities. More importantly, the PoS supported the development of national and community-based child labour monitoring systems. The PoS is coming to a close in April 2009 and this report is developed to identify those practices that stand out and emerge as good practices during the implementation of the PoS for purposes of scaling-up and replicating them within the NPA framework.

The draft National Plan of Action (NPA) for the elimination of WFCL was prepared by the Child Labour Division in the Ministry of Labour and Human Resource Development in June 2004. The NPA elaborates Government of Kenya's commitment to the total elimination of worst forms of child labour within a definite timeframe i.e. fifteen years. The NPA similarly identifies existing opportunities that will be exploited in order to achieve the intended objectives. The NPA was revised in 2008 and a National Action Plan (NAP)

developed. The NAP takes these concerns forward by focusing on strengthening policy and legislative environment, in addition to firming up research and action on WFCL.

1.3 Objectives Of this Report

The overall objective of this report is to identify the emerging good practices and lessons learnt from the project of support (PoS 2004-2008) and document practices for future replication and scaling up. An analysis of good practice provides the National Plan of Action (NPA) and the Kenya government with vital information for areas that require further attention by the government and other actors working towards the elimination of child labour. In addition, this report is expected to provide guidance on how NAP will become more effective in combating WFCL while at the same time improving the situation to prevent vulnerable children from engaging in child labour.

1.4 Defining A Good Practice

The term 'Good Practice' is a terminology used to refer to exemplary process and products that have aided in the achievements project objectives. Alternatively, a good practice is defined as a concept, a process, or an activity that is innovative towards the successful achievement of the overall objective (Murray et al, 2003; Njoka et al, 2008). It describes any type of activity whether small or large, full or in part of a programme that creates the desired impact towards the successful achievement of project objectives. It is characterised by being innovative or creative, effective and efficient in making an impact, replicable, sustainable, relevant, responsive and ethical. In most cases however, a good practice is mainly evaluated at three levels namely, innovativeness, successfulness, and replication.

In the context of child labour, good practice can be defined as any activity, process, statutory or technique at any level of the project that works in some way towards combating child labour, whether fully or in part (ILO/IPEC, 2008). A good practice can represent any type of practice, small or large and it does not have to represent an overall project or programmes. Even if a project has not been successful in full, there still could be a good practice that it developed or applied (Murray, 2003; ILO/IPEC, 2008).

Hence, a good practice does not necessarily have to be a project or a programme; it could be an activity that demonstrates attributes described earlier (Murray et al, 2003; Njoka, et al, 2008). A key aspect is that a 'good practice' could be an activity that actually has been tried and has worked, that is distinct from what may be a potentially good idea but has not been tested.

1.5 Organization of the Report

This report is organized according to the categories of emerging good practices identified in line with the overall objective of the PoS, which as described in section 1.3 was to contribute to the elimination of WFCL in Kenya through support to the NAP. After this introduction section, Section 2 discusses the methodology used in collecting information on good practices. Section 3 documents the five good practices identified by both the implementing agencies (IAs) and other stakeholders. This section also provides a brief analysis of lessons learnt under each of the good practice. Section 4 draws conclusions about good practices in child labour.

Chapter 2:

2.0 Methodology

2.1 Data Collection and Instruments

The documentation of good practices involved a rigorous exercise that entailed review of practices by all implementing partners. At the start of the data collection exercise, the research team held a consultative meeting with officials from ILO/IPEC who provided useful information about indicative successes of the partners across the country. Thereafter, each of the implementing partners was requested to identify between 2 and 4 practices within their action programmes, score them according to the guidelines described in the preceding section. In addition, partners were asked to provide a brief write up on lessons learnt for each of the identified practice.

A check list for identifying good practices from implementing agent's perspective was developed and circulated to all the agencies for self evaluation. In determining what constitutes a good practice, 12 criteria were developed and applied to all action programmes (APs). The 12 criteria were defined as follows:

Box 2: Criteria for Determining a Good Practice in Child Labour

1) Accessibility

Is the practice within easy reach of the target beneficiaries and other stakeholders? Is the practice straightforward or uncomplicated to the target beneficiaries and other stakeholders? Are the target beneficiaries and other stakeholders comfortable with the practice?

2) Effectiveness

Has the selected practice influenced or contributed towards the achievement of the overall objective? What are the verifiable indicators?

3) Efficiency

Has the selected practice influenced or contributed towards the achievement of the overall objective with a minimum expenditure of available resources (human, financial, material and time)?

4) Ethical Soundness

Does the practice follow principles of social and professional conduct? Is the practice consistent with ILO Labour Standards and Conventions?

5) Influence on National Policy and Legislation

Has the selected practice been instrumental in positively influencing national legislation or policy on child labour in Kenya?

6) Innovativeness

What is special about the practice in terms of achieving the overall objective? What strategies, initiatives and resources have been introduced over and above those provided in the initial work plan of the practice so as to enable (i) Provision of efficient and effective delivery of services; and (ii) Continuation over the medium to long term basis?

7) Participatory

Are the target beneficiaries and other stakeholders directly or indirectly involved in the practice?

8) Promotion of Innovative Internal and External Linkages

Has the selected practice been effective and efficient in facilitating innovative collaboration, networking and integration of activities that contribute towards attainment of overall objective?

9) Relevance

Is the practice contributing, directly or indirectly, towards attainment of the overall objective?

10) Replicability

Can the practice be replicated, either in full or part, under similar conditions or other different situations?

11) Responsiveness

Is the selected practice consistent with the needs of the target beneficiaries?

12) Sustainability

Is the selected practice likely to continue in some way, and to continue being effective over the medium to long term (particularly after the initial funding is over)?

2.2 Data Analysis

Each practice was scored against these criteria with each criterion earning a maximum of 5 points thus; each practice was evaluated against a total score of 60 points. The practices that had highest scores were further evaluated, prioritised, consolidated and scrutinised for documentation as good practices.

The research team also reviewed technical progress reports (TPRs) submitted to ILO/IPEC by implementing agencies in order to validate information provided by partners and also to beef up the report. Existing literature on good practices was also extensively reviewed. Field visits to some of the action programmes were conducted including through telephone and email interviews, with a view to familiarizing the research team with partners' activities and impact on the ground.

Chapter 3:

Identified Good Practices

The TBP Project of Support (PoS) to the National Plan of Action on the elimination of WFCL was developed building on previous interventions supported by ILO-IPEC through the Ministry of Labour. Therefore, some of the practices flagged out as good practices may have been started before the PoS became effective in Kenya. Nonetheless, the PoS played a critical role in building on, and strengthening them. In addition, it can also be argued that since some of the practices began well before 2004 and continue to impact positively towards the elimination of WFCL, they have stood the test of time which further makes them qualify as good practices. In this report five good practices are documented, namely:-

- 1) Community Based Child Labour Monitoring.
- 2) Community Empowerment & Creation of Community Safety Nets.
- 3) Child Participation.
- 4) Child Labour Mainstreaming.
- 5) Awareness Raising and Social Mobilization.

For each practice identified, a brief description of how the practice was designed is provided, how the practice was carried out and how it was anchored in the PoS. A justification using the key points explaining why the practice is considered a good practice is then presented. Finally, lessons learnt are identified for each of the good practices.

3.1 Community Based Child Labour Monitoring

Often, withdrawal of children from child labour has been approached by either: (i) illegalizing or banning child labour, (ii) declaring education compulsory or (iii) stepping up economic development process hoping that these interventions will directly stop children from working. In most cases, issues related to social and psychological aspects of working children are overlooked. The aspects of re-integration, retention and sustainability of children withdrawn from work are never given much attention.

3.1.1 The move towards the use of community structures

In order to coordinate and strengthen interventions for combating WFCL in Kenya, the TPB built on previous efforts and identified different community structures at various levels that would spearhead the efforts towards the elimination of child labour. The most common structures include the District Child Labour Committees (DCLCs), Locational Child Labour Committees (LCLCs) and Community Child Labour Committees (CCLCs). One of the most significant achievements of these structures has been the development of community based child labour monitoring (CLM) systems which as discussed in the following sections, provide a system for identification, withdrawal, referral, protection and prevention of child labour in the region.

The IPEC-PoS acknowledges that in some areas child labour monitoring structures were in existence while in others they had to be established (ILO/IPEC, 2004:50). Given the crucial role played by these structures in the implementation of action programmes at the district and community levels, PoS aimed at supporting these structures where they existed and facilitate their establishment in target districts which did not have them.

3.1.2 Child Labour Monitoring Structures

a) District Child Labour Committee (DCLC)

In Kenya, a district is a very important unit for development projects, because it is a focal point for development planning, resource utilization, security arrangement, among other important functions. For this reasons, most development agencies focus their activities in the districts. In order to deliver coordinated child labour interventions, the Ministry of Labour recommended the establishment of multi-sectoral child labour committees in all districts across the country called District Child Labour Committees (DCLCs). Even though DCLCs are present in many districts, their vitality differs and evidence shows that they are more established and active in PoS target districts. A DCLC is a committee comprising representatives and/or stakeholders who have a role to play towards the elimination of WFCL in the district. As a committee, a DCLC has an organizational structure, work plan and stipulated responsibilities.

The membership of a DCLC should be diverse so as to ensure that perspectives, ideas, resources and information about WFCL in the district are as comprehensive as possible. The diversity also facilitates different organizations to participate in joint planning, which reduces the duplication and wastage of resources. DCLCs should therefore draw

membership from international organizations active in the district, government departments, private sector players, non-state actors (including employers' and workers' organizations, CSOs, and faith-based organizations), as well as individuals. In most DCLCs, the District Commissioner, Children Office, Labour Office, Statistics Office, Probation Office, Police, and Municipal Council are among the key government departments that form membership.

The role of the DCLC is to galvanise the support of local communities in the fight against WFCL, leverage resources from on-going anti-poverty programmes and other local resources. In addition, a DCLC carries out the child labour monitoring function at the district level. It is also expected to facilitate and implement the process of eliminating WFCL at district level.

The main functions of a DCLC include:-

- i. Conducting research on the situation of child labour in the district.
- ii. Collection, analysis and storage of data for reporting on child labour situation in the district.
- iii. Coordinate all activities on child labour at the district level.
- iv. Resource mobilisation from IGAs, and anti-poverty programmes such as CDF, LATF, Education Bursary Funds and HIV/AIDS Fund.
- v. Facilitation and interpretation of legislation and policies related to child labour.
- vi. Monitor and evaluate child labour cases at the district level.
- vii. Ensure that officers discharge their duties as they pertain to child labour.
- viii. Working with employers to adopt and implement anti-child labour practices.
- ix. Oversee the activities of local child labour committees .

The DCLCs have a responsibility of establishing a data collection system to capture activities in the district which are aimed at curbing child labour. In addition, DCLC is supposed to coordinate and oversee activities of local child labour committees and partner organizations. The DCLC also provides a link among all organisations in the district doing similar interventions. This helps in facilitating learning among partners, ensures that there is no duplication of efforts and that resources are utilized in the most efficient way.

The composition of the DCLCs differs from one district to the other as shown in Table I. However, the composition in most cases reflects on the diversity of stakeholders in child labour issues within the district. Similarly, in some districts particularly those where child labour projects are being implemented, DCLCs are more active than in those districts without active child labour projects.

Table 1: Membership of Selected DCLCs in Kenya

	District	Executive	Other Members
1.	Kiambu	Patron - DC Chair - Education Officer Secretary - Labour Officer Treasurer - Children's Office	DDO Statistical Officer Agriculture Office Public Health Police Trade Unions and FBOs County Council Child Welfare, CCF, Mucii wa Thayu, Children's Home
2.	Mombasa	Chair – Labour Office Municipal Council Children's Office	Bureau of Statistics Registrar of persons Mo Health 2 – FBOs 3 - CSOs 4 LCLCs have been formed each of which has a support group
3.	Embakasi - Nairobi	Patron - DO Chair – Labour Office Secretary – Children's Office Treasurer – Social DO	8 LCLCs were formed
4.	Kwale	Patron - DC Chair – Labour Office Secretary – Labour Office Treasurer – County Council	Maendeleo ya Wanawake, Adult Development Office, Information Office, Development Office, Children Office, Education Office, Police, CBOs & FBOs, Probation Office, and Youth Office.
5.	Suba	Patron - DC Chair – KUDHEIHA Secretary–Labour Office Treasurer – Labour Office	SHARE (Kenya), MYWO, District Youth Office, CDF, KNUT, DDO, MOH, Registerer of Persons CRCs - 65 Help Desks - 7
6.	Kitui	Chair – DC Secretary – Children's Office Treasurer – Labour Office	CSOs, CBOs, Education, Police, County Council, Trade Unions, Kudheihia, FBOs

In all the 15 districts where IPEC-PoS was present, respective DCLCs successfully coordinated child labour activities such as Income Generating Activities for parents, provision of school feeding programmes, provision of school uniforms, sensitization and trainings, engagement in policy processes and community consultations. This has resulted in increased number of withdrawn and prevented children from WFCL.

Experience has shown that where the District Commissioner or Education Officer plays an active role as patron or as the chair, the DCLCs are more vibrant than those whose chairpersons and patrons are different. Equally, DCLCs with higher representation of stakeholders tend to be more vibrant than those with low representation. These are

some of the reasons attributed to the success recorded by Kiambu and Suba DCLCs. These two DCLCs (Kiambu and Suba) were able to establish child rights clubs in their respective districts, initiated income generating activities for parents/guardians, and provided school uniforms and other support to children. They also worked closely with the community to start off school feeding programmes through sensitization of parents, guardians and community members.

Table 2: Success stories of different DCLCs

In Kiambu District, the DCLC has undertaken various activities related to the elimination of child labour. Some of these include income generating activities in 25 Primary Schools with activities such as growing of nappier grass and bananas and keeping of goats. Families have also been supported to start IGAs; 5 Help Desks have been established and are manned by volunteer children officers. In addition, about 40 youths have been assisted to join polytechnics where they are getting training on vocational skills. More importantly, 5 Child Rights Clubs have been established in 5 schools and about 50 members of the DCLC and LCLC have been trained and sensitized.

In Busia, the DCLC has been organising awareness meetings and has even managed to bring political leaders to address such gatherings.



*Members of Kiambu DCLC having a meeting, when they hosted a
Zambian delegation who came to share experience in 2007*

b) Locational Child Labour Committees (LCLC)

After the DCLCs, the next level for delivering interventions aimed at curbing WFCL in Kenya is the Locational Child Labour Committee (LCLC). These committees are mainly based at the Location level and are chaired by the area chiefs. A Locational Child Labour Committee (LCLC) may be defined as a committee comprising of officers, representatives of concerned institutions

and stakeholders who have a practical role to play or can contribute towards the elimination of child labour at the point where the problem occurs. For the committee to function properly, it is necessary for the LCLC to set up a governance structure. It must be noted that LCLC are only essential in those locations where child labour problem persists. In other words, it is important to first and foremost establish the existence of child labour in the respective locations before a committee is formed. LCLCs provide a direct contact between the beneficiaries and the implementing agents.

The DCLC in most cases takes the initiative to establish LCLCs where there are already ongoing programmes or in locations where the child labour problem is known to be pervasive.

Membership to the LCLC includes a District Officer (DO) or a chief who in most cases is the chairperson; community development assistant, representatives from government department, area councillor, faith-based organisation, police, school heads, local CBOs, and representatives of the business community. Again it is important for the membership to be as diverse as possible so as to create synergy in the fight against WFCL.

The functions of LCLC are to:-

- (i) Implement child labour initiatives at the Location level such as sensitisation and awareness raising activities as part of prevention.
- (ii) Analyse the child labour situation in the location.
- (iii) Be in charge of child labour monitoring system at the locational level.
- (iv) Carry out direct action in the prevention, withdrawal rehabilitation and integration of children formerly involved in child labour.
- (v) Provide a linkage with the community child labour committees in the location (where they exist).
- (vi) Create linkages with other organisations / groups within the Location and outside agencies like the District Development Coordinating Committee.
- (vii) Assisting the DCLC to collect data needed for monitoring and evaluating progress.

c) *Local/Community Child Labour Committees (L/CCLCs)*

Experience so far indicates that community based interventions by IAs are more efficient and more effective when community participation is formalised through creation of structures that have formal responsibility for project activities under the project. One of the fundamental structures in the elimination of WFCL is the Local/Community Child labour Committees (L/CCLC) which basically represents a smaller unit of intervention.

IPEC has supported IAs to form L/CCLCs that have been charged with the responsibility for overseeing activities at the project sites. A L/CCLC is a committee composing of stakeholder representatives and local influential people who become a driving force in fighting WFCL in a community.

A L/CCLC can be factory-based, school-based, plantation-based, church-based or village based. However, the most important consideration is that members must be as representative as possible. In most cases, representatives of families directly affected by child labour along with the village government, the primary education, religious institutions must be included. Positive experiences have also emerged from including district representatives on the L/CCLC, as this tends to promote mobilisation of district resources.

By being in charge of a smaller operating area, L/CCLCs provide a practical base for child labour monitoring systems. At this level, it is possible to collect information regarding child labour problems using informal means. Because people in the community know one another, it becomes easier for L/CCLC members to know which and whose children are falling back in school attendance or which family is in distress.

The L/CCLC performs the following functions:-

- Monitoring of the child labour situation locally.
- Creating awareness.
- Mobilising local resources.
- Supporting individual children and families.
- Formulating and enforcing local by-laws.

Experience from support to establishment of L/CCLCs so far clearly shows that intensive support and follow-up from the implementing agency to the L/CCLC is crucial for the long term sustainability of activities against WFCL in the community, as well as for the sustainability of the L/CCLC itself. In the instances when newly established L/CCLCs have received insufficient support from the implementing agency, the L/CCLCs have often just withered away gradually.

The type, extent and duration of support needed by the L/CCLCs will depend on a number of factors, such as the material resources locally available, the skills and personality of individual committee members and the composition of the committee. It is clear however, that “moral support” from the implementing agency is most often needed to drive the process forward. In addition, L/CCLCs often need technical support, material support and financial support at least to kick off interventions. Only in very rare cases will the L/CCLCs be able to mobilise sufficient financial resources locally to prove its value, in terms of concrete improvements for children,

to the community. To ensure that interventions take-off initial IPEC support, through the implementing agency, was instrumental and served to catalyse subsequent local resource mobilisation.

The composition of the L/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 the government administrative machinery, who have power, knowledge and authority to deal with child labour issues. For example, the participation of the area chiefs as the chair of L/CCLC is important as they are able to enforce government policies and directives. However, when they try to enforce it alone they may not be as successful as when they are backed by legitimised child labour structures at any level.

In addition the L/CCLCs were instrumental in providing cost effective monitoring systems within the community. They were also very prompt in identifying the right interventions available within the community be it a school, hospital, vocational training, or police again depending on the nature of the case. Through this mechanisms, L/CCLCs played a key role of referral and most important in the follow-up/monitoring of cases. There was evidence where a L/CCLC followed a case of withdrawn children who had gone back to child labour and took them back to the service where they had been referred to. We can therefore argue that L/CCLCs and indeed other monitoring structures to a large extent provided safety nets for child labourers in the community.

Community based structures such as Local Child Labour Committees headed by chiefs have been found to be important structures in reaching the actual beneficiaries of the programmes. In other words, they are key entry points in identifying children in child labour, assessing their needs and referring them to service providers including schools, youth polytechnics, 'jua kali' skills providers and hospitals. It was found to be a good practice as it relied on the local people in addressing problems in the community. In cases where children are found to be in special needs, they are referred to the DC/DO, police or homes that offer shelter. These committees also carry out follow-ups to ensure supported children remain in schools/training and if they drop out, they follow them up to find out why they dropped out and, where possible, return them back to school or to vocational training institutions.

The use of community volunteers (community facilitators) has far reaching impact including community ownership of the project. Since volunteers are from the community, partners found that there was a close monitoring and follow up of children withdrawn from child labour. In addition, these facilitators worked closely with the L/CCLCs in terms of tracking, identifying and monitoring the children in child labour and those who had benefited from the programmes. In other cases,

³For details on the CLM see, <http://www.ilo.org/ipcc/Action/Childlabourmonitoring/lang--en/index.htm>

the implementing partners encouraged community members to form into community based organisations (CBOs) so that they become formal outfits which could easily get assistance from donors and/or government. Some partners also linked community facilitators with government departments dealing with child labour issues, whereby a few of them were absorbed to work for these departments as volunteer children officers.

3.1.3 Community Child Labour Monitoring Systems

Community based Child Labour Monitoring (CCLM) is the periodic or regular checking on the situation of child labour in a community mainly conducted by the CCLCs to identify which children are engaged in WFCL, the nature of intervention being provided and follow-up on these cases after the intervention. CCLM was intended to generate information which can be used by decision makers to improve programmes and service delivery.

One of the most effective means of addressing child labour is to regularly check the places where girls and boys may be working. Child labour monitoring (CLM) is the active process that ensures that such observation is put in place and is coordinated in an appropriate manner. Under the PoS, CLM was strengthened at the community level through the CCLCs. In practice, CCLM involved the identification, withdrawal, referral, protection and prevention of child labourers through the development of a coordinated multi-sector monitoring and referral process that aimed to cover all children living in a given geographical area. Its principal activities included regular and repeated direct observations to identify child labourers and to determine risks to which they are exposed to, referral of these children to service providers, verification that they have been removed and tracking them afterwards to ensure that they have satisfactory alternatives³ and that they have not fallen back to child labour.

The overall objective of CCLM was to ensure that as a consequence of monitoring children and young legally employed workers are safe from exploitation and hazards at work. The active scrutiny of child labour at the local level is supported by a referral system which establishes a link between appropriate service providers and ex-child labourers. The CCLM process involved identifying the workplaces where children are employed; identifying the risks the children are involved in and following up on the status of children supported through an intervention. Measures were also put in place to ensure that those children withdrawn from labour indeed remained where they were referred to without slipping back to child labour.

3.1.4 The Project of Support Targets

This intervention was outlined in the PoS under Objective 4, on *‘effective model interventions to withdrawal of children from WFCL and to provide access to quality primary education and vocational training’*. It is noted that during the AP preparations, IAs were given technical support by IPEC team to develop sound proposals which included effective model interventions. The IAs were also given appropriate training on CLM. The PoS had a target of establishing CLM in 15 districts but was able to implement CLM in 14 districts. A total of 45 institutions at district levels and 3 at national level had their capacity enhanced. In terms of child labour committees, PoS had a target of establishing functional child labour committees in 450 schools/project sites, which was adequately reached. The PoS had a target of withdrawing 15,000 children from WFCL and sending them to schools and training institutions. The target was met as exemplified by the fact that by September 2008, a total of 14,601 children had been withdrawn from WFCL and referred to learning institutions. Through the community structures, the PoS was able to support 25,136 children out of a targeted 22,000. Of these, 14,601 were withdrawn while the rest (10,535) were prevented from child labour, especially its worst forms.

3.1.5 Elements of Good Practice

The existence of child labour monitoring structures provided an institutional framework for undertaking interventions for the elimination of WFCL in Kenya. Indeed, evidence showed that most of the implementing agents used these structures as entry points to the community where projects were to be implemented.

The child labour monitoring structure similarly paved way for sustainability of child labour projects in the community. This was due to the fact that communities participated in the projects from the time of project inception to completion. Due to the fact that the communities participated actively in the project, a sense of ownership was developed which again enabled community to mobilise local resources.

In most cases, these community based structures provided better ways for managing resources. For example, there were DCLCs which operated bank accounts and were able to mobilise extra and/or additional financial resources from anti-poverty programmes in the district such as the CDF, LAFT among others. The resources mobilized supported more children especially those who had been withdrawn, completed their primary education and had successfully transited to secondary schools.

This practice provided a participatory approach in the implementation of the projects as the community was integrated into the project at the initial stages of implementation. By engaging the local community through various monitoring activities, the sense of ownership is inculcated in the community which was important in ensuring sustainability of the project outcomes. The intended beneficiaries are well identified and reached making the practice very effective. The use of local structures was certainly a useful model of working with the community and therefore can be replicated in many other areas when the implementation of the NAP is extended.

Evidence from progress reports and informants, particularly IAs with direct interventions, shows that they worked closely with community based structures in providing local safety nets, carrying out child labour monitoring and in mobilizing additional local and international resources for the fight against WFCL.

3.1.6 Recommendations and Lessons Learnt

All partners worked very closely with existing structures and also played key roles in strengthening their operations. In the areas where monitoring structures were non-existence, IAs mobilized communities to establish such structures. IPEC was particularly helpful in the formation of these structures particularly the LCLCs, which were based at community level. IPEC encouraged implementing agents with direct interventions to mobilise communities to form legal structures, which would carry on with the work of combating WFCL even when the project came to an end. As a result of this initiative most IAs implemented their interventions through these structures and by the end of the project, community ownership was ensured. In other words, establishing community based-structures promoted not only ownership of the projects, but also improved community participation in the fight against child labour.

For enhanced effectiveness of these structures, it is necessary that government plays a lead role in the running of the committees. A successful model is where committees are headed by government officials particularly those in the education sector or chiefs. Equally important is the diversity in the composition of the committees, which not only strengthens the decision making process but it allows the creation of synergies.

There is need to 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 local leaders in the project area for effective project implementation. There is need for continuous interaction and information flow from DCLC to LCLC and finally L/CCLC and vice versa for effective monitoring of WFCL in Kenya.

3.2 Community Empowerment and Creation of Community Safety Nets

Poverty has widely been blamed for the large number of child labourers in Kenya. Elsewhere, it is argued that, children engage in child labour as a survival strategy either to supplement household incomes or to feed their siblings in the case of child-headed households. Although this debate on poverty and child labour is far from complete, empirical evidence tends to support the hypothesis that poverty is among the main causes of child labour.

As poverty at household level is identified as one of the major causes of child labour in Kenya, addressing the issue of livelihoods and the fight against poverty must be a central element of any initiative to eliminate WFCL. Tackling poverty at the household level essentially entails economic empowerment of families. Within the framework of preventing WFCL, this has been done primarily by supporting family based IGAs.

Under Objective 5 of the PoS, vulnerable groups and families prone to WFCL were targeted for economic empowerment and community safety nets (IPEC, 2004:32). Specifically, the PoS aimed at:-

- Identifying vulnerable groups and families in the 15 target districts.
- Assessing opportunities and programmes, including through structures of workers' and employers' organisations in targeted districts and communities.
- Linking identified vulnerable groups to the identified opportunities and programmes.
- Providing training to identified vulnerable groups on opportunities and programmes.
- Providing support to families with children withdrawn from WFCL.
- Assessing and strengthen systems of community based safety nets in the targeted districts and communities.

The PoS had a target of linking 3,000 families to social and economic programmes from the 15 targeted districts. A total of 2,257 families were reached with IGAs. Again the project had a target of strengthening safety nets in 300 communities. The programme was able to strengthen 288 communities which represented 96%. In terms of economic ventures initiated the project had a target of 500 which was exceeded by nearly 10% as a total of 543 economic ventures were initiated by the end of the project.

3.2.1. Description of the Practice

Economic empowerment of vulnerable groups and families within communities is crucial in eliminating child labour, given the close relationship between poverty and engagement of children in the WFCL. Through economic empowerment families are able to release their children previously engaged in WFCL to attend schools or vocational training with much ease. Under the PoS, this practice sought to improve the livelihoods of the community by introducing income generating activities (IGAs), formation of self-help groups (SHGs), creation of savings schemes and other economic opportunities for the households. In other cases, children withdrawn from WFCL were supported with uniforms and other scholastic materials thus easing the burden of parents at least until their IGAs and self-help groups had been strengthened.

In practice, community empowerment included:-

- Establishing Rotating Savings and Credit Associations (RO SCAs) and offering credit facilities to members.
- Apprenticeship in vocational training for self reliance.
- Vulnerable groups, e.g. orphans and disabled children, being supported and also engaged in school IGAs .
- Sourcing of school materials and training opportunities within the community for economic empowerment.
- Support for family IGAs through introducing exotic value addition crops such as grain amaranth, aloe vera, and mushroom to generate increased incomes .
- Families were supported through provision of livestock such as goats, sheep as well as for bee keeping ventures.
- Parents were encouraged to form self-help groups through which savings were mobilized and training and social support provided for members.

3.2.3. How the Practice was carried out

The issues relating to the identification and selection of vulnerable groups and families who were to benefit from support was done in a transparent and agreed upon manner according to pre-set priorities. IAs ensured that the community where the project was to be undertaken agreed to the selection criteria and that groups or families thereafter identified were indeed vulnerable. Family members of withdrawn children were also encouraged to participate in the process of selection. At the start of the project, IAs were technically supported by IPEC in identifying vulnerable families and guardians with the community. In addition they obtained information about the existing economic opportunities from DCLCs, LCLCs and L/CCLCs in their areas on a continuous basis throughout the implementation cycle of

the project of support. LCLCs and L/CCLCs were well placed to carry out the identification of vulnerable families as they were well informed about the community in which they operated.

When identifying IGAs a number of considerations were made. First, was whether the type of activity identified was in line with the family priorities and resources. Second, whether the resulting products were in demand in the local market and that they fetched reasonable price per unit of input. Thirdly, an IGA must be such that the family or the group is able to continue running long after when the IPEC support is withdrawn. Fourthly, there must be avenues through which families or groups running an IGA were linked either to Micro-Finance Institutions (MFIs) or other partners for possible support. In order to ensure that IGAs were relevant and manageable by the family, the actual selection was based on substantial discussion between the family and members of the L/CCLC, the IAs, and in some cases district extension officers with relevant technical expertise.

It is important to note that there was not standard procedure on how the practice should be carried out, therefore the innovative approaches by the implementing agents working in different areas and circumstances is what makes this practice a good practice.

In one of the action programmes, parents and guardians were formed into groups and their capacity built through training. The groups were encouraged to mobilize their own resources and start saving small amounts of money every week. Groups of 15-20 members were encouraged to save some little money on a regular basis and with their savings they were able to build revolving funds. Once the fund had enough money members started borrowing and then repaying the money at very low interest rates. Members in the group acted as loan guarantors to one another so as to reduce the rate of defaulting. After one year, some individual groups had savings upto Kshs.50,000 with the total savings mobilized from some 25 groups in one of the project district amounting to over Kshs. 500,000. This did not only provide extra income for the families but also inculcated a culture of savings as well as change of attitudes about their being poor and their ability to borrow and pay back. The level of confidence for these group members was greatly enhanced.

In another action programme, vulnerable community members were employed to provide support services for child withdrawn from child labour particularly in the feeding programmes at schools. In this case, vulnerable members of the community duly identified and vetted by the L/CCLC were employed to do the cooking of meals to be served in the school feeding programmes. In other situations, local artisans in the

community were awarded tenders to make school uniforms, desks and shoes for the withdrawn children. This provided additional incomes at household level.

In a related effort, APs have also been giving vocational and skills training to children withdrawn from WFCL. What is important in this case is the fact that children are given an opportunity to select the kind of skills training they are interested in after an induction into many such opportunities. What is critical is the fact that rather than the IAs selecting what is good for a child, that particular child is given a chance to participate in the decision making process on the course he/she wants to train in.

In most cases, the project utilized local artisans to provide withdrawn children with relevant skills. In addition, the programmes relied heavily on local suppliers in the effort to empower the local community. After rigorous training, children were in most cases enrolled for grade tests as a way of obtaining certification for the training. While children benefit from the training, the community also benefits by being given a chance to train these young children.

Besides IGAs, viable safety nets in target districts and communities were identified by the partners implementing specific actions in these areas and were assessed continuously as the APs were being implemented. Formation of self-help groups was encouraged by most IAs as a sustainability safety net strategy. The self help system is a proven communal social security system in Kenya that has continuous benefit to many poor people. Other systems such as “Merry-go-round” were also encouraged for the obvious benefits to members. In this system, a group contributes money periodically and 1 or 2 members receive it in turns until all members benefit. IAs have mainstreamed support for such safety nets in their programmes while some IAs that traditionally work on community empowerment have had great success in this area (IPEC, 2008). To date the formed self help groups have each mobilised close to US\$1,000 with the membership continuing to save and borrow. Over time these groups will be able to improve the livelihoods of their members who are then able to support their children thereby reducing the risk of entering or remaining in child labour and its worst forms.

3.2.4. *Elements of Good Practice*

The practice is very effective in that it empowers the community and households collectively. It has been observed that IGAs supported households in terms of livelihoods while children withdrawn from WFCL benefited through uniforms, food, and vocational training. This combined support allowed households to stabilise and thus carry on the duty of providing their children’s education needs after a period of about one year.

The programme encourages participatory approaches to ensure participation by many members of the community in both the identification, selection and the implementation of the project. By involving L/CCLCs, community members are able to follow up and monitor the beneficiaries, whether they are families or individual children. Therefore, the programme is effective as it reaches all expected beneficiaries and has great impact on their livelihoods.

The idea of mobilising the community in order to start Rotating Savings and Credit Associations (ROSCAs) among those ‘considered poor’ is an emerging approach towards the elimination of WFCL in Kenya. It is being practiced in most of the targeted PoS districts. It has also been demonstrated that “the poor” have resources, which if well mobilized can contribute to the fight against child labour.

The practice allows a continuous process from project planning through implementation with an aim of consolidating the project sustainability and exit strategy which focuses on capacity building of communities. Families were encouraged to make use of traditional safety nets approaches such as Merry-Go-Rounds, Self Help Groups, “Chamas” (savings clubs) that have been tried and tested over time and more importantly are acceptable in most communities.

3.2.5. Recommendations and Lesson Learnt

This practice generated positive results in the elimination of WFCL in Kenya. Chief among them was the skills acquisition by children withdrawn and who were beyond the primary school going age. A good number of withdrawn children were able to get employment when they completed their vocational skills training. They are not only independent, but also earn a decent income (see the case in Box 3). Others were able to start their own business thanks to financial support from the implementing agents who provided them business start-up support.

Box 3: Sky is the limit for Esther Emoja

Esther is an 18 year old girl. She is the second born in a family of 4 siblings. Before joining the Undugu Informal skills training in the year 2006 to train as a dressmaker, Esther worked for long hours with little pay as a house girl in Mathare slums. Esther comes from Kakamega District, Western province. Having lost her father at a tender age, she was brought up by their widowed mother. Due to poverty, their mother could not afford to pay for her secondary education after completion of her primary education thus the girl's hopes in life had diminished. She came to Nairobi in search of employment in 2004 ending up as a house girl. Esther was rescued after a good samaritan referred

her to Undugu Society. An assessment was carried out by USK officers and she was identified as a beneficiary. She was thus recruited and introduced to various skills/trades that are offered by USK during a 3 days trade choosing workshop held at Undugu's Mathare office. She decided to do a dressmaking course and identified a trainer- Charles Oduor at Mathare North Market stall No. 10, where she was placed for her on job training. After a year's rigorous training combining theory and practice, she was registered for a government Grade 3 examination which she sat in November 2007 at Karen Institute. She passed the examination and in 2008, she secured a full time employment with a Mama Rachael at Huruma market. Although she does not disclose her pay, Esther is full of praise of USK and her sponsors for coming to her rescue during her hour of need. She now assists her mother in taking care of her younger siblings.

The implementation of APs with special attention to supporting families was started in January 2007 and the support to families started in April 2007. It is commendable to note that by September 2008, a total of 3,521 families had been supported through the PoS.

In the photo below, girls withdrawn from child labour were provided with life changing skills that guaranteed them income and better livelihood alternatives.



“ Skills training in Hairdressing”

This is a show case of girls withdrawn from domestic child labour in Nairobi's Korogocho slum. They were then taken to a local hair dresser in the neighbourhood and were trained with appropriate skills in hair dressing. They are plaiting hair where on average each girl makes at least US\$ 8-13 per client. Upon completion of the training, these girls were able to secure employment in other salons in the neighbourhood and one of them has since opened her own hair salon.



“ Skills Training in Tailoring”

In the above picture, boys and girls withdrawn from child labour in Kakamega are seen undergoing a tailoring programme with the help of a local artisan. Upon completion, some of them were assisted by the IA to start their own tailoring business, while others secured employment with other local artisans. At the moment all of them are earning decent income.



“Farmers supported by APs admire their crop of grain amaranth, which improved nutrition status and household income.”

In the picture above, farmers working in the community have been trained to grow Grain Amaranth, which is not only drought resistant but also rich in nutrition. Through support from an IPEC AP, those who would otherwise send their children to work are taking them back to school because they have food security and are able to earn income from their farming activities. Goat rearing is another common IGA among families in the Eastern regions, who were initially supported by the IPEC's IAs.



“Child Labour Self Help Groups displaying one of their Income Generating Activities (Goat Rearing) for supporting their children to remain in school.”

3.3 Child Participation

3.3.1. Brief Description of the practice

Child participation has been identified by ILO and other actors as a primary tool in the fight against child labour. Effective participation among children not only enables them to understand and articulate their rights but also provides children with an opportunity to monitor child labour among their peers, to play a central role in activities for stamping out child labour and to monitor these efforts.

Among the tools used by the PoS to promote child participation has been the use of the SCREAM (Supporting Children’s Rights through Education, the Art and the Media) methodology, which promotes child rights clubs (ROC or CRC); sports clubs (Sports to Raise Awareness); debate clubs; child to child withdrawal & monitoring; and children expressions in songs, dance, and poetry. The activities may be opening young people to future careers as writers, entertainers, singers, etc. CRCs have also exposed children to the outside world by allowing them to participate in national events such as Day of the African Child and World Day Against Child Labour.

3.3.2. Necessary Conditions for the Practice

Kenya has developed guidelines for Child Participation that provide for considerations that form the necessary conditions in child participation. The PoS made deliberate efforts to ensure that child participation forms a key cross cutting issue in all the direct action programmes. Although this document is not an evaluation, it is possible to point out that child participation was effectively incorporated in virtually all the activities. A specific agency with wide experience in engaging children was mandated to coordinate child participation in all the partners’ activities. Virtually all the

APs worked on child participation observing the following necessary conditions:-

- Children getting ample time for preparations.
- There were trained persons namely teachers, social workers and others to facilitate the children to prepare.
- Awarding children after the participation so as to motivate them
- Children being encouraged and appreciated.
- Emphasis on patience on the part of the school, teachers and implementing partner.
- Children being exposed to adequate knowledge and understanding of child labour.
- Chaperoning of children as provided for under Kenya's guide lines for child participation.

3.3.3 *How the practice was carried out*

Organizations that have stood out strongly in child participation in the elimination of child labour have also had a track record in working with children from the broader framework of child protection. Although there have been variations in the concept and the way it is applied, emphasis has been to give children a voice and space in the elimination of child labour and to facilitate them to be central in the efforts aimed at correcting their situations and conditions. Specifically, some of the key programmes and activities initiated under child participation include formation of the following structures, among others:-

- Child Rights clubs in schools and communities entail child participation skills; promote interactive skills, group dynamics and training children as facilitators.
- Debate clubs in schools. However, it has been observed that these debate clubs will inform policy only when the voices of the children go beyond the school environment.
- Creative Arts forums that included the use of drama, songs, poetry, etc.
- 'TUSEME' programmes that encourages children, especially girls to speak out about their issues.
- Sports and tours for exposing children to different environments and for experience sharing with other children .
- Legal forums and clinics for enhancing children's awareness of their rights and possible courses of action when those rights are violated.
- Capacity building programmes for law enforcement officers to understand child rights and child participation.
- Radio programmes, with children being key participants.

The photo below shows children using art to raise awareness on child labour.



“Using Art to Raise Awareness on Child labour”

In the photo below, children developed a poster indicating that employing a child is a crime. The poster is in the local Dholuo language making it very accessible to the community. In this regard, children participated in sensitizing on child labour.



‘Employing children is a crime’ – a message in Luo language on a poster produced by a child in Siaya district

Children also participated in school IGAs. They used these opportunities to learn about new ideas and were later able to introduce these to their families. In Siaya District, for example, growing of Grain Amaranth was introduced through schools’s agricultural projects. Pupils were then given seeds and told to introduce the same at home. The same has happened in the growing / planting of (fruit) trees. Many families have started new IGA ventures through the knowledge gained by their children in schools.

3.3.4. Justification

Child participation has become a reality in Kenya and is helping pave the way for greater impact in the elimination of child labour. By their participation, children have managed to show innovations, voice their concerns and opinions, get enlarged spaces for articulating child labour issues affecting them and shape policies. Through child participation, children have been able to engage policy makers including Cabinet Ministers. In recent activities, children have shared podiums with key policy makers as joint chief guests thus voicing their own issues. The practice of children speaking out has gained broad acceptance in recent times.

3.3.5. Outcomes

Our assessment reveals three innovations that stand out very clearly in the efforts in child participation, i.e. use of creative methods, gender responsiveness and a rights-based approach.

On creative methods, the IAs facilitating child participation have used non-conventional techniques such as music, song, poetry, drama, soccer, drawing, use of local resources, and others not only to develop interest in children but also to address pertinent issues. This methodical uniqueness has relevance for children but it also brings with it impact and effectiveness.

On gender responsiveness, working with children has been approached from a gender angle with gender sensitive pedagogy being forged in, facilitated and applied in real situations. For the fight against child labour, this is a critical issue given that child labour is gender specific with certain issues affecting boys more than girls and vice versa. PoS thus succeeded in mainstreaming gender across the programmes. Girls' voices were especially amplified in the areas of sexual abuse, early marriages and lack of educational opportunities.

Regarding rights-based approaches, efforts have been directed at using the UNCRC, the African Charter and the Children Act as the points of departure when engaging children. These instruments clearly spell out the rights and responsibilities of children hence they come in handy in helping to entrench the fact that elimination of child labour and giving children access to opportunities for growth, development, participation and protection are not favours but rights coupled with responsibilities for the children. It is notable that rights-based issues are still nascent in Kenya hence child participation has come in to pick on a global, topical and timely issue. Given that Kenya and the world are moving towards this direction, the replicability of child participation and its entrenchment in policy are needed now more than ever before.

3.3.6. *Lessons learnt*

From this analysis, it has become clear that it is critical to work with children in engaging policy makers and other stakeholders throughout any project. Working with local structures (DCLCs, LCLCs, CLCLs, children forums) especially through child participation efforts will definitely produce good results.

Further, efforts aimed at the elimination of child labour are bound to work optimally when there is emphasis on stakeholders, including children, sharing and discussing information on the rights as well as responsibilities of children.

When issues of child labour are identified at the local level through children's participation in CCLC and other forums, there should be a defined channel through which information is sent to the DCLC and national structures. At the moment, reporting is not well defined.

3.4 Child Labour Mainstreaming

3.4.1. *Brief Description of the practice*

Mainstreaming of child labour in other efforts is not a new phenomenon in Kenya but it has stood out more clearly following the PoS. It involves the identification of the issues to be mainstreamed, assessment and determination of mainstreaming opportunities and providing linkages to those issues and the central question at hand, e.g. child labour. Different studies and assessments have shown that child labour and other phenomenon, e.g. HIV and AIDS, needs to be mainstreamed in various strategies, efforts/programmes and sectors ⁴.

3.4.2 *Necessary conditions for the practice*

The necessary conditions for mainstreaming particularly with regard to child labour include:

- Knowledge and understanding of child labour issues both from international and national perspectives.
- Support to incorporate child labour into existing programmes, policies and strategies.
- Continuous collaboration and linkages for tracking the mainstreaming process.
- Attitude change on those that are mainstreaming.

⁴ ILO (2008) Mainstreaming Handbook of HIV in child labour efforts.

3.4.3. How the practice was carried out

In response to mainstreaming concerns, the PoS has been supporting government departments and other organizations dealing with children's matters by training their staff on child labour. IPEC also trained different groups e.g. media practitioners, and the staff of IAs implementing IPEC APs as well as other stakeholders working on child labour. Capacity building for mainstreaming also included creation of a Child Labour Division in the Ministry of Labour to coordinate child labour activities in the country and a National Steering Committee to address the policy and implementation issues regarding child labour in the country. At community (district) level, child labour committees were set up to address and coordinate child labour activities from the district up to the locational or village level. Also, IPEC supported activities have been mainstreamed in the activities of some participating organizations.

Mainstreaming child labour falls under PoS Immediate Objective I on a “*knowledge base to support Action against Worst Forms of Child Labour Expanded*”. Under this objective, studies were conducted on child labour (child labour analytical study, Knowledge, Attitude and Practices, KAP survey and CSEC study) and a survey on CSEC in collaboration with UNICEF. Some of these studies have been used to develop subsequent programmes such as the TACKLE.

Specifically, the PoS has managed to mainstream child labour in the efforts such as teaching and training, radio programmes, national data processes, broader efforts such as the Medium Term Plan, MDGs and UNDAF.

On teaching and training curriculum, APs with the University of Nairobi and the Institute of Education have especially been instrumental as agencies that have entrenched child labour in curriculum for primary and secondary schools, teachers' colleges and local universities with the result that more room is created for socializing teacher trainees, students and pupils on dynamics and causes of child labour, its illegality and effects and the options available. Child labour modules were mainstreamed in the different curricula and research on WFCL stimulated in universities. This is powerful element of sustainability given that there is potential to change young people's attitudes early enough and stimulate passionate action towards elimination of child labour.

Child Labour Statistical Data – In 2008, the Kenya National Bureau of Statistics (KNBS) has produced an analytical report on child labour in Kenya as a module of the Kenya Integrated Household Budget Survey (KIHBS) 2005-2006. The PoS has a strong support for a data-based approach from the project's design to implementation, which has enhanced effectiveness of interventions. This report released in June 2008 has boosted the much needed data concerning regional and national estimates of

the extent of child labour. The report went further to analyze the character, nature, size and other vital characteristics of child labour in the country where a large proportion of the adult labour force is already unemployed. The total number of working children recorded was 1,012,187 comprising 535,197 boys and 479,987 girls compared to 1.9 million children who were reported working in 1999 through the Integrated Labour Force Survey. The report provides data that has been ever elusive on Kenya's achievements towards the elimination of child labour. Related to this are plans to include a module on child labour variables during the forthcoming Kenya's Population Census 2009. The centrality of data on child labour is not only critical but also a serious input to programming, monitoring and evaluation hence this mainstreaming of child labour in the national data processes comes in handy in efforts towards the elimination of child labour and gets into Kenya's history as a key milestone.

Radio programmes for mainstreaming child labour in teaching and training programmes in primary and secondary schools and teacher training colleges were developed. In addition, sensitization programmes on child protection issues by some APs picked up issues of child labour resulting in wider sensitization and mobilization. The airing of child labour issues alongside other issues is a key milestone since large numbers of people are reached through this integrated approach. Accordingly, child labour adopted a more profound space and profile and efforts towards its elimination have been heavily boosted. This mainstreaming creates for effectiveness especially for the social mobilization aspects of work on child labour.

Mainstreaming child labour in MDGs, PRSPs, Kenya Education Sector Support Programmes (KESSP), and schools' drama festival, Decent Work Country Programmes, microfinance efforts, UNDAF and other initiatives such as CSEC work in tourist hotels has potential for linking the fight against child labour with broader development efforts. This effort links very well with the PoS's Immediate Objective 3 on *"relevant policies and programmes are linked and target the needs of children"*. Under this objective, the project and its partners worked closely with education programmes (both formal and non-formal), the planning and labour ministries and research institutions to ensure that child labour features prominently in major poverty reduction and wealth creation efforts and in the medium term plan (2008-2013) of the Vision 2030.

The rationale for this mainstreaming is that child labour will not be fought through piecemeal efforts specifically targeting the vice but through a comprehensive broad based approach.

Districts like Kwale and Kiambu serve as local examples of decentralised efforts to mainstream child labour in a district development plan. This is

a critical example of local level commitment to working with children, especially those in or at risk of child labour.

Together with other efforts such as having child labour within Vision 2030 and the current MTEF, National Children Policy 2008, National Youth Policy, Kenya's Decent Work Country Programmes as well as in the UNDAF (2008-2013), what these forms of mainstreaming have done is to take child labour into the forefront of development agenda.

The Ministry of Labour has used tools such as the National Child Labour Policy, revised labour laws and other supportive legislation, the NPA and List of Hazardous Occupations for Children to set the pace for the mainstreaming.

Indeed, the Strategic Plan of the Ministry of Labour (2008 -2013) has included a child labour component. This implies that child labour activities are likely to get a budgetary allocation in the Ministry's budget.

3.4.4. *Justification*

Mainstreaming helps address several intertwined issues together hence leverage resources. It signifies integration and networking. The discussion and action against child labour become an issue in many policies, programmes, forums and meetings. This paves the way for greater impact and sustainability of the efforts.

3.4.5. *Outcomes*

Specifically, the results of the mainstreaming efforts include enhanced acceptance that child labour has to be combated through concerted efforts as well as the need for massive investments in the fight against child labour.

3.4.6. *Lessons learnt*

Inclusion of child labour concerns in government policies and plans has come out as a key effort that boosts the fight against child labour. This calls for the involvement of key partners from the government as well as non-state and other actors. However, this stakeholder involvement in mainstreaming largely depends on the level of awareness particularly among the top management.

3.5 Awareness Raising and Social Mobilisation

3.5.1. Brief description of the practice

Awareness raising and social mobilization has mainly been undertaken due to denial of the existence of child labour in Kenya. ILO-IPEC and other actors have embarked on an all inclusive awareness programmes with the public, employers, workers and policy makers including all government arms dealing with labour and children's issues. This was carried out through seminars, symposia, workshops, IEC materials, public meetings as well as the use of media. Sensitization and mobilization contributes to changing and influencing deeply entrenched socio-cultural values, beliefs and attitudes.

At the community level, awareness raising and social mobilization have been undertaken through workshops and chiefs' barazas. The latter have especially been influential as chiefs have their way around the communities but also because it is possible to use local language and contextualized issues, call child labour by its name, be able to condemn it, highlight its negative effects and the available alternatives.

Given that child labour and WFCL have often been confused with child work even among some key policy makers and opinion leaders, the use of the media by the different IAs clarified what constitutes child work, child labour and WFCL, including the dangers and risks, options and benefits of fighting child labour.

3.5.2. Necessary conditions for the practice

- i. Work with media, both mainstream and regional (with special attention to FM stations).
- ii. Adopting a multi-media approach.
- iii. Mainstreaming social mobilization in all programmes.
- iv. Having consensus on what child labour and its worst forms entail.
- v. Continuous networking and collaboration.

3.5.3. How the practice was carried out

Awareness raising and mobilization were planned for under immediate Objective 6 of the PoS that aimed to have "*public awareness of the negative consequences of worst forms of child labour increased and stakeholders mobilized against child labour*". The PoS conducted an awareness study (KAP survey) that has been used to track awareness on child labour. All the APs were trained on awareness raising particularly on positive ways of working with the media in the elimination of child labour. SCREAM was particularly useful as a tool in undertaking direct sensitization.

Media programmes by the Association of Media Women in Kenya (AMWIK) and other actors working to sensitize and mobilize on child labour have increased tremendously in the recent past which can be attributed to the PoS. In addition media programmes have been improved significantly to the extent that child labour issues find their way into the front pages of leading newspapers. For instance a child day event (National Children's Forum) held on 13th October 2008 was covered by nearly all media houses and reporting was very positive.

Most action programmes have carried out work with both mainstream and regional media including TV and FM radio stations such as Musyi among the Akamba, Ramogi among the Luo and Kameme and Cooro among the Kikuyu, Simba and Baraka in Kiswahili. AMWIK on its own worked with local newspapers to ensure over 150 articles on child labour were carried. They also worked with FM radio stations to air drama programmes that had purposely been developed to raise awareness on child labour.

They have also used radio listener groups to raise awareness in Kwale area identified by the KAP study as having low levels of awareness on child labour. AMWIK trained IAs to work better with the media.

Awareness raising and social mobilization have come out as cross cutting issues in all efforts towards the elimination of child labour with all agencies using different traditional and non-traditional approaches to bring communities together, provide information on child labour and WFCL, discuss options and get into concerted action for withdrawal and prevention. To be sure the hallmark of the work of child participation and local structures (DCLCs and LCLCs) has been this sensitization and mobilization. It has relevance, efficiency, effectiveness, impact, ethical soundness and sustainability.

In some cases, social mobilization has enabled parents and guardians of children in labour or those at risk to venture into very productive income generation activities for improving livelihoods and contributing to reducing vulnerabilities hence fighting child labour.

The community has also learnt about the negative consequences of child labour and as a result, community members are keener to send their children to school than may have been the case sometime back.

Important national events such as WDACL, Day of the African Child, World AIDS Day, etc have been used for social mobilization. These events are used to mobilise both children and adults to be more aware about their rights and roles with regard to child labour and broader children's issues. Recently, there were two children forums in Mombasa and Kilifi, where even politicians attended including 3 ministers.

The poem below shows the role of children in social mobilization.

Poem from a Rescued Child Labourer

Who can care more than the care of mama
Oh! Kudheihha, care is your name,
Provider is your name
Mercy is your name

Your care and Mercy carries me across my sorrows.
Beyond the reach of troubles
Care and Mercy came with constant
Common constant
Oh Kudheihha, Thank you, Stop it! Stop it!
What child labour Hurrah

“A pupil at Bondeni Primary School, Kakamega” Supported .by Kudheihha

Drama, song and poetry have also been used during schools’ annual musical festivals and in the child participation forums to undertake awareness raising and social mobilization.



“In this photo, children are taking part in a procession advocating a stop to child labour.”

3.5.4. Justification

Social mobilization brings together people around a common concern such as child labour. Besides influencing policy change, it leads to concerted action against the vice. This has taken place and led to remarkable work by DCLCs and L/CCLCs. Children participation has been central to these processes thus paving way for innovation but also for the real issues to be known and possibly addressed.

3.5.5. Outcomes

The media is viewed as a very important tool for communication and to get the attention of policy makers, opinion leaders and the general public to realize the harmful effects of child labour. Trainings and media tours for journalists strengthened their knowledge base on child labour issues and gave them the motivation to report about it. Verifiable indicators are the increase in the number of programmes and articles on child labour in both electronic and print media which AMWIK monitors on a daily basis in the *Daily Nation*, *Standard Newspaper*, *The People*, and *Kenya Times*. They analyze trends of reportage in terms of quality, quantity and prominence, which shows better targeted reporting of child labour.

3.5.6 Lessons learnt

It emerges clearly that information on child labour should be published and distributed regularly to as many people and places as possible. Different ways of sensitization and mobilization appear to produce better results.

The use of multimedia shows that there is need to design new channels of disseminating information such as visual aids so that even those members of the community who are illiterate can understand the message.

There is also need to mobilise other stakeholders or use information by other stakeholders in the course of implementing child labour programmes. APs need to be encouraged to popularise such options as the free primary education policy by the Ministry of Education because of its effect on child labour.

4.0 CONCLUSIONS AND LESSONS LEARNT

From the analysis, it is clear that the APs under the PoS have achieved impressive results with regard to the identified good practices. While only five outstanding good practices have been identified in this document, it is noted that different players have also documented good practices arising from their own APs. These practices are worth sharing and taking forward for other IAs to learn from and scale up in their implementation.

This analysis brings out several lessons learnt: -

1. Regarding the criteria for identifying good practices, the more a practice scores on most criteria, the better as the issues used are pertinent to the attainment of the objective at hand, i.e. elimination of child labour. The criteria need to be seen as results based in terms of being used in reflection of the planned results of the intervention at hand.
2. The role of community level structures and hence the involvement of the community cannot be ignored in the elimination of child labour. Where success has been reported, community structures such as DCLCs and LCLCs are also observably strong and well engaged in the efforts under review.
3. Child participation may not have a uniformly applied terminology but it is an essential and necessary condition for success when working with children. Virtually all programmes have had to learn how to work with children as the critical primary stakeholders.
4. Mainstreaming of efforts takes the fight against child labour to other levels, i.e. higher levels with an integrated focus. Like any vice, child labour has to be fought from all angles and fronts if combating the problem will be a reality.
5. Integration of work on elimination of child labour into existing legal and legislative frameworks has a positive influence on those efforts.

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APPENDIX APPENDIX I

Mapping Good Practices in the Elimination of Child Labour in Kenya

Introduction

Good practices are defined as concepts, processes, or activities that are innovative towards the successful achievement of the overall objective (Murray et al, 2003; Munandi, 2006; Njoka et al, 2008). A good practice can be anything that works, whether in full or in part towards the achievement of the overall objective. According to research, a good practice is evaluated at three levels namely, innovativeness, successfulness, and replication.

As an ILO-IPEC implementing agent (IA) in the fight against child labour in Kenya, you have been selected to provide information related to good practices in your programme. The idea is to identify between two and four (2-4) best practices in your programme and score them according to the criteria provided in the table below. For each practice, kindly provide a write-up of 1-2 pages especially on why it is a good practice. This would be backed up with examples/ evidence of the results of the good practice which forms the justification on why the score has been given. We kindly request that you spare some time to fill in this questionnaire which will go a long way in informing the impact of ILO-IPEC programme in Kenya.

Organisation:

Contact Person:

Contact Details:

AP Title:

For each practice, kindly give a write up of 1-2 pages so as to explain /clarify the scores you will give on the scoring table below:-

Good Practice No 1:
Good Practice No 2:
Good Practice No 3:
Good Practice No 4:
Highlight the lessons learnt 1. 2. 3.

Table 1: Scoring Scale 1 - 5

	Criteria (See a reminder of the definition of each criteria in the next page)	Good Practice Score <i>For each practice, kindly give a write up of 1-2 pages so as to explain / clarify the scores you have given</i>			
		P1 _____	P2 _____	P3 _____	P4 _____
1	Accessibility				
2	Effectiveness				
3	Efficiency				
4	Ethical Soundness				
5	Influence on National Policy				
6	Innovativeness				
7	Participatory				
8	Promotion of Internal and External Linkages				
9	Relevance				
10	Replicability				
11	responsiveness				
12	Sustainability				
	Total Score				

Key: 1 - very Poor, 2 - poor, 3 - Fair, 4 - Good, and 5 - Very Good
P1 - Practice 1, P2 - Practice 2, P3 - Practice 3, P4 - Practice 4



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