



THE REPUBLIC OF UGANDA

NATIONAL ACTION PLAN ON ELIMINATION OF THE WORST FORMS OF CHILD LABOUR IN UGANDA 2012/13 - 2016/17



***Elimination of the Worst Forms of Child Labour:
Making Schooling the Principal Occupation of Children***

MAY 2012



THE REPUBLIC OF UGANDA

**NATIONAL ACTION PLAN ON ELIMINATION OF THE
WORST FORMS OF CHILD LABOUR IN UGANDA
2012/13-2016/17**

***Elimination of the Worst Forms of Child Labour:
Making Schooling the Principal Occupation of Children***

Ministry of Gender, Labour and Social Development
Plot 2, Lumumba Avenue
P. O. Box 7136, Kampala
Website <http://www.mglsd.go.ug>
Email ps@mglsd.go.ug

MAY 2012

Published by: Ministry of Gender, Labour and Social Development

Copyright: Ministry of Gender, Labour and Social Development

ISBN: 978 997 004 0032

TABLE OF CONTENTS

ACRONYMS AND ABBREVIATIONS	II
GLOSSARY	IV
FOREWORD.....	VI
EXECUTIVE SUMMARY.....	VII
1.0 INTRODUCTION	
1.1 Background.....	1
1.2 Problem Statement.....	1
1.3 Situation Analysis	2
1.4 Causes of Child Labour	2
1.5 The Worst Forms of Child Labour and their Negative Effects	4
1.6 National Response to Elimination of Child Labour	6
1.7 Rationale for Developing the National Action Plan	8
2.0 THE NATIONAL ACTION PLAN	
2.1 The Process of Developing the Plan.....	11
2.2 Priorities of the Plan	11
2.3 The Structure of the Plan	11
3.0 THE POLICY AND LEGAL CONTEXT	
3.1 Legal Frameworks	13
3.2 International and Regional Commitments	14
3.3 Policy Frameworks	14
3.4 Target Groups	16
4.0 GOAL, OBJECTIVES AND STRATEGIES	
4.1 Goal of the Plan	19
4.2 Strategic Objectives	19
4.3 Principles of the Plan	19
4.4 Key Strategies	20
4.5 Outputs, Activities and Indicators	23
5.0 IMPLEMENTATION AND COORDINATION FRAMEWORK	
5.1 Key Institutions.....	33
5.2 Coordination Mechanisms	36
6.0 MONITORING AND EVALUATION	
6.1 Evaluation	39
APPENDIX 1: PERFORMANCE MONITORING PLAN.....	40
APPENDIX 2: COSTING OF THE PLAN	48

ACRONYMS AND ABBREVIATIONS

AED	Academy for Educational Development
AIDS	Acquired Immune Deficiency Syndrome
AMFIU	Association of Microfinance Institutions of Uganda
ANPPCAN	African Network for the Prevention and Protection against Child Abuse and Neglect
BTVET	Business Technical and Vocational Education and Training
CAO	Chief Administrative Officer
CBO	Community Based Organisation
CBP	Capacity Building Programme
CDWs	Child Domestic Workers
CLU	Child Labour Unit
COFTU	Central Organisation of Free Trade Unions
CSOs	Civil Society Organisations
DCDOs	District Community Development Officers
DEO	District Education Officer
DIT	Directorate of Industrial Training
DPWOs	District Probation and Welfare Officers
EAC	East African Community
FBO	Faith Based Organisations
FCC	Family and Children Court
FUE	Federation of Uganda Employers
HIV	Human Immuno-Deficiency Virus
IC	Industrial Court
ICT	Information and Communication Technology
IEC	Information Education and Communication
ILO	International Labour Organisation
IPEC	International Programme on the Elimination of Child Labour
IRC	International Rescue Committee
JLOS	Justice Law and Order Sector
JUNTA	Joint UN Programme on AIDS
KIN	Kids in Need
KURET	Kenya, Uganda, Rwanda and Ethiopia Together
LEAP	Livelihoods, Education and Protection to End Child Labour
LC	Local Council
LRA	Lord's Resistance Army
LUs	Labour Unions
MAAIF	Ministry of Agriculture, Animal Industry and Fisheries
MDA	Ministries, Departments and Agencies
MIS	Management Information System
MEMR	Ministry of Energy and Mineral Resources
MFPED	Ministry of Finance, Planning and Economic Development
MGLSD	Ministry of Gender, Labour and Social Development
MIAs	Ministry of Internal Affairs
MING	Ministry of Information and National Guidance

MJCAAs	Ministry of Justice and Constitutional Affairs
MES	Ministry of Education and Sports
MH	Ministry of Health
MSCL	Microfinance Support Centre Limited
NAADS	National Agricultural Advisory Services
NAP	National Action Plan
NCC	National Council for Children
NCDC	National Curriculum Development Centre
NCPD	National Council for Persons with Disability
NDP	National Development Plan
NFE	Non Formal Education
NIU	National Implementation Unit for Orphans and other Vulnerable Children
NOTU	National Organisation of Trade Unions
NTCs	National Teachers' Colleges
NUSAF	Northern Uganda Social Action Fund
ORACLE	Opportunities for Reducing Adolescent Child Labour through Education
OSH	Occupational Safety and Health
OVC	Orphans and other Vulnerable Children
PSW	Probation and Social Welfare
RHU	Reproductive Health Uganda
SCREAM	Support Children's Rights through Education, Arts and the Media
SDIP	Social Development Sector Strategic Investment Plan
SIMPOC	Statistical Information and Monitoring Programme on Child Labour
SMCs	School Management Committees
SNAP	Support for the Preparatory Phase for Development of the National Action Plan on Elimination of Child Labour (ILO Project)
SRH	Sexual and Reproductive Health
STIs	Sexually Transmitted Infections
TASO	The AIDS Support Organisation
TCRAM	Technical Cooperation Resource Allocation Mechanism
UBOS	Uganda Bureau of Statistics
UNAIDS	Joint United Nations Programme on AIDS
UNCRC	United Nations Convention on the Rights of the Child
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNHS	Uganda National Household Survey
UNICEF	United Nations Children's Fund
UPE	Universal Primary Education
USAID	United States Agency for International Development
USE	Universal Secondary Education
UWESO	Uganda Women's Efforts to Save the Orphans
UYDEL	Uganda Youth Development Link
WFCL	Worst Forms of Child Labour
WDACL	World Day Against Child Labour

GLOSSARY

TERM	DEFINITION
Child	Person below the age of 18 years as per the Children's Act, Cap 59, 2000.
Child Labour	Refers to work that is mentally, physically, socially and/or morally dangerous and harmful to children; work that interferes with children's school attendance; hazardous work which by the nature or circumstances under which it is performed jeopardizes the health, safety and morals of children.
Decent work	Employment conditions that promote freedom, increased productivity and income, equity as well as security and human dignity.
Disability	Permanent and substantial functional limitation of daily life activities caused by physical, mental or sensory impairment and environmental barriers resulting in limited participation.
Employment	The state of gainful engagement in any economic activity.
Human Development	The process of expanding human capabilities, opportunities and choices.
Income Generating Activities (IGA)	Productive initiatives that individuals or groups engage for monetary gain.
Informal sector	An arrangement where individuals or groups of people are engaged in activities that are performed incidentally and casually from daily experiences through interactions in the community.
Light Work	Work that is neither harmful to children's health or development nor prejudicial to their attendance at school and their participation in vocational training and is determined by reference to broadly defined types of work, which does not exceed fourteen hours per week.
Mainstreaming	Effective integration of crosscutting policy themes in a manner that ensures they are integral to all development decisions and interventions.

Orphan	A child below 18 years who has lost one parent (partial orphan) or both parents (total orphan).
Sector	A framework of institutions including Central and Local Governments, Donor Agencies and Civil Society with shared objectives, priorities, expenditure programmes as well as agreed management, reporting and accounting arrangements.
Worst Forms of Child Labour	Work which by its nature or the circumstances in which it is carried out is likely to harm the health, safety or morals of children ¹ . Includes all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict; the use, procuring or offering of a child for a child for illicit activities ² in particular for the production and trafficking of drugs, prostitution, for the production of pornography or for pornographic performances.
Social Partners	These are representatives of workers and employers.
Social Protection	Refers to formal and informal initiatives that provide social welfare assistance to the socially and economically vulnerable individuals and households.
Tripartism	Working arrangement driven by consensus among workers, employers and government.
Vulnerable child	A child who is suffering or is likely to suffer abuse or deprivation and is therefore in need of care and protection.
Vulnerability	The condition of being at risk of suffering abuse or deprivation and is therefore in need of care and protection.
Youth	Any person aged between 12 and 30 years.

FOREWORD

Child labour is a socio economic challenge affecting not only Uganda but the African region and the entire world. The Government of Uganda recognizes that the worst forms of child labour and other hazardous work for children deprive them of their dignity, rights to education, health, wellbeing and protection. At the household level, child labour increases the depth of child poverty and household income insecurity. This in turn affects the long term national economic and social development goals (including decent work for adults) by creating cycles of intergenerational poverty. Child labour is a multidimensional problem that requires a combined integrated approach to mobilize all key actors to action if the practice is to be reduced in the short term and eliminated. Since 1999, Government has been implementing interventions to prevent and eliminate child labour in partnership with key line Ministries like Education and Sports Local Government, Finance Planning and Economic Development, and social and development partners including the Federation of Uganda Employers, Labour Unions, USDOL, IRC and ILO/IPEC.

The National Child Labour Policy (2006) and its simplified version (2010) provide the principles and legal framework for collective and sustainable action to combat child labour starting with the worst forms. The policy also forms the basis for the development of guidelines and action to combat child labour in Uganda. The Ministry of Gender Labour and Social Development has developed the National Action Plan on the elimination of Child Labour that is aligned with International and national policies. The Plan is a mainstreaming tool and framework to mobilize the key Government actors and the public at large to intensify the national response on child labour through awareness raising activities at all levels to create deepened understanding of the risks and consequences of child labour. The plan will also provide a basis for resource mobilization, reporting, monitoring and evaluation and measurement of performance and progress of the interventions aimed at combating child labour.

The Ministry of Gender Labour and Social Development is grateful to the US Department of Labour (USDOL), the CTA of the ILO/IPEC SNAP project and her staff; the Joint UN Programme on AIDS (JUNTA), social partners, and all other key agencies that participated in the development of the National Action Plan on elimination of child labour. We would also like to acknowledge the contribution of the consultants who provided technical support to the process of the development of the Plan. It is my hope that the National Action Plan on the elimination of child labour will anchor greater commitment and lead to action and renewed leadership among all actors and contribute to a child labour free society in Uganda.



MADADA KYEBAKOZE SULAIMAN (HON.)

MINISTER OF STATE FOR THE ELDERLY AND DISABILITY (HOLDING THE PORTIFOLIO OF
MINISTER OF STATE FOR LABOUR, EMPLOYMENT AND INDUSTRIAL RELATIONS)

EXECUTIVE SUMMARY

Child labour is a significant social and economic problem that constitutes a grave violation of children's rights and labour standards and exposes children to many risks. In Uganda, children work predominantly in domestic service, stone quarrying, brick-making and laying, construction, sand and clay mining, commercial agriculture, charcoal burning, hotels and bars, hunting and commercial fishing, and in the informal sector, in petty trading and car washing. In its worst forms, children are engaged in armed conflict, illegal cross border trade and trafficking and in child slavery or bonded labour including forced and abusive marriages. Much of hazardous work is not always visible to communities, and families of child workers in dangerous occupations are not aware of its dangers and its effects on their growth, education and development. According to the *Uganda National Household Survey Report 2009/10* (UNHS 2009/10) 2.75 million children aged 5-17 years are engaged in economic activities. Fifty one percent (51%) of them (1.4 million) children are engaged in hazardous work.

Several factors contribute to the increasing prevalence of child labour. They include high levels of poverty, the impact of HIV/AIDS, the growing levels of orphan-hood, negative cultural norms, the high and prohibitive costs of education, famines, food insecurity and effects of war (particularly in Northern Uganda). HIV/AIDS has undermined the livelihoods of many households and their dependants, threatening the survival and productivity of the households and children. National estimates show that 14.8 percent approximately 2.43 million of the 17.1 million children under the age of 18 years have been orphaned.

Limited access to productive assets by poor households renders orphaned children in particular vulnerable to child labour. According to the UBOS HHS, close to 51% (8 million) of the orphaned children are vulnerable and are at high risk of falling into child labour. Other contributory factors include high population growth rates, school dropout rates and illiteracy. Although education is fundamentally improving as a result of Universal Primary and Secondary Education, Uganda has the highest school dropout rate in East Africa (UNESCO Report 2010). Out of 890,977 pupils who enrolled in P.1 in 2003, only 444,109 sat PLE in 2009. Those who drop out are unable to benefit from government formal skills development [Business, Technical, Vocational Education and Training- (BTVET)] since the lowest level of admission is attainment of primary seven education. Lack of skills for gainful employment and livelihoods compels young people to engage in hazardous activities that are incompatible with decent work.

Elimination of child labour remains an issue high on the agenda of the Government considering the large numbers of children who are engaged in hazardous economic activities and thus are out of school. The National Action Plan (NAP) on the elimination of child labour is therefore a strategic framework that will set the stage for mobilising policy makers and the public to act and to intensify awareness raising activities at all levels in order to promote understanding of the risks, consequences and strategies/actions/interventions of addressing child labour.

GOAL OF THE NAP

The goal of the NAP is to reduce the magnitude of the Worst Forms of Child Labour by 2017.

STRATEGIC OBJECTIVES

The goal of the NAP shall be achieved through six strategic objectives.

1. Increased enrolment and completion of primary level education and access to appropriate skills training programmes for children withdrawn from WFCL;
2. Increased access to social protection and social assistance services to households affected by child labour and those at risk of the WFCL for sustainable livelihoods;
3. Increased public awareness on the causes and consequences of the WFCL and to mobilize society to take action;
4. Strengthened legal, policy and institutional framework to prevent entry of children into the WFCL;
5. To withdraw, rehabilitate, and integrate children in the WFCL within their families and communities;
6. Enhanced tripartism among government, the employers and labour unions in addressing the problem of child labour.

IMPLEMENTATION AND COORDINATION FRAMEWORK

In line with the National Child Labour Policy (2006) the Ministry of Gender Labour and Social Development will take the lead in the coordination, implementation, monitoring and evaluation of the NAP in collaboration with social partners. Given the multi-sectoral nature of the plan, other relevant institutions of Government and key stakeholders will oversee the implementation of programme areas and activities for which they have direct responsibility. These include:

- i. Ministry of Education and Sports (MoES)
- ii. Ministry of Finance, Planning and Economic Development (MoFPED)
- iii. Ministry of Agriculture, Animal Husbandry and Fisheries (MAAIF)
- iv. Ministry of Local Government (MoLG)
- v. Ministry of Health (MoH)
- vi. Ministry of Justice and Constitutional Affairs (MoJCA)
- vii. Ministry of Trade and Industry (MoTI)
- viii. National Council for Children (NCC)
- ix. National Council of Disability (NCD)
- x. Ministry of Internal Affairs (Family Protection Unit and the Immigration Department)
- xi. Local Governments and Authorities
- xii. Employers' Organisations

- xiii. Labour Unions
- xiv. Non-Governmental Organisations
- xv. Development Partners
- xvi. Civil Society Organisations
- xvii. Community Based Organisations (including FBOs)
- xviii. Local Communities
- xix. Traditional and Cultural Leaders
- xx. The Youth
- xxi. The Children

NATIONAL COORDINATION

National coordination shall provide for a National Steering Committee comprised of the MGLSD as the Chair and the Child Labour Unit shall be the Secretariat. Other members shall include line Ministries, Social Partners, Academia, Media Houses and Development Partners as ex-officio.

The Directorate of Labour shall coordinate inter-departmental linkages and other actors, provide technical support. The Ministry of Gender Labour and Social Development shall advocate for resource allocation for the Plan. The sector Ministries involved in the National Steering Committee shall ensure that child labour concerns are integrated in their policies, plans and programmes.

LOCAL LEVEL COORDINATION

At the District level, a multi-sectoral coordination committee shall be formed and strengthened to improve partnership among the stakeholders that include the District technical team, political leadership, development partners, CSOs and FBOs as well as social partners where they exist.

The committee shall be chaired by the CAO and the officer responsible for labour shall be the secretary to the committee. The District level coordination committee shall ensure that coordination structures at the District, Sub County, parish and village levels are established to optimize service delivery for children involved in child labour.

The District committee shall identify gaps among actors and government officials and ensure optimal participation from all partners as well as comprehensive delivery of services to children affected by child labour and their households.

A multi-sectoral committee on child labour shall be formed at sub county level to provide coordination and collaboration among stakeholders. The Sub County chief shall be responsible for coordinating child labour interventions at this level while the CDOs shall provide the Secretariat.

Sharing of lessons, experiences and best practices shall increase evidence-based programming, enhance a holistic approach as well as increase quality services in the elimination of child labour.

MONITORING AND EVALUATION

The implementation of this Plan shall require an effective M&E system as well an appropriate feedback mechanism. The Plan M&E system shall be aligned to the overall Social Development Sector M&E system, the Labour Market Information and OVC M&E sub-systems to enable a comprehensive capture of data on child labour for national planning and reporting. Systematic and periodic reporting shall be a critical component of this Plan and the Ministry of Gender Labour and Social Development shall establish reporting and feedback mechanisms. Progress reports shall be produced on an annual basis and presented to the National Steering Committee for review and policy advice.

At district Level, District Labour Officers shall be the focal point persons and shall work in collaboration with District OVC committees, Community Development Officers at Sub county level and Local Councils at community level to monitor and evaluate the Plan. The Plan has clear indicators that form a foundation for the M&E system as indicated in Appendix 1.

EVALUATION

A survey to establish baseline data shall be conducted to provide a basis for measuring activity indicators and progress of the Plan. A mid- term and final evaluation shall be conducted to assess progress on implementation of the Plan and to identify gaps and emerging issues. This information shall be shared with all stakeholders directly involved in the implementation of the Plan.

1.0 INTRODUCTION

1.1 Background

Child labour is one of the major developmental challenges facing Africa as a region and it is recognized as a major source of exploitation of children and a grave violation of labour standards. Across the region, an estimated 80 million children aged 5-14 are engaged in child labour, representing one in every three children. The number of child workers in Africa could potentially reach 100 million by 2015. In most African countries, children constitute an integral part of the household economy. They help around the house, care for siblings, assist with farm chores, and run errands. However, children engaged in child labour perform work that far surpasses their physical age, ability and capacity, frequently enduring long hours in dangerous hazardous conditions in mines, construction sites, agriculture, manufacturing factories and quarry sites. These children are everywhere, but invisible, toiling as domestic servants in homes, labouring behind the walls of factory sites and hidden from view in hotels and bars. The plight of these children has been further exacerbated by the HIV and AIDS pandemic, as millions of AIDS orphans and children with HIV-infected parents struggle to meet their own and their families' needs for survival.

1.2 Problem Statement

The incidence and impact of child labour on the children and national development is one of the concerns of the Government of Uganda. According to the *Uganda National Household Survey Report 2009/10* (UNHS 2009/10) 2.75 million children aged 5-17 years are engaged in economic activities. Fifty one percent (51%) of them (1.4 million) are considered to be in hazardous child labour. The highest concentrations of working children are in Western Uganda at 55.7%; followed by Eastern and Central Uganda with 53% and 52.1% respectively. Approximately 25.3% of the working children are in Kampala whilst 45.4% are found in the Northern region. Child labour manifests itself in various forms and in different sectors including domestic service, commercial agriculture (tea and sugar plantations), the informal sector, hotels and bars, commercial sexual exploitation, child trafficking, construction, fishing, stone and sand quarrying.

The effects of hazardous work on children are very damaging to their physical, psychological and emotional development. Child labour also prevents children from enrolling in school or attending school regularly and hinders them from acquiring basic functional skills thereby limiting their future livelihood opportunities and their ability to transition from school into decent work. Child labour imposes serious consequences that affect not only the children but also the social and economic development of the country. At the household level, child labour increases the depth of child poverty and household income insecurity. This in turn affects the long-term national economic and social development goals of sustainable employment, productivity and decent work for adults by creating cycles of intergenerational poverty.

1.3 Situation Analysis

Elimination of child labour remains an issue high on the agenda of Government. It is recognized that the consequences of the worst forms of child labour and other hazardous work for children deprives them of their right to education, health, wellbeing and protection. Child labour is an obstacle to achieving the *Millennium Development Goals for education for all*. Government also acknowledges that child labour undermines national development by creating cycles of inter-generational poverty. The effects of child labour further increase the depth of child poverty and household income insecurity.

Child labour is also linked to the problem of growing youth unemployment and accounts for the declining trend in labour productivity among the young people in Uganda. Child labour prevents children from acquiring basic literacy and numeracy skills thereby limiting their careers, employability and future livelihood opportunities as youths and their ability to transition from school into decent work. Early involvement of young persons in the labour force prevents the accumulation of the human capital necessary for gainful employment during adulthood and national development. The current labour force (persons aged 14 - 60) stands at 11.5 million with 57% (6.5 million) categorized as youth. Of the 6.5 million, only 19% (1.2 million) is employed, implying that an estimated 4.9 million youth are unemployed (*UNHS 2009/10*). Adolescents are increasingly presented with a choice between undertaking hazardous work or no work at all. These disadvantaged youth who are above the minimum working age but below 18 years are vulnerable to the worst forms of child labour. The National Employment Policy shows that if all children aged between 14 – 19 years were in school, there would be a fall in the new labour market entrants of about 100,000 young people per year. This would reduce on the numbers of the unemployed and underemployed young persons. Noting the linkages between child labour, youth employment and underemployment, the experiences of children in their formative years are critical to ensuring that they transition into decent work opportunities. Government has been implementing a number of measures to address child labour in the country and achievements have been registered on various fronts.

1.4 Causes of Child Labour

Child labour is caused by several factors. The most significant include the following:

1.4.1 Poverty

Poverty and child labour are inextricably linked and poses the greatest challenge to many countries. The *UNHS 2009/10 Report* estimates that 24.5% representing 7.5 million of the population is poor. Out of the 7.5 million, 5.8 million live in chronic poverty and mostly in rural areas. This degree of poverty compels households and communities to use children for labour. Children out of necessity have to work to supplement family incomes and support themselves in school.

1.4.2 High Population Growth Rate

According to the Uganda Demographic Household Survey Report 2005/06 (UDHS 2005/06) shows that Uganda has one of the highest growth rates at 3.2%. This is exacerbated by the high fertility rate of 6.7 children per women compared to the Sub Saharan average of 4.8. The high population growth and fertility rates has

resulted in large families and a high dependency ratio, which compels some school-going age children to go to work at early age to supplement the family income.

1.4.3 High Drop-Out Rates

The introduction of Universal Primary Education (UPE) and Universal Secondary Education (USE) policies has led to an increase in enrolment. Despite the gains from these policies, Uganda has the highest school dropout rate in East Africa (*UNESCO Report 2010*). The MoES school census data (2009), shows that out of the 890,977 pupils who enrolled in P.1 in 2003, only 444,109 (50%) sat PLE in 2009. The contributory factors sighted for the high drop out rate among children include poor or inadequate school facilities, high teacher absenteeism, lack of access to scholastic materials, high cost of non-tuition items as well as a centralized curriculum which is not responsive to the unique economic activities of some communities. Children who drop out of school before completion of their primary seven have limited opportunities to join tertiary institutions for formal skills development training (BTVET). Lack of skills for gainful employment and livelihoods exposes these categories of young people to risks and vulnerability that drives them into child labour.

1.4.4 Growing Trends in HIV/AIDS

The scourge of HIV and AIDS contributes to the vicious cycle of child labour by exacerbating the poverty levels of households and adding to the supply of child labourers in the labour market. A higher burden is placed on girls who often have to provide care and household services to the family when a parent becomes ill or dies and also work outside the home to meet the additional expenses. According to UNAIDS Global Report 2009/10, it is estimated that 1.2 million people are currently living with HIV in Uganda (including 150,000 children) and an estimated 64,000 people died from AIDS in 2009. HIV and AIDS associated illnesses often increase family health care expenses, indebtedness and inhibit the ability to earn an income. In households where one or both parents are terminally ill or have died of AIDS, there is no source of income or money to pay for school fees and other related expenses.

1.4.5 Vulnerability of Children

Child labour in Uganda is also linked to the multiple vulnerabilities and the inadequacy of social protection mechanisms to reach and support them. According to the UNHS, 2009/2010, children constitute 57.4% of the population and they are the most vulnerable group. The OVC Situational Analysis Report (2009/2010) revealed that 51% of all children are vulnerable and out of these, 43% are moderately vulnerable while 8% are critically vulnerable and require external assistance. The high level of child vulnerability is attributed to poverty where three million children still live below the poverty line, general gaps in the national OVC response, internal conflicts in some parts of the country and most importantly the impact of HIV and AIDS, which has left many children orphaned. Currently, one in every four households in Uganda has an orphan (OVC Situational Analysis Report

(2009/2010). Orphan hood remains a big challenge with the proportion of children that are orphaned increasing from 11.5% in 1999/2000 to 13.4% in 2002/2003 and 14.8% in 2005/2006, but slightly reduced to 14% in 2009/2010. Although Government has introduced a number of pro-poor social protection programmes, the services provided by these programmes are still inadequate in scope and coverage. Child vulnerability is further compounded by inadequate capacity of the statutory protection system and community based structures to identify and report cases of abuse and exploitation of children.

Disability is one of the conditions that lead to increased vulnerability, poverty and marginalization. According a study conducted by the ILO/IPEC, ILO/Irish Aid Partnership Programme in collaboration with the Ministry of Gender Labour and Social Development (2010) disability has a close relationship with child labour. Children with disabilities are less likely to be in school and face various forms of exclusion, discrimination, stigmatization and neglect. The lack of a disability-friendly environment at school aggravates their risk of being pushed into child labour. Children with disabilities may also be more at greater risk of workplace health and safety hazards, which may result in more serious impairment.

1.4.6 Natural Hazards, Wars and Internal Conflicts

Natural hazards particularly droughts, and floods in some parts of the country lead to crop failure, subsequent, recurrent hunger and starvation, which drives children to work. Such hazards have led to influxes of people migrating to urban centres in search of employment and survival. These displacements have led to a significant number of children being out of school and at the risk of child labour and other abuse.

Wars and internal conflicts contribute to the displacement of families. Insurgencies in Uganda have resulted in a high proportion of deaths especially for young males and the internal displacement of people. Armed conflicts disrupt livelihoods, support systems and intensify poverty among the communities. Armed conflict has also been associated with high levels of domestic violence, exploitative sex and child headed households.

1.4.7 Misconception on Light Work

Some children in the country are engaged in exploitative and hazardous work because of the traditional value placed on child's labour as opposed to child work and the importance of teaching children to be hardworking is still a norm adhered to in many households in the country. In peasant farming communities, parents withdraw children from school for at least three to four weeks per term during the planting and harvesting seasons. These practices perpetuate the misconception between light work and child labour.

1.5 The Worst Forms of Child Labour and their Negative Effects

Child labour manifests itself in various forms and differs from district to district as well as within sectors. The worst forms of child labour manifest themselves through child

trafficking, commercial sexual exploitation, domestic service, commercial agriculture (tea and sugar plantations), the informal sector and armed conflict. Other forms of child labour are found in construction, fishing, stone and sand quarrying, hotels and bars.

1.5.1 Child Trafficking

Recruitment, movement and eventual exploitation of children occur within Uganda as well as across the borders. Child trafficking is increasingly becoming a major area of concern. The East African Common Market Protocol launched in July 2010 allows free movement of labour within the region. However, there is a risk that children may be trafficked and exploited through this movement of labour. Comprehensive information on the scale and magnitude of child trafficking at the national level is still limited. An ILO/IPEC study (2007), however, confirmed that trafficking of children is a growing problem mainly fuelled by intermediaries who make false promises concerning employment opportunities and better life to children. The children end up working as child domestic workers (CDWs), street beggars, bar and restaurant attendants, exploited in sex, strippers and vendors. Others work at fish landing sites or agricultural plantations.

1.5.2 Commercial Sexual Exploitation of Children (CSEC)

Commercial sexual exploitation of children is among the worst forms of child labour. The numbers of children who are sexually exploited are not known owing to the hidden nature of the practice. Children exploited in commercial sex suffer exploitation at the hands of care givers comprising parents/guardians, teachers and others who have responsibilities for looking after children. Whatever the source of exploitation, the consequences are usually severe. They include psycho-social problems, early pregnancy, sexually-transmitted infections (STIs), dropping out of school and early entry into work where girls particularly suffer a vicious cycle of exploitation and poverty. The retrospective survey carried out by the African Child Policy Forum (2006) established that 89% of Ugandan girls faced verbal sexual abuse.

1.5.3 Children in Domestic Work (CDW)

Child domestic work (CDW) is one of the commonest practices in Uganda. Child domestic workers experience different forms of abuse and exploitation. They lack clear terms of service from their employers, they are usually over worked, not paid or underpaid. Child domestic workers particularly girls are prone to the risk of sexual exploitation by the male employers and the boys in the homes where they work. Children who are employed as domestic workers are deprived of an opportunity to go to school or enroll in any form of productive skills training. The adoption of a new international labour standard on promoting decent work for domestic workers, which calls for its ratification and implementation, opens an opportunity for the NAP to support initiatives on decent work for child domestic workers.

1.5.4 Children in Commercial Agriculture

Children form a substantial part of the labour force in agriculture. According to the ILO/Uganda Bureau of Statistics, Understanding Children's work, (2008) the majority of working children (96%) is found in the agricultural sector in various hazardous and dangerous activities on tea, sugar and coffee plantations, tobacco and rice farms, in fishing and related activities. They face many hazards and risks, which include mixing, handling and applying toxic chemicals, carrying heavy loads, using cutting tools and operating machinery, long hours of work sometimes in extreme temperatures.

1.5.5 Children in the Informal Sector

The informal sector, which is predominantly urban, comprises micro and small enterprises that largely depend on family labour. Children form part of the family labour or work on their own as hawkers, trading assistants, tool boys in garages, assistants in carpentry workshops, domestic servants, house cleaners, cooks, waiters and waitresses in restaurants as well as in bars among others. It is estimated that 46% of the children work in various activities in the informal sector but are not paid or underpaid.

1.5.6 Children Affected by Armed Conflict

Armed conflict affects the normal functioning of communities but children are most affected. Children are conscripted, kidnapped, coerced, abused and exploited. The girls are used as sex slaves and or domestic workers while boys are involved in actual combat. Others work as porters, guards and messengers.

1.6 National Response to Elimination of Child Labour

Government has ratified ILO Conventions No. 138 (Minimum Age) and No. 182 (Worst Forms of Child Labour). Since 1999, the Ministry of Gender Labour and Social Development in partnership with; the ILO-IPEC, Ministry of Education and Sports, Local Government, the Federation of Uganda Employers, the Labour Unions, Uganda Bureau of Statistic (UBOS), World Vision, IRC, AED, AVSI, the media, academia, CSOs and communities, has implemented interventions aimed at the elimination of child labour. Table 1 shows the various programmes and projects undertaken in addressing the problem of child labour.

Table1: Summary of National Programmes and Projects on the Elimination of Child Labour

S/N	Date	Project	Numbers of girls and boys withdrawn / prevented
1	1999-2003	The National Programme on the Elimination of Child Labour in Uganda (ILO-IPEC)	3,394
2	2001-2004	Prevention, Withdrawal and Rehabilitation of Children Engaged in Hazardous Work in the Commercial Agriculture Sector of Africa (ILO-IPEC)	4,800
3	2002-2004	Combating Exploitation of Child Domestic Workers in Africa (Uganda and Zambia) and Asia (Cambodia and Sri Lanka) (TCRAM Phase I) (ILO-IPEC)	No withdrawal targets
4	2002-2006	Building the Foundations for Eliminating the Worst Forms of Child Labour in Uganda (Capacity Building Project) (ILO-IPEC)	5,000
5	2003	Multi-media Campaign on Child Domestic Work in Uganda (ILO-IPEC)	No withdrawal targets
6	2003-2004	Statistical Information and Monitoring Programme on Child Labour (SIMPOC) (ILO-IPEC)	Knowledge Based
7	2004-2008	Combating and Preventing HIV and AIDS – Induced Child Labour in Sub-Saharan Africa: Pilot action in Uganda and Zambia (ILO-IPEC)	2,942
8	2006	Preventing and Eliminating Exploitative Child Domestic Work through Education and Training in Anglophone Africa (TCRAM Phase II) 2004-February (ILO-IPEC)	No withdrawal targets
9	2004- 2007	Opportunities for Reducing Adolescent and Child Labour through Education (ORACLE) (IRC)	6,500
10	2004-2008	Kenya, Uganda, Rwanda, Ethiopia Together, World Vision, IRC and US Department of Labour (KURET) (IRC, AED, World Vision)	8,200
11	2007-2011	Livelihood, Education and Protection to End Child Labour (LEAP) (AVSI, IRC)	11,945
12	2008-2012	Support towards Development of National Action Plan (SNAP) (ILO-IPEC)	8,438
13	2011-2013	Combating Child Labour through Education (ILO-IPEC)	3,200

These programmes have focused on the prevention and elimination of child labour through direct support for children withdrawn from the WFCL, promoting awareness-raising among the public and capacity building of implementing partners through IEC materials development, support for research fostering of partnerships and creation of collaborative networks. A key outcome of these processes have been the strengthened knowledge base on child labour, heightened awareness on child labour and improvements in the mobilisation of resources from both government and other development partners.

1.6.1 Employers` Organisations` Activities

The Federation of Uganda Employers (FUE) continues to be actively involved in the efforts to eliminate child labour as a partner to Government through:-

- i. Implementing different types of action projects including research in the coffee, cotton and fishing sectors, and awareness-raising;
- ii. Developing policy initiatives for employers' action and direct support for the removal and rehabilitation of child labourers in the agricultural sector;
- iii. Developing Codes of Conduct to discourage child labour particularly in the tea sector;
- iv. Promoting corporate social responsibility (CSR) among its members to behave ethically; and
- v. Contributing to economic development while improving the quality of life of the workforce and their families as well as of the local community and society at large.

1.6.2 Activities Implemented by Labour Unions

Labour Unions under the tripartite arrangement have contributed to the elimination of child labour, mainly through raising awareness and training their members particularly in the plantation sector on the dangers and consequences of child labour. Labour Unions have also promoted the inclusion of child labour issues in collective bargaining agreements between the employers and labour unions. This has contributed to the reduction of child labour in the plantations and other sectors.

1.7 Rationale for Developing the National Action Plan

The development of the National Action Plan is spurred by Government's concern for the harmful consequences of child labour expressed in the National Constitution and the National Child Labour Policy and the ways in which child labour limits both human potential and national development. Child labour deprives children of schooling, which has implications for their future. Child labour perpetuates cycles of poverty. For Uganda to achieve its developmental goals, child labour must be addressed as a national priority with comprehensive interventions.

A number of lessons learnt and promising practices have emerged from the implementation of child labour elimination efforts that need to inform future actions and responses to

combat child labour to promote continuity, coherence, synergy and sustainability. This National Action Plan therefore seeks to address the gaps in the past child labour eradication efforts and consolidate new developments and other emerging concerns on child labour in a comprehensive action framework.

1.7.1 Levels of Awareness on Worst Forms of Child Labour (WFCL)

Levels of awareness on child labour have improved in the general population due in part to a sustained campaign from a number of actors and programmes implemented by government and development partners in the last decade. However, gaps still exist on the identification and understanding of the WFCL especially in areas of the country where awareness-raising programmes have not been implemented. The limited awareness of the nature and consequences of WFCL in these communities has led to an increase in the numbers of children engaged in child labour in Uganda.

1.7.2 Gaps in National Response to Child Labour

There have been gaps in the national response to the elimination of child labour. In addition, the interventions did not embody a multi-sectoral approach to the extent that activities appeared to be mainly a responsibility of the Social Development Sector. Key line ministries, departments and agencies had limited involvement and budgets for the elimination of child labour.

1.7.3 Weaknesses in Legal and Policy Framework

Stakeholder consultations held at various levels as part of the preparatory activities for the development of this Plan revealed the following weaknesses in the legislative and policy landscape that have posed challenges for child labour eradication:-

- i. Weak enforcement of laws and policies in relation to child labour;
- ii. Limited awareness of laws accentuated by the high levels of adult illiteracy (many people are just told about the laws but cannot even read);
- iii. Inadequate mainstreaming of child labour into other sector policies outside the SDS specifically the NDP, Health, Agriculture and Justice sectors;
- iv. Lack of local equivalent for the term child labour, its forms and abusive and exploitative work; and
- v. Lack of inter-ministerial and private sector actions aimed at eradicating child labour.

1.7.4 Lessons Learnt

Past child labour efforts have highlighted that:

- i. The temptation to return to child labour is real and persistent given the influence of socio-economic factors beyond the control of communities;
- ii. Children are less likely to relapse into child labour activities if their families receive support for undertaking activities that generate additional household income and savings;

- iii. Informal vocational training programmes are effective channels through which the future income earning potential of children at risk of child labour can be improved;
- iv. For child labour elimination interventions to be effective, children themselves need to understand why they should be removed from child labour;
- v. To improve retention of children removed from child labour, schools need to be safe, friendly and attractive;
- vi. Child labour elimination can only be achieved through a broad and wider strategy that encompasses partnerships with all key stakeholders.

1.7.5 Best Practices

Some of the best practices that have been tested and found effective in the elimination of child labour include the following:

- i. Strengthening the capacity and leadership of School Management Committees (SMCs) and Parent Teacher Association (PTAs) for the creation of safe learning environments in schools;
- ii. The use of SCREAM methodology in schools to promote child participation and to raise awareness on child labour and HIV and AIDS among children, teachers and the communities;
- iii. Child labour identification, referrals, monitoring and follow-up by community groups;
- iv. Reducing the dependency of parents on children's labour through linkages to Village Savings and Loan Associations (VSLAs);
- v. Promotion of regular school attendance, school retention and completion through the development of child labour ordinances and by-laws;
- vi. Community based child labour committees;
- vii. Codes of Conduct to prevent child labour in plantations, in domestic work among other sectors.

2.0 THE NATIONAL ACTION PLAN

2.1 The Process of Developing the Plan

This Plan has been formulated through a participatory and consultative process. The process which began in 2008 and ended in 2011 brought together stakeholders from key Ministries, Departments and Agencies, development and social partners, CSOs, the media, academia as well as Parliamentarians. The key activities undertaken included a desk review of policies, laws, regional and international treaties and other commitments that address the problem of child labour. Regional and national consultations with stakeholders' were also carried out. A national retreat was organized to discuss and disseminate the findings to key stakeholders. The views from the consultative process and the retreat formed the basis for the development of the strategic interventions of the proposed action plan on the elimination of child labour.

2.2 Priorities of the Plan

This Plan prioritises elimination of child labour in its worst forms as specified in the Worst Forms of Child Labour Convention, 1999 (C. 182), Article 3 of the Employment of Children Regulations 2011 and the National List of Hazardous Work not permitted for Children. The Plan does not prohibit children from doing light work which is beneficial for socialisation and developing the potentials of children as provided for under the Employment Act No. 6, 2006 and the Employment of Children Regulations.

The Plan is a mainstreaming and guidance tool for intensifying actions against the risks and consequences of child labour. It will be used to raise awareness, stimulate national and community level action, build ownership and commitment from all key actors and the public to address the worst forms of child labour. It also details the strategies and activities, mechanisms for reporting, monitoring and evaluation and measurement of performance of the interventions aimed at elimination of child labour. The Plan operationalises the national policy on child labour (2006) and provides a basis for resource mobilisation.

2.3 The Structure of the Plan

The Plan is presented in six sections. Section 1 is the introduction of the Plan and highlights the problem statement, situational analysis of child labour, the worst forms of child labour and their negative effects. The national response to child labour, gaps, lessons learnt and best practices are also covered. Section 2 describes the process of developing the plan, the priorities and the structure of the plan. Section 3 provides the policy and legal context and the primary target group. Section 4 presents the goal, objectives and strategies. Implementation and coordination framework is presented in Section 5. Monitoring and Evaluation is the last section of the Plan.

3.0 THE POLICY AND LEGAL CONTEXT

The Plan is aligned to a number of national policies and planning frameworks as well as international commitments and conventions as shown below.

3.1 Legal Frameworks

3.1.1 The Constitution

The Constitution of the Republic of Uganda under Article 34 (4) provides for the protection of children from socio-economic exploitation and restricts them to perform work that is likely to be hazardous or to interfere with their education or to be harmful to their health or physical, mental, spiritual, moral or social development.

3.1.2 Employment Act No. 6, 2006

The Employment Act in Section 32 provides:

- (1) A child under the age of 12 years shall not be employed in any business, undertaking or work place.
- (4) A child shall not be employed in any employment or work, which is injurious to his or her health, dangerous or hazardous or otherwise unsuitable. A child shall not be employed between the hours 7 p.m. and 7 a.m.

3.1.3 The Children Act Cap 59, 2000 in section 8 of the Act states:

No child shall be employed or engaged in any activity that may be harmful to his or her health, education or mental, physical or moral development.

3.1.4 The Prevention of Trafficking in Persons Act, No. 6, 2009, Part IV, states:

A person commits the offence of aggravated trafficking where-

- (a) the victim of trafficking is a child

A person who while knowing having reason to believe that a person is a victim of trafficking engages the labour or services of that victim in that status, commits an offence and is liable to imprisonment for ten years.

3.1.5 The Penal Code Act 120 (amended 2007)¹

Prohibits sexual abuse against children and criminalizes abduction, child trafficking and sexual exploitation of children, child stealing; and commercial sexual exploitation. Conviction against any of these cases carries a maximum sentence of seven years.

3.1.6 Other laws

Other legislation that supports the elimination of child labour includes the following:

- i. The Occupational Safety and Health Act, No. 9, 2006, Part XII, sections 83- 93;

¹ Penal Code (Amendment Act) 2007

- ii. The Education Act, 2008 (Universal Primary Education);
- iii. The Local Governments Act, 1997;
- iv. The Mining Act 2005 restricts and prevents children from working underground.

3.2 International and Regional Commitments

The Plan embraces the principles of a number of International Conventions and treaties that have an influence on policies and programmes on child labour including:

- i. The Minimum Age for Admission to Employment, No. 138 (1976);
- ii. The Prohibition of the Worst Forms of Child Labour, No. 182 (1999);
- iii. The Forced Labour Convention, No. 29 (1931);
- iv. The Discrimination Convention, No. 111 (1958);
- v. The Hague Roadmap for Achieving the Elimination of the Worst Forms of Child Labour by 2016;
- vi. UN Convention on the Rights of the Child (2000);
- vii. UN Global Plan of Action against Trafficking in Persons, (2010);
- viii. The ILO Decent Work Agenda;
- ix. The UN Protocol to Prevent, Suppress and Punish Trafficking in Persons;
- x. The United Nations Development Assistance Framework (UNDAF);
- xi. The African Charter on the Rights and Welfare of the Child (1989);
- xii. The East African Common Market Protocol, (2010);
- xiii. The Declaration on Social Justice for a Fair Globalisation (2008);
- xiv. The Plan of Action on Employment and Poverty Alleviation in Africa (2004);
- xv. ILO Recommendation No. 200 on HIV /AIDS and the World of Work (2010);
- xvi. ILO Convention on Decent Work for Domestic Workers (2011).

The Plan further embraces the provisions for the achievement of the Millennium Development Goals linked to the eradication of poverty, increasing access to Universal Primary and Secondary Education and increasing decent employment as well as elimination of child labour.

3.3 Policy Frameworks

Significant achievements have been registered in the area of policy development that contributes to the elimination of child labour.

3.3.1 NRM Manifesto (2011 - 2016)

The aspirations of the Manifesto are to transform Uganda's economy from subsistence based agriculture to a modernised industrial economy. This depends on Government's ability to successfully develop skills and know-how within its workforce. Education for all and elimination of child labour are key to this aspiration.

3.3.2 National Development Plan 2010

The National Development Plan (2010-2015), recognises the importance of enhancing human capital development, protection of vulnerable groups including child labourers, enhancing the availability and quality of gainful employment, increasing household incomes and access to quality social services. The National Action Plan on Elimination of Child Labour is in consonance with the above attributes of the NDP.

3.3.3 The Social Development Strategic Plan II (2012-2017)

The SDIP acknowledges that child labour undermines national economic development by creating cycles of intergenerational poverty. In its theme, *“Accelerating social transformation through promoting employment and the rights of the vulnerable”* the SDIP aims at, among others, improvement of observance of labour standards, including elimination of child labour and promotion of skills development for young people.

3.3.4 The National Employment Policy 2011

This plan is also aligned to the objectives of the National Employment Policy for Uganda, which promotes decent employment opportunities, observance of fundamental rights and labour standards including elimination of child labour.

3.3.5 The National Child Labour Policy 2006

The Plan specifically operationalises the implementation of the National Child Labour Policy (2006). The vision of the policy is a society free of exploitative child labour, a society in which all working children enjoy their right to childhood, education, dignity and full development of their potential. The overall objective of the National Child Labour Policy is to guide and promote sustainable action aimed at the progressive elimination of child labour, starting with the worst forms. The simplified version of the policy has been translated into Luganda, Lumasaba, Ng’akarimajong, Acholi and Lango to facilitate easy adaptation for the development of community initiatives to prevent and eliminate child labour in the pilot project areas. The policy forms the basis for the development of guidelines and action to combat child labour in Uganda.

The policy seeks to achieve the following specific objectives:

- i. To integrate child labour concerns into national, district and community programmes and plans;
- ii. To establish a legislative and institutional framework to initiate, coordinate, monitor and evaluate child labour programmes;
- iii. To stimulate collective and concerted efforts, at all levels, to eliminate child labour.

3.3.6 Universal Primary and Secondary Education Policies

Universal Primary Education (UPE) provides for free primary education for all children. This is one of the important preventive strategies in the elimination of child labour. The Universal Secondary Education and the development of a law on compulsory education shall enhance these preventive measures for school dropouts and reduce other factors that lead to child labour.

The National Child Labour Policy and the Universal Policy on Primary and Secondary Education are interrelated and have mutually supportive goals that need to be jointly pursued to address the twin challenge of elimination of child labour and education for all.

3.3.7 Other Policies

Other policies that support the elimination of child labour include:

- i. The Health policy and Strategic Plan of Action, 2002;
- ii. The Decentralization Policy, 1997;
- iii. The Revised National Strategic Framework on HIV and AIDS Activities in Uganda;
- iv. The Revised National Gender Policy; 2007;
- v. The Orphans and other Vulnerable Children Policy, 2004 and National Strategic Programme Plan of Interventions for OVC-I (2005/6 – 2009/10) and II (2011/12 – 2015/16);
- vi. The National Youth Policy, 2001;
- vii. The National Policy on HIV and AIDS and the World of work, 2007;
- ix. The National Population Policy, 2008); and
- x. The Community Mobilization Strategy, 2006.

3.4 Target Groups

4.4.1 Primary Target Groups

The Plan primarily targets children engaged in the following worst forms of child labour:

- i. Exploitative and commercial sex;
- ii. Armed conflict;
- iii. Illicit activities;
- iv. Trafficking of children;
- v. Domestic work;
- vi. Fishing;
- vii. Informal sector (children in garages, markets, streets, food preparation, luggage carriers);
- viii. Children with Disabilities;
- ix. Orphans;

- x. Commercial agriculture;
- Children at risk of Child Labour:
- i. School dropouts;
 - ii. Child parents;
 - iii. HIV and AIDS affected and infected.

3.4.2 Key Actors

- i. Labour Inspectors;
- ii. Employers' Organisations;
- iii. Workers' Organisations;
- iv. Parents and/or guardians;
- v. Line Ministries;
- vi. Local Governments;
- vii. Communities;
- viii. Traditional/Cultural leaders;
- ix. Civil Society and Faith Based Organisations;
- x. Teachers;
- xi. Vocational training institutions;
- xii. Academia;
- xiii. Research institutions;
- xiv. Media;
- xv. Development Partners.

4.0 GOAL, OBJECTIVES AND STRATEGIES

4.1 Goal of the Plan

The overall goal of the Plan is to reduce the magnitude of the Worst Forms of Child Labour (WFCL) by 2017.

4.2 Strategic Objectives

The goal shall be achieved through the following objectives:

- i. To increase enrollment and completion of primary level education and access to appropriate skills training programmes for children from WFCL withdrawn;
- ii. To increase access to social protection and social assistance services for households affected by child labour and those at risk of the WFCL for sustainable livelihoods;
- iii. To increase public awareness on the causes and consequences of the worst forms of child labour and to mobilize society to take action;
- iv. To strengthen the legal, policy and institutional framework to prevent entry of children into the WFCL;
- v. To withdraw, rehabilitate, and integrate children engaged in the WFCL back to their families and communities; and
- vi. To enhance Tripartism among government, the employers and labour unions in addressing the problem of child labour.

4.3 Principles of the Plan

Focus on the Worst Forms of Child Labour

This plan recognises the urgency of eliminating child labour in its worst forms. Every effort shall be made to remove children from the worst forms of child labour and enforce relevant protective measures to prevent children from engagement in the worst forms of child labour and those who exploit children's labour shall be punished in accordance with the law.

Multi-sectoral and Integrated Approach

It is recognized that the impact of action against child labour shall be driven by a multi-sectoral and integrated approach to create opportunities for information gathering, sharing knowledge, evidence and coordination of activities. Action shall be undertaken at different levels in a phased manner.

Mainstreaming

Elimination of child labour is a cross cutting theme. Child labour issues shall be mainstreamed into national policies and sector plans. Structures shall be created at the national and local level to enable child labour issues to be mainstreamed into ongoing policies and programme implementation. Gender concerns shall also be mainstreamed to cater for specific gender needs and situations of working girls and boys.

Tripartism

Tripartism generates the spirit of social dialogue, consensus, cooperation and energy from government, employers and workers. The employers and workers Organisations shall be engaged for their active participation and sustainability of efforts to eliminate child labour.

Data Collection and Monitoring

The collection of accurate and reliable statistical information is fundamental to all efforts to eliminate child labour. Community based monitoring of child labour shall be instituted with an effective coordinated data collection system at the national level to enable the analysis of changes in the prevalence of child labour.

Children and Youth Participation

Child participation is essential for the success of the interventions to eliminate child labour. Child labourers shall be treated with respect and as capable actors who can express their own views and issues that concern them. Children at risk of child labour due to HIV and AIDS and other factors shall be accorded similar treatment. The principle of taking the best choice in the interest of the child shall be followed through the entire plan. Youth participation shall be an important consideration to enable them speak against child labour and take an active role in their communities.

Bottom-up Approach and Decentralization of Interventions

Child labour can only be eliminated by focused action at the local level with community and district level actors empowered to formulate plans and conduct targeted initiatives against child labour in their own areas.

Innovation and Creativity

Approaches that promote expression of talent, innovativeness and creativity shall be recognized in the implementation of the plan.

4.4 Key Strategies

The following are the key strategies underpinning the plan:

Strategy 1: Access to Education and Vocational Training

Availability, accessibility and quality of education are very important factors to elimination of child labour. They determine the appreciation and value attached to education by parents, attraction and retention of children in school and improved performance. This strategy shall focus on increasing access to education and vocational training for children withdrawn from child labour. Increasing education and training opportunities for children shall also serve as a measure for preventing child labour. Efforts shall be directed at creating and improving the school environment to make it safe, attractive and friendly so that children who attend remain in school. Child participation shall form an important element of this strategy. Emphasis shall be put on supporting peer-to-peer education in schools and form clubs to prevent child labour. Pre-service and in-service teacher

education through partnerships with PTC principals shall be strengthened to ensure awareness of teachers on the negative effects of child labour. Offering apprenticeship programmes for ex-child labourers in collaboration with artisans will compliment the formal skills training offered by BTVET.

Strategy 2: Strengthening Household Livelihoods through Alternative forms of income for families affected by the worst forms of child labour

Lack of social and income security at the household level aggravates the vulnerability of children and their entry into WFCL. Reducing the dependency of households on children's labour, through the provision of support for vulnerable families to enable them generate income lost as a result of withdrawing their children from work provides an incentive for eliminating child labour. This strategy therefore focuses on strengthening household livelihoods through the creation of alternative forms of income for families to enable families meet their basic needs including food, water, and clothing and other school needs for their children.

Strategy 3: Advocacy and Awareness Raising

Increasing awareness on the serious consequences of hazardous work at all levels and the importance of investing in children's education is a very vital element in the reduction and eventual elimination of child labour. Under this strategy, policy makers and the public shall be mobilized to understand the dangers and risks of child labour as well as the benefits of education and how education can help to combat child labour.

A sustained advocacy and communication strategy with a theme, A society Free of Child Labour: Your Role in combating hazardous work for children, as well as lobbying for increased funding to support elimination of child labour initiatives shall be key components of this strategy. A bottom-up approach shall be designed and implemented within the communities to ensure understanding of the problem of child labour and increase ownership and consensus on efforts to address child labour. Community dialogue shall be used as a means to mobilize communities to generate their own local understanding of child labour and action to combat it.

Strategy 4: Strengthening the capacity of all relevant institutions, reviewing the legal framework as well as improving coordination and tripartism to enable effective delivery of elimination of child labour responsive programmes

Effectiveness in the elimination of child labour calls for a framework that secures cooperation and support of the key government agencies, employers' and workers' organisations, civil society and other partners to scale up action to combat child labour. The focus of this strategy shall be to build capacity of institutions, law enforcement officials, social partners and other key actors for joint planning, coordination and tripartism during the implementation of interventions against child labour. The MGLSD and District Labour offices shall be strengthened to play the lead role of ensuring delivery of the proposed interventions.

Strategy 5: Withdrawing, Rehabilitating and Integrating children involved in the worst forms of child labour and instituting programmes for sustainable livelihoods

Withdrawal, rehabilitation and preventing more children from exploitation in hazardous child labour entails providing access to viable alternatives such as education and social protection. This is important to ensure that the children withdrawn from hazardous work do not fall back into the situation that prompted their withdrawal. The implementation of this strategy shall involve withdrawing, rehabilitating, referral and integrating children involved in the worst forms of child labour into school and within their communities. Documentation of lessons learnt and sharing of best practices as well as experiences in withdrawal, rehabilitation and integration shall be supported to enhance sustainability of programmes and activities by the various implementers. The aim shall be to create good practice models for child labour free zones that can be scaled up throughout the country. Emphasis shall also be placed on promoting support groups among older children so that they become role models to their peer.

4.5 Outputs, Activities and Indicators

Strategic Objective 1: To increase enrolment and completion of primary level education and access to appropriate skills training programmes for children

OUTPUTS	ACTIVITIES	INDICATORS	RESPONSIBLE ACTORS
1.1. School learning environment in areas prone to WFCL improved	Review existing plans and programmes of the MoES from a child labour perspective and proposes ways of strengthening them to give more focus to Child Labour	No. of Plans and programmes of MoES reviewed	MOES
	Rehabilitate and or construct new infrastructure to increase access of targeted children to education	No. of infrastructures rehabilitated and or newly constructed	
	Provide the necessary learning materials for schools	No. of learning centres provided with essential materials	
		No. of learning/ teaching materials provided	
	Procure materials for co-curricular activities to address the needs of working children	No. of materials procured	
	Recruit more teachers to improve pupil teacher ratio (PTR)	No. of teachers recruited	
	Train teachers on the dangers of child labour in order to protect children at risk of entry into child labour	No. of teachers trained	
		Training module on child labour developed	

1.2. Pupil enrolment and regular school attendance increased	Provide financial support for children withdrawn from or at risk of child labour	No. of children withdrawn from or at the risk of child labour receiving financial support	MOES, MOLG, Labour Unions, FUE, CSOs
		Amount of money given to target beneficiaries	
	Enact Ordinances and By-laws to address school attendance and absenteeism	No. of districts that have enacted and enforced Ordinances and By-laws	
		No. of schools complying with the Ordinances and By-laws	
	Sensitise parents on their roles and responsibilities in keeping children in schools	No. of parents sensitised	
1.3. Quality of education in target communities improved	Develop and incorporate child labour issues in the SMC's guidelines	No. of copies of the guidelines disseminated	MOES, MGLSD, MOTI
		No. of SMCs complying with the guidelines	
	Build teacher capacity to enhance child-centred learning	No. of teachers trained in the child centred learning and remedial methodologies	
1.4. Children at risk or withdrawn from child labour trained in formal and non formal skills	Identify and train target beneficiaries in vocational, entrepreneurial and apprenticeship skills	No. of children trained	
	Conduct tracer-studies to track performance of the trainees and their successful entry into the job markets and decent work	No. of tracer studies conducted	
		No. of trainees placed	

Strategic Objective 2: To increase access of social protection and social assistance services to households affected by child labour and those at risk of the WFCL for sustainable livelihoods			
OUTPUTS	ACTIVITIES	INDICATORS	RESPONSIBLE ACTORS
2.1. Access to existing social protection programmes increased	Develop guidelines for mainstreaming elimination of child labour into the social protection programmes	No. of guidelines for mainstreaming child labour developed	MGSLD
		No. of programmes that have integrated child labour issues	
	Provide social transfers to households affected by the WFCL	No. of households benefiting from the social transfers	
2.2. Access to Micro Finance services improved	Mobilize households with children at risk of child labour to form associations/cooperatives and or groups	No. of associations/cooperatives and or groups formed	MGLSD, LGs, CSOs, MFIs, Uganda Cooperative Alliance, Development Partners
	Lobby Micro Finance Institutions to extend micro credit services to households affected by child labour	No. of households affected by child labour accessing micro credit	
	Train households to start and manage sustainable household income generating activities such as poultry keeping, animal rearing, bee-keeping and honey-making	Percentage households trained and are implementing IGAs	
2.3. Access to Reproductive Health as well as HIV and AIDS services improved	Sensitise teenage mothers, youths and HIV and AIDS affected households on availability of Reproductive Health and HIV and AIDS services	No. of teenage mothers, youths and their parents/guardians sensitised on RH services	MGLSD, MOH, FUE, Labour Unions, CSOs Development Partners
		No. HIV and AIDS affected households receiving HIV and AIDS related care services	
	Develop referral guidelines for RH services	No. of referral guidelines disseminated	
		No. of teenage mothers, youths and their mothers accessing RH services	

Strategic Objective 3: To increase public awareness about the causes and negative consequences of the worst forms of child labour, the importance of education and mobilization of society into action

OUTPUTS	ACTIVITIES	INDICATORS	RESPONSIBLE ACTORS
3.1. Awareness about child labour issues increased	Develop and disseminate a national communication strategy on child labour	National communication strategy on child labour developed and disseminated	MGLSD, MOES, MOIA, NCC, NCPD, Media houses, LGs, Federation of Uganda Employers, Labour Unions, CSOs, Communities, Faith Based Organisations, Development Partners
	Carry out a Knowledge, Attitudes and Practices Survey	Percentage of the population aware of child labour issues	
	Conduct a mapping of all enterprises that run primary and secondary schools (FUE)	No. of (FUE membership) enterprises identified	
	Roll out the SCREAM methodology to cover the entire country	No. of schools using the SCREAM methodology	
	Develop, translate and disseminate IEC materials on child labour	No. of IEC materials developed and disseminated	
		No. of IEC materials translated	
	Conduct public debates for political leaders and policy makers on child labour	No. of political leaders and policy makers aware of child labour issues	
	Conduct media campaigns on child labour on print and electronic media	No. of media campaigns conducted	
	Commemorate the World Day Against Child Labour- 12th June	No. Districts commemorating the Day	
	Form and operationalise child-rights clubs and Children's Parliament for in and out of school children	No. of child-rights clubs and Children's Parliament formed and operational	

3.2. Research and documentation on child labour to inform policy making and programming increased	Conduct surveys and studies (poverty, migration, youth unemployment, HIV/AIDS, disability and negative social norms and disruptions in family networks) on child labour	No. of surveys conducted and reports disseminated	MGLSD, UBOS, ILO/IPEC, UNAIDS, UNDP, UNICEF, UNFPA, NGOs
		No. of thematic studies on child labour conducted	
	Carry out a National Survey of dangerous chemicals in enterprises/plantations	Inventory of dangerous chemicals, processes and end point discharges likely to affect children and their environment	
		Report of the Survey and list of enterprises surveyed.	
		No. of enterprises/institutions that have developed internal training programmes on safe use of chemicals in work places.	
		No. of magazines and newsletter supplements on safe use of chemicals in work places	
		No. of bye - laws/policies addressing safe use of chemicals at work places	
3.3. Community based initiatives and capacity on elimination of child labour enhanced	Compile district profiles on child labour	No. of profiles compiled	MGLSD, LGs, CSOs, FBOs
	Harmonize child labour database with other child related databases	No. of databases with which child labour database has been harmonized	
	Document lessons learnt and good practices on elimination of child labour	No. of reports on good practices disseminated	
		No. of Districts and enterprises practicing the lessons documented	
	Form community mobilization groups to initiate, finance and implement programmes for elimination of child labour	No. of community groups formed and taking action on elimination of child labour	

Strategic Objective 4: To strengthen the legal, policy and institutional frameworks to prevent entry of children into the WFCL

OUTPUTS	ACTIVITIES	INDICATORS	RESPONSIBLE ACTORS
4.1. Policy legal and framework for addressing child labour related issues strengthened	Develop guidelines for inspection and mainstreaming child labour into existing sectoral policies and plans	No. of guidelines for mainstreaming developed and disseminated	MGLSD, LGs, MDAs, CSOs
		No. guidelines for inspection disseminated	
	Enact Ordinances and by-laws on child labour	No. of Districts with by-laws and Ordinances on child labour	
	Develop Regulations to operationalises the by-laws	No. Regulations disseminated	
	Prepare simplified versions of the child labour related laws and regulations	No. of simplified versions of child labour related laws and regulations prepared and disseminated	
	Promote Collective Bargaining Agreements (CBAs) between Employers and Unions for preventing child labour among business enterprises	No. of CBAs signed and registered	MGLSD, FUE, Labour Unions
	Disseminate Employment of Children Regulations and list of hazardous work not permitted for children	No. of Employment of Children Regulations and list of hazardous work not permitted for children disseminated	
4.2. Human and financial resources for child labour activities increased	Recruit Labour Officers at MGLSD and District level	No. of Labour Officers recruited and deployed	MGLSD, LGs, MOPS, MFPED
	Lobby Government and development partners to allocate financial resources for child labour activities	Amount of funds mobilized and allocated	
	Provide logistical support to MGLSD and District Labour Offices to implement elimination of child labour activities	No. of equipment procured and allocated	

4.3. Capacity of the Child Labour Unit and the Directorate of Labour strengthened	Institutionalize the Child Labour Unit (CLU) to coordinate national child labour initiatives	Structure for the Child Labour Unit institutionalized	MGLSD, MDAs
	Coordinate the various factors involved in elimination of child labour activities	No. of coordination meetings held	
		No. of new actors involved	
	Visit countries with Child Labour programmes in the EAC	No. of countries visited	
	Establish joint programmes with other actors on the elimination of child labour	No. of Joint programmes established	
	Establish Monitoring and Evaluation system for tracking elimination of child labour activities	No. of monitoring and evaluation reports produced	
	Train magistrates, law enforcement officers and duty bearers to effectively implement the elimination of child labour activities	No. of magistrates, law enforcement officers duty bearers trained	
	Revive the Resource Centre on Child Labour	No. of researchers using the resource centre on child labour	
		No. of and range of materials on child labour	

Strategic Objective 5: To withdraw, rehabilitate, and integrate children affected by the WFCL within their families and communities

OUTPUTS	ACTIVITIES	INDICATORS	RESPONSIBLE ACTORS
5.1. Children affected by the WFCL withdrawn, rehabilitated and integrated in communities	Develop guidelines for identification of WFCL in key sectors as well as mechanisms for withdrawal of children from WFCL	No. of guidelines disseminated	MGLSD, NGOs
		No. of actors utilizing the guidelines	
	Identify and map the WFCL sites and withdraw children engaged in WFCL	No. of children identified and withdrawn	
		No. of sites and service providers mapped	
	Train actors on preventive measures against child labour	No. actors trained on child labour preventive measures	
	Carry out career guidance and counselling for withdrawn children	No. of withdrawn children that receive career guidance and counselling	
5.2. Services to children withdrawn from the WFCL provided	Reunite and resettle rehabilitated children with their families and communities and support partner agencies to offer integration services for withdrawn children	No. of withdrawn children that are re-integrated with their families	
	Identify service providers and refer affected children withdrawn from the WFCL	No. of service providers identified	MGLSD, NGOs
		No. of children withdrawn from the WFCL referred to service providers	
	Provide resettlement packages to children withdrawn from child labour	No. of children provided with resettlement packages	

Strategic Objective 6: To enhance tripartism among government, the employers and labour unions in addressing the problem of child labour			
OUTPUTS	ACTIVITIES	INDICATORS	RESPONSIBLE ACTORS
6.1. Tripartite arrangements between Government, Employers and Labour Unions strengthened	Orient the Labour Advisory Board (LAB) on legislation, policies and labour standards regarding elimination of child labour	No. of members of the LAB oriented	MGLSD
6.2. National Tripartite Charter reviewed and operational	Review the National Tripartite Charter to incorporate elimination of child labour issues	No. of issues on the elimination of child labour issues integrated in the Charter	MGLSD, FUE, Labour Unions
	Train employers, labour unions to effectively integrate child labour in Collective Bargaining Agreements and in their plans and other activities	No. of Employers and Labour Unions trained	
6.3. Capacity of Industrial Court to deal with child labour violations improved	Train Judges, panelists and staff of the Industrial Court on arbitration of child labour complaints	No. of Judges and other staff oriented and or trained	ILO, MOJCA, IC
	Register child labour cases and their awards	No. of child labour cases registered and or disposed of	
	Publish the awards of the cases on child labour	No. of awards gazetted	

5.0 IMPLEMENTATION AND COORDINATION FRAMEWORK

5.1 Key Institutions

This section presents the key institutions responsible for the implementation of this plan.

5.1.1 Ministry of Gender Labour and Social Development

The MGLSD shall provide the overall strategic oversight and direction on the implementation of the Plan. The Ministry shall:

- i. Carry out advocacy and awareness raising on dangers and consequences of child labour. Children shall also be supported to actively participate so that their own voices and perspectives are heard;
- ii. Review policies and develop guidelines and regulations to enable the integration of child labour in the national programmes to support a multi-sectoral response;
- iii. Build the capacity of enforcement agencies (the Labour Inspectorate and the Occupational Safety and Health Departments, CDOs, and other actors) to undertake routine inspection and monitoring of hazardous child labour; and
- iv. Strengthen linkages and partnerships with other government programmes and partners at the national level to harness resources for child labour activities.

5.1.2 Ministry of Education and Sports

The Ministry of Education and Sports shall:

- i. Increase access to primary education through formal education and institute accelerated programmes to enable children who have been out of school to “catch-up” with their peers;
- ii. Integrate child labour issues in the school and college curricula, improve the quality of teacher training in child-friendly methodologies to focus on children’s rights and create awareness about HIV and AIDS;
- iii. Increase opportunities for vocational training to provide marketable skills to children engaged in exploitative labour.

5.1.3 Local Governments/Authorities

The upper and lower Local Governments shall play a key role in the operationalisation of this Plan. The role shall be to among others:

- i. Raise awareness on child labour and mobilise the relevant departments, Organisations and communities to prevent and /or eliminate child labour;
- ii. Integrate child labour issues within district plans, budgets and structures;
- iii. Participate in the identification of children in hazardous work and facilitate their withdrawal;

- iv. Monitor the situation of child labour and follow up on children withdrawn from WFCL;
- v. Enact District Ordinances and By-laws and provide support for dissemination and enforcement;
- vi. Strengthen linkages and partnerships with other government programmes in the district to harness resources for child labour activities; and
- vii. Involve children in community discussions and decision-making through appropriate avenues.

5.1.4 Ministry of Finance, Planning and Economic Development

The Ministry of Finance, Planning and Economic Development being a custodian of Government funds, shall mobilize and increase budget allocation for child labour programmes and activities.

5.1.5 Other Ministries

The implementation of this Plan shall involve other Ministries; MAAIF, MIA, MOH, MJCA, MOLG, MTI and their major role shall be to ensure that child labour concerns are integrated in their policies, plans, programmes and laws.

5.1.6 Uganda Bureau of Statistics (UBOS)

The UBOS in collaboration with the MGLSD shall conduct surveys, researches and studies on the different dimensions of child labour for purposes of policy review, legislation, planning and appropriate interventions. The data shall also be analysed to determine the impact of child labour on overall development of the country.

5.1.7 Social Partners

The employers' Organisations and Labour Unions have an important role to play in the implementation of this Plan.

5.1.7.1 Federation of Uganda Employers (FUE)

FUE shall:

- i. Work closely with local government employers' associations, civil society organisations to discourage child labour and promote the value of education;
- ii. Identify hazardous child labour in plantation sub-sectors and occupations in commercial agriculture;
- iii. Initiate education and skills development programmes including vocational training;
- iv. In collaboration with the labour unions, integrate child labour concerns in the collective bargaining agreements;
- v. Support the establishment of Community Child Labour Committees in plantations;

- vi. Initiate income-generating activities for the parents of working children through cooperative social responsibility;
- vii. Promote schemes to improve the working conditions of older children (15-17) as a transitional measure;
- viii. Provide institutional structures at their enterprises to enable integration of child labour issues within employers' policies on the National Child Labour Policy, the National Employment Policy as well as HIV and AIDS and the World of Work Policy; and
- ix. Coordinate other employers' initiatives and mobilize resources to support the elimination of child labour.

5.1.7.2 Labour Unions

The Labour Unions shall:

- i. Conduct advocacy and create awareness among their members on the risks and hazards of child labour;
- ii. Promote the observance of national laws and regulations on child labour within their constituencies;
- iii. Provide surveillance and gather information on child labour cases;
- iv. Participate in the development of Collective Bargaining Agreements with employers to prevent child labour; and
- v. Mobilise resources to support the elimination of child labour for their constituency.

5.1.8 Civil Society and Faith-Based Organisations

These Organisations shall:

- i. Reach-out to hard to access potential sources of child labour with social mobilization and child labour prevention interventions;
- ii. Identify and withdraw children from the worst forms of child labour and rehabilitate them through:
 - a) Establishing transit and drop-in centres to provide temporary accommodation and health care, psychosocial and legal support as well as nutrition for the victims of child labour;
 - b) Providing vocational training and non-formal education; and
 - c) Conducting research on child labour in collaboration with the MGLSD.
- iii. Mobilize funds for elimination of child labour activities.

5.1.9 Academia and Research Institutions

These institutions shall collaborate with the MGLSD to improve on data collection and analysis pertaining to child labour to inform policy, planning and programming.

5.1.10 Media Houses

Electronic and print media in collaboration with the MGLSD shall disseminate messages and information on child labour issues.

5.1.11 Communities, Traditional and Cultural Leaders

Communities shall initiate, fund and implement activities to prevent and /or eliminate child labour at the village level. They shall also carry out surveillance on the children affected by child labour and take corrective measures. Communities shall further educate their members about the dangers of child labour and the sanctions for those who breach the laws and regulations on child labour.

5.1.12 Children

The children shall participate in all activities that address child labour in their communities, attend school regularly and encourage their peers to do the same, report children involved in child labour to school authorities, local councils, community leaders and labour offices. Children shall also report those involved in child labour and violation of children's rights.

5.1.13 Youth

The youth shall participate in activities that address child labour in their communities, discourage children from carrying out child labour activities, report cases of child labour to relevant authorities, encourage their younger relatives and other children in the community to attend school regularly, educate young people on child labour issues and take part in activities that reduce poverty in their communities.

5.1.14 Development Partners

The role of multilateral and bi-lateral partners shall be to provide funding, technical support and implementation of the components of the Plan.

5.2 Coordination Mechanisms

Successful implementation of this Plan shall require coordinated action at all levels. This therefore calls for a multi-sectoral approach in the design and implementation of the interventions against child labour.

5.2.1 National Coordination

National coordination shall provide for a National Steering Committee comprised of the MGLSD as the Chair and the Child Labour Unit shall be the Secretariat. Other members shall include line Ministries, Social Partners, Academia, Media Houses and Development Partners as ex-officio.

The Directorate of Labour shall coordinate inter-departmental linkages and other actors, and provide technical support. The Ministry of Gender Labour and Social Development shall advocate for resource allocation for the Plan. The sector Ministries involved in the National Steering Committee shall ensure that child labour concerns are integrated in their policies, plans and programmes.

5.2.2 Local Level Coordination

At the District level, a multi-sectoral coordination committee shall be formed and strengthened to improve partnership among the stakeholders that include the District technical team, political leadership, development partners, CSOs, and FBOs as well as social partners where they exist.

The committee shall be chaired by the CAO and the officer responsible for labour shall be the secretary to the committee. The District level coordination committee shall ensure that coordination structures at the District, Sub County, parish and village levels are established to optimize service delivery for children involved in child labour.

The District committee shall identify gaps among actors and government officials and ensure optimal participation from all partners as well as comprehensive delivery of services to children affected by child labour and their households

A multi-sectoral committee on child labour shall be formed at sub county level to provide coordination and collaboration among stakeholders. The Sub County chief shall be responsible for coordinating child labour interventions at this level while the CDOs shall provide the Secretariat.

Sharing of lessons, experiences and best practices shall increase evidence-based programming, enhance a holistic approach as well as increase quality services in the elimination of child labour.

6.0 MONITORING AND EVALUATION

The implementation of this Plan shall require an effective M&E system as well as an appropriate feedback mechanism. The Plan M&E system shall be aligned to the overall Social Development Sector M&E system, the Labour Market Information and OVC M&E sub-systems to enable a comprehensive capture of data on child labour for national planning and reporting. Systematic and periodic reporting shall be a critical component of this Plan and the Ministry of Gender Labour and Social Development shall establish reporting and feedback mechanisms. Progress reports shall be produced on an annual basis and presented to the National Steering Committee for review and policy advice.

At district Level, District Labour Officers will be the focal point persons and will work in collaboration with District OVC committees, Community Development Officers at Sub county level and Local Councils at community level to monitor and evaluate the Plan. The Plan has clear indicators that form a foundation for the M&E system as indicated in Appendix 1.

6.1 Evaluation

A survey to establish baseline data shall be conducted to provide a basis for measuring activity indicators and progress of the Plan. A mid-term and final evaluation shall be conducted to assess progress on implementation of the Plan and to identify gaps and emerging issues. This information shall be shared with all stakeholders directly involved in the implementation of the NAP.

APPENDIX 1: PERFORMANCE MONITORING PLAN

Strategic Objective 1: To increase enrolment and completion of primary level education and access to appropriate skills training programmes for children (Result 1: Increased enrolment and school retention rates amongst children at risk of WFCL)					
Outputs	Objectively verifiable Indicators	Means of Verification	Frequency	Assumptions/Risks	
1.1. School learning environment in areas prone to WFCL improved	1.1.1. Number of plans and programmes of MoES reviewed 1.1.2. Number of infrastructures rehabilitated and or new constructed 1.1.3. Number of learning centres provided with essential teaching materials 1.1.4. Number of materials procured 1.1.5. Number of teachers recruited 1.1.6. Number of teachers trained	Review reports School sites inspection reports Inspection /monitoring Reports/ Procurement Reports Education Service Commission reports	Half-yearly	Availability of funds Availability and willingness training Availability of qualified trainers	
1.2. Pupil enrolment and regular school attendance improved	1.2.1. Amount of money given to target beneficiaries 1.2.2. Number of children withdrawn from or at risk of child labour receiving financial support 1.2.3. Number of districts that have enacted and enforced ordinances and by-laws 1.2.4. The number of schools complying with the ordinances and by-laws 1.2.5. Number of parents sensitised	Financial Reports Schools' registers Local governments reports Inspection reports MGLSD monitoring reports	Half -yearly	Availability of funds Existence of enabling policy and legal framework Availability of trained inspection personnel Availability of monitoring/ inspection guidelines	
1.3. Quality of education in target communities improved	1.3.1. Number of copies of the guidelines disseminated 1.3.2. Number. of SMCs using the guidelines 1.3.3. Number of teachers trained in child- centred learning and remedial methodologies	Dissemination reports Inspection /monitoring Reports Training Reports	Half -yearly	Availability of funds Existence of training curriculum and plan	
1.4. Children at risk of child labour and those withdrawn from child labour trained in formal and non-formal skills	1.4.1. Number of children trained 1.4.2. Number of Tracer studies conducted	Inspection /monitoring reports Study reports	Half-yearly Annually	Availability of funds Study areas are identified Availability of curriculum and guidelines	

Strategic Objective 2: To increase access of social protection and social assistance services to households affected and those at risk of the WFCL including access to sustainable livelihoods (Result 2: Improved livelihoods and income security for households vulnerable to child labour)				
Outputs	Objectively verifiable Indicators	Means of Verification	Frequency	Assumptions/Risks
2.1. Access to existing social protection programme increased.	2.1.1. Number of households benefiting from the social transfer schemes	Monitoring reports	Annually	Availability of funds
	2.1.2. Number of guidelines for mainstreaming child labour developed and disseminated	Surveys	Every 3 years	Existence of policy framework.
	2.1.3. Number of programmes that have integrated child labour issues	Dissemination reports	Half yearly	Willingness of survey agents to include social protection module in the national survey questionnaires
2.2. Access to micro finance services improved	2.2.1. Number of households affected by child labour accessing micro credit	Policy review reports		Availability and willingness of the MFIs to provide micro-credit
	2.2.2. Number of associations and or groups formed	Inspection and monitoring reports	Half-yearly	Willingness of vulnerable groups to form associations and establish IGAs
	2.2.3. Percentage households trained and are implementing IGAs			
2.3. Access to Reproductive Health as well as HIV and AIDS, services improved	2.3.1. Number of teenage mothers, youths and their parents /guardians receiving RH Services	Monitoring Reports	Annually	Willingness of the vulnerable groups to access the services
	2.3.2. Number of HIV/AIDS-affected households receiving HIV and AIDS-related care services			Availability of service providers
	2.3.3. Number of referral guidelines disseminated	Household surveys	Twice a year	

Strategic Objective 3: To increase public awareness about the causes and negative consequences of the worst forms of child labour, the importance of education and mobilization of society into action					
Outputs	Objectively verifiable Indicators	Means of Verification	Frequency	Assumptions/Risks	
3.1. Awareness about child labour increased	3.1.1. National communication strategy on child labour developed and disseminated	MGLSD monitoring reports	Half-yearly	Availability of funds Existence of policy and legislative frameworks	
	3.1.2. Percentage of the population aware of child labour issues	KAP Survey			
	3.1.3. Number of FUE membership enterprises identified	FUE monitoring reports		Willingness of the population to participate	
	3.1.4. Number of schools using SCREAM methodology	MOES monitoring reports		Conducive political atmosphere Willingness of the employers to participate	
	3.1.5. Number of IEC materials developed and disseminated				
	3.1.6. Number of IEC materials translated	LGs reports		Willingness of the media houses to participate	
	3.1.7. Number of political leaders and policy makers aware of child labour issues	Media reports		Existence of journalists trained in child labour issues	
	3.1.8. Number of media campaigns conducted			Willingness of the districts to participate	
	3.1.9. Number of districts commemorating the WDACL				
	3.1.10. Number of campaigns conducted	Media reports		Commitment exists for awareness raising and social mobilization on child labour	
	3.1.11. Number of districts commemorating the WDACL				
	3.1.12. Number of anti-child labour clubs and Children's Parliament formed and operational			Willingness of actors to establish children's clubs and parliament	

3.2. Research and documentation on child labour to inform policy making and programming increased	3.2.1. Number of surveys conducted and reports disseminated 3.2.2. Number of thematic studies on child labour conducted 3.2.3. Number of Inventories on dangerous chemicals, processes and end point discharges compiled	UBOS Survey reports MGLSD monitoring reports MGLSD and LGs reports	Every 3years Half yearly	Availability of funds Existence of modules and questionnaires on thematic areas
	3.2.4 Number of enterprises/institutions covered 3.2.5 No. of enterprises/institutions that have developed internal training programmes on safe use of chemicals in work places.	OSH reports		Existence of qualified personnel
	3.2.6. Number of magazines and newsletter supplements on safe use of chemicals in work places 3.2.7.Number of bye- laws/policies addressing safe use of chemicals at work places	Media reports		Willingness of the employers to participate
	3.2.8. Number of profiles compiled 3.2.9. Number of data bases with which child labour database has been harmonised 3.2.10. Number of reports on good practices disseminated 3.2.11. Number of districts and enterprises practicing the lessons documented	UBOS survey reports		Existence of trained personnel on safe use of chemicals in the work place Existence of policy and legislative framework
	3.3.1. Number of community groups formed 3.3.2. Number of community initiatives on elimination of child labour undertaken 3.3.3. Number of community groups trained on the elimination of child labour	MGLSD monitoring reports National Household survey reports	Half-yearly Every 3 years	Availability of funds Willingness of the communities to participate
3.3. Community based initiatives and capacity on elimination of child labour enhanced				

Strategic Objective 4: To strengthen the legal, policy and institutional frameworks to prevent entry of children into the WFCL					
Outputs	Objectively verifiable Indicators	Means of Verification	Frequency	Assumptions/Risks	
4.1. Policy and legal framework for addressing child labour related issues strengthened	4.1.1. Number of guidelines for mainstreaming child labour developed and disseminated 4.1.2. Number of guidelines for labour inspection disseminated 4.1.3. Number of districts with By-laws and Ordinances on child labour 4.1.4. Number of regulations disseminated 4.1.5. Number of Labour Inspectors and other Actors using the guidelines 4.1.6. Number of simplified versions on child labour related laws and regulations prepared and disseminated 4.1.7. Number of Collective Bargaining Agreements signed and registered	MGLSD monitoring reports Department of Labour records	Annually	Availability of funds Existence of an enabling legal and policy framework Willingness of the local government to enact By-laws and Ordinances Willingness of the social partners to enter into agreement	
4.2. Human and financial resources for child labour activities increased	4.2.1. Number of Labour officers recruited and deployed 4.2.2. Amount of funds mobilized and allocated 4.2.3. Number of equipment procured and allocated	MGLSD Monitoring reports MFPED reports on financial disbursements to districts	Annually, half-yearly and quarterly	Appreciation by the District about the child labour issues Availability of sources of funding Availability of potential candidates for recruitment as labour officers	

4.3. Systems and structures for elimination of child labour strengthened	4.3.1. Structure of the Child Labour Unit institutionalised 4.3.2. Number of coordination meetings held 4.3.3. Number of new actors involved in child labour activities 4.3.4. Operational M&E system on child labour 4.3.5. Number of exchange visits 4.3.6. Number of joint programmes established with partners 4.3.7. Number of monitoring and evaluation reports produced 4.3.8. Operational database/statistics 4.3.9. Number of magistrates, enforcement officers and duty bearers trained 4.3.10. Number of and range of materials in the Child Labour Unit 4.3.11. Number of researchers using the Resource Centre	MGLSD Restructuring Report	Annually	Availability of funds Existence of the enabling Policy environment Willingness of Actors to provide relevant information Existence of programmes with good experiences to learn from Availability and willingness of duty bearers to be trained Willingness of actors to provide the materials
--	--	----------------------------	----------	--

Strategic Objective 5: To withdraw, rehabilitate, and integrate children affected by the WFCL within their families and communities					
Outputs	Objectively verifiable Indicators	Means of Verification	Frequency	Assumptions/Risks	
5.1. Children affected by the WFCL withdrawn, rehabilitated and integrated in communities	5.1.1. Number of guidelines disseminated 5.1.2. Number of actors utilising the guidelines 5.1.3. Number of children identified and withdrawn from child labour 5.1.4. Number of sites and service providers mapped 5.1.5. Number of actors trained on child labour preventive measures 5.1.6. Percentage of withdrawn children that are reintegrated with their families	MGLSD Monitoring Reports Mapping Reports	Half yearly Annually	Availability of funds Willingness of communities to accept children withdrawn from child labour Existence of Legal and Policy framework Availability and willingness of actors to be trained	
5.2. Services to children withdrawn from WFCL provided	5.2.1. Number of service providers identified 5.2.2. Number of children withdrawn from child labour referred to service providers 5.2.3. Number of children provided with resettlement packages	Mapping and Sector Audit Reports MGLSD monitoring reports Procurement Reports	Half-yearly Annually	Availability of funds Willingness of service providers to render service Availability of reliable data on children prevented or withdrawn from WFCL	

Strategic Objective 6: To enhance tripartism among government, the employers and labour unions in addressing child labour				
Outputs	Objectively verifiable Indicators	Means of Verification	Frequency	Assumptions/Risks
6.1. Tripartite arrangements between Government, Employers and Labour Unions strengthened	6.1.1. Number of members of the LAB oriented 6.1.2. Number of child labour related programmes visited for experience - sharing	Training Reports MGLSD Monitoring Reports	Half-yearly Annually	Existence of child labour programme Availability of LAB members for training Availability of funds
6.2. National Industrial Relations Charter reviewed and operationalises	6.2.1. Number of issues on the elimination of child labour integrated in the Charter 6.2.2. Number of Employers and Labour Unions trained 6.2.3. Number of mandatory meetings held by the Tripartite Council	Review Reports MGLSD, M&E Reports Training Reports Minutes of the Council Meetings	Half yearly Annually	Availability of funds Existence of enabling Policy and Legislative framework Willingness of the social partners to integrate child labour issues in the charter
6.3. Capacity of Industrial Court to arbitrate on child labour issues improved	6.3.1. Number of Judges and other staff oriented and or trained 6.3.2. No. of child labour cases registered and /or disposed of 6.3.3. Number of awards related to child labour gazetted	Training reports Court Records	Annually Half-yearly	Availability of funds Availability of judges and staff for training Availability of up-to-date Court Records

APPENDIX 2: COSTING OF THE PLAN

NATIONAL ACTION PLAN FOR ELIMINATION OF CHILD LABOUR - INDICATIVE COSTING

Strategic Objective 1: To increase enrolment and completion of primary level education and access to appropriate skills training programmes for children

OUTPUTS	ACTIVITIES	INDICATORS	Unit Cost '000 UShs	2012/13	2013/14	2014/15	2013/16	2016/17	RESPONSIBLE ACTORS
1.1 School learning environment in areas prone to WFCL. Improved	Review existing plans and programmes of the MoES from a child labour perspective and proposes ways of strengthening them to give more focus to Child Labour.	No. of Plans and programmes of MoES reviewed (Basic Education, Secondary and BT/VET)	20,000	1	1	1	-	-	MoES, LGs
		Amount (000 UShs)	20,000	20,000	20,000	20,000	-	-	
		Target							
	Rehabilitate and or construct new infrastructure to increase access of targeted children to education	No. of infrastructures rehabilitated and or newly constructed (Classrooms & Sanitation facilities)	100,000	240	240	240	240	240	
		Amount (000 UShs)	24,000,000	24,000,000	24,000,000	24,000,000	24,000,000	24,000,000	
	Provide the necessary learning materials for schools	No. of learning centres provided with essential materials	500	1,230	1,230	1,230	1,230	1,230	
		Amount (000 UShs)	615,000	615,000	615,000	615,000	615,000	615,000	

1.1 School learning environment in areas prone to WFCL Improved (Continued)	Procure materials for co-curricular activities to address the needs of working children	No. of learning/teaching materials provided	15	Target	154,980	154,980	154,980	154,980	154,980	MoES, LGs
				Amount (000 UShs)	2,324,700	2,324,700	2,324,700	2,324,700	2,324,700	
	Recruit more teachers to improve pupil teacher ratio (PTR)	No. of materials procured	50	Target	12,300	12,300	12,300	12,300	12,300	
				Amount (000 UShs)	615,000	615,000	615,000	615,000	615,000	
	Train teachers on the dangers of child labour in order to protect children at risk of entry into child labour	No. of teachers recruited	240	Target	2,460	2,460	2,460	2,460	2,460	
				Amount (000 UShs)	590,400	590,400	590,400	590,400	590,400	
		No. of teachers trained	100	Target	8,610	8,610	8,610	8,610	8,610	
				Amount (000 UShs)	861,000	861,000	861,000	861,000	861,000	
		Training module on child labour developed and disseminated	50,000	Target	1	-	-	-	-	
				Amount (000 UShs)	50,000	-	-	-	-	
1.2. Pupil enrolment and regular school attendance increased	Provide financial support for children withdrawn from or at risk of child labour	No. of children withdrawn from or at the risk of child labour receiving financial support	60	Target	24,600	24,600	24,600	24,600	24,600	MOES, MOLG, MGLSD, LGs
				Amount (000 UShs)	1,476,000	1,476,000	1,476,000	1,476,000	1,476,000	

	Enact Ordinances and By-laws to address school attendance and absenteeism	No. of districts that have enacted and enforced Ordinances and By-laws	10,000	Target	15	20	25	25	MGLSD, LGs, CSOs, Labour Unions, FUE Sch. Admin, PTA
				Amount (000 UShs)	150,000	200,000	250,000	270,000	
				Target	1,648	2,197	2,747	2,966	
	Sensitise parents on their roles and responsibilities in keeping children in schools	No. of schools complying with the Ordinances and By-laws	130	Amount (000 UShs)	214,239	285,652	357,065	385,630	
				Target	24,600	24,600	24,600	24,600	
				Amount (000 UShs)	246,000	246,000	246,000	246,000	
1.3.Quality of education in target communities improved	Develop and incorporate child labour issues in the SMC's guidelines	No. of copies of the guidelines disseminated	20	Target	4,944	6,592	8,240	8,899	MOES, MGLSD, LGs Sch. Admin, PTA
				Amount (000 UShs)	98,879	131,839	164,799	177,983	
				Target	8,610	8,610	8,610	8,610	
	Build teacher capacity to enhance child-centred learning	No. of teachers trained in the child centred learning and remedial methodologies	100	Amount (000 UShs)	861,000	861,000	861,000	861,000	
				Target	8,610	8,610	8,610	8,610	
				Amount (000 UShs)	861,000	861,000	861,000	861,000	

1.4. Children at risk or withdrawn from child labour trained in formal and non formal skills	Identify and train target beneficiaries in vocational, entrepreneurial and apprenticeship skills	No. of children trained & provided with tools & protective devices	500	Target	6,150	6,150	6,150	6,150	6,150	6,150	MOES, MGLSD, LGs
				Amount (000 UShs)	3,075,000	3,075,000	3,075,000	3,075,000	3,075,000	3,075,000	
	Conduct tracer-studies to track performance of the trainees and their successful entry into the job markets and decent work	No. of tracer studies conducted	80,000	Target	1	1	1	1	1	1	
				Amount (000 UShs)	80,000	80,000	80,000	80,000	80,000	80,000	
		No. of trainees placed	200	Target	3,075	3,075	3,075	3,075	3,075	3,075	
				Amount (000 UShs)	615,000	615,000	615,000	615,000	615,000	615,000	
	SUBTOTAL				35,892,218	35,996,591	36,150,964	36,130,964	36,192,713		

NATIONAL ACTION PLAN FOR ELIMINATION OF CHILD LABOUR - INDICATIVE COSTING

Strategic Objective 2: To increase access of social protection and social assistance services to households affected and those at risk of the WFCL including access to for sustainable livelihoods

OUTPUTS	ACTIVITIES	INDICATORS	Unit Cost 000 UShs		2012/13	2013/14	2014/15	2013/16	2016/17	RESPONSIBLE ACTORS
2.1 Access to existing social protection programme increased.	Review of Social protection programme to consider issues of child labour	Child labour issues integrated in the social protection programme	30,000	Target	1	1	-	-	-	MGLSD, OPM
				Amount 000 UShs	30,000	30,000	-	-	-	
	Data collection from districts benefiting from social transfers	No. of households benefiting from the social transfers	20,000	Target	-	1	-	1	-	
				Amount 000 UShs	-	20,000	-	20,000	-	
2.2. Access to micro finance services improved	Development of guidelines for mainstreaming child labour	No. of guidelines for mainstreaming child labour developed and disseminated	85,000	Target	1	1	1	1	1	MGLSD, OPM
				Amount 000 UShs	85,000	85,000	85,000	85,000	85,000	
		No. of Plans/ Programmes that have integrated child labour issues	20,000	Target	2	2	2	2	2	
				Amount 000 UShs	40,000	40,000	40,000	40,000	40,000	
2.2. Access to micro finance services improved	Mobilise households with children at risk of child labour to form associations/ cooperatives and or groups	No. of households affected by child labour accessing micro credit	50	Target	8,200	8,200	8,200	8,200	8,200	MGLSD, UBOS
				Amount 000 UShs	410,000	410,000	410,000	410,000	410,000	

	Lobby Micro Finance Institutions to extend micro credit services to households affected by child labour	No. of associations and/or groups formed	50	Target	1,640	1,640	1,640	1,640	1,640	1,640	MGLSD
	Train households to start and manage sustainable household income generating activities such as poultry keeping, bee-keeping and honey-making etc	No. of associations and/or groups trained and implementing IGAs	50	Target	1,640	1,640	1,640	1,640	1,640	1,640	
				Amount 000 Ushs	82,000	82,000	82,000	82,000	82,000	82,000	
2.3. Access to Reproductive Health as well as HIV and AIDS, services improved	Sensitise child mothers, youths and HIV and AIDS affected households on availability of Reproductive Health and HIV and AIDS services	No. of child mothers receiving RH Services	50	Target	1,230	1,230	1,230	1,230	1,230	1,230	UBOS, MGLSD
				Amount 000 Ushs	61,500	61,500	61,500	61,500	61,500	61,500	
		No. of youths and their parents /guardians receiving RH Services (Households reached)	20	Target	41,000	41,000	41,000	41,000	41,000	41,000	
				Amount 000 Ushs	820,000	820,000	820,000	820,000	820,000	820,000	
		No. of HIV/AIDS-affected households receiving related care services	50	Target	12,300	12,300	12,300	12,300	12,300	12,300	
				Amount 000 Ushs	615,000	615,000	615,000	615,000	615,000	615,000	
		No. of referral guidelines developed and disseminated	85,000	Target	1	1	1	1	1	1	
	Develop referral guidelines for RH services			Amount 000 Ushs	85,000	85,000	85,000	85,000	85,000	85,000	
SUBTOTAL					2,310,500	2,330,500	2,280,500	2,300,500	2,280,500	2,280,500	

NATIONAL ACTION PLAN FOR ELIMINATION OF CHILD LABOUR - INDICATIVE COSTING

Strategic Objective 3: To increase public awareness about the causes and negative consequences of the worst forms of child labour, the importance of education and mobilization of society into action

OUTPUTS	ACTIVITIES	INDICATORS	Unit Cost '000 UShs	2012/13	2013/14	2014/15	2016/17	RESPONSIBLE ACTORS
3.1. Awareness about child labour issues increased	Develop and disseminate a national communication strategy on child labour	National communication strategy on child labour developed and disseminated	130,000	-	1	-	-	MGLSD, MOES, NCDC, MOIA, NCC, NCPD, Media houses, LGs, Federation of Uganda Employers, Labour Unions, CSOs, Communities,
		Target						
		Amount 000 UShs		130,000	-	-	-	
	Carry out a Knowledge, Attitudes and Practices Survey	Percentage of the population aware of child labour issues	130,000	25%	-	25%	25%	
		Target		130,000	-	-	130,000	
		Amount 000 UShs		3,500	3,500	3,500	3,500	
	Roll out the SCREAM methodology to cover the entire country	No. of schools using the SCREAM methodology	1,000	3,500,000	3,500,000	3,500,000	3,500,000	
		Target		350,000	350,000	350,000	350,000	
		Amount 000 UShs		1,750,000	1,750,000	1,750,000	1,750,000	
	Develop, translate and disseminate IEC materials on child labour	No. of IEC materials developed and disseminated	5	10	10	10	10	
		Target	85,000	85,000	85,000	85,000	85,000	
		Amount 000 UShs						

3.1. Awareness about child labour issues increased (Continued)	Conduct public debates for political leaders and policy makers on child labour	No. of political leaders and policy makers aware of child labour issues	200	Target	1,150	1,150	1,100	1,100	1,100	MGLSD, MOES, NCDC, MOIA, NCC, NCPD, Media houses, LGs, Federation of Uganda Employers, Labour Unions, CSOs, Communities
	Conduct media campaigns on child labour on print and electronic media	No. of media campaigns conducted	1,000	Amount 000 Ushs	230,000	230,000	220,000	220,000	220,000	
	Commemorate the World Day Against Child Labour- 12th June	No. districts commemorating the Day	5,000	Target	113	113	113	113	113	
	Form and operationalises child-rights clubs and Children's Parliament for in and out of school	No. of child-rights clubs and Children's Parliament formed and operational	250	Amount 000 Ushs	565,000	565,000	565,000	565,000	565,000	
				Target	4,000	4,000	4,000	4,000	4,000	
				Amount 000 Ushs	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	
				Target	2	1	1	1	1	
				Amount 000 Ushs	100,000	50,000	50,000	50,000	50,000	
3.2. Research and documentation on child labour to inform policy making and programming increased	Conduct surveys and studies (poverty, migration, youth unemployment, HIV/AIDS, disability and negative social norms and disruptions in family networks) on child labour	No. of thematic studies on child labour conducted	85,000	Target	2	1	1	1	1	MGLSD, UBOS, ILO/IPEC, UNAIDS, UNDP, UNICEF, UNFPA, MWE, NEMA, LGs, CSOs, Social Partners
				Amount 000 Ushs	170,000	85,000	85,000	85,000	85,000	
				Target	2	1	1	1	1	
				Amount 000 Ushs	170,000	85,000	85,000	85,000	85,000	

3.2. Research and documentation on child labour to inform policy making and programming increased (Continued)	Carry out a National Survey on dangerous chemicals in enterprises/ plantations	Inventory of dangerous chemicals, processes and end point discharges likely to affect children and their environment	85,000	Target	1	-	-	-	1	
		Amount 000 Ushs		85,000	-	-	-	85,000		
	Carry out a National Survey on dangerous chemicals in enterprises/ plantations (Continued)	Report of the Survey and list of enterprises surveyed	50	Target	4,000	4,000	4,000	4,000	4,000	MGLSD, UBOS, ILO/IPEC, UNAIDS, UNDP, UNICEF, UNFPA, MWE, NEMA, LGs, CSOs, FUE, Labour Unions
		No. of enterprises/ institutions that have developed internal training programmes on safe use of chemicals in work places	50	Amount 000 Ushs	200,000	200,000	200,000	200,000	200,000	
				Target	4,000	4,000	4,000	4,000	4,000	
				Amount 000 Ushs	200,000	200,000	200,000	200,000	200,000	
				Target	20,000	20,000	20,000	20,000	20,000	
				Amount 000 Ushs	800,000	800,000	800,000	800,000	800,000	
				Target	22	22	22	22	23	
				Amount 000 Ushs	220,000	220,000	220,000	230,000	230,000	
				Target	40	40	40	40	40	
				Amount 000 Ushs	10,000	10,000	10,000	10,000	10,000	

3.2. Research and documentation on child labour to inform policy making and programming increased (Continued)	Compile district profiles on child labour	No. of profiles compiled	5,000	Target	23	22	22	22	23	MGLSD, UBOS, ILO/IPEC, UNAIDS, UNDP, UNICEF, UNFPA, MWE, NEMA, LGs, CSOs, FUE, Labour Unions
	Harmonize child labour database with other child labour related databases	No. of databases with which child labour database has been harmonized	20,000	Target	32	22	22	22	23	
	Document lessons learnt and good practices on elimination of child labour	No. of reports on good practices disseminated	85,000	Target	-	1	-	-	1	
				Amount 000 Ushs	-	85,000	-	-	85,000	
		No. of Districts and enterprises practicing the lessons documented	10,000	Target	2,500	2,500	2,500	2,500	2,500	
				Amount 000 Ushs	25,000,000	25,000,000	25,000,000	25,000,000	25,000,000	
				Target	11,785	11,785	11,785	11,785	11,785	MGLSD, LGs, CSOs, FBOs
				Amount 000 Ushs	353,550	353,550	353,550	353,550	353,550	
SUBTOTAL					35,518,550	35,133,550	35,038,550	35,088,550	35,258,550	
3.3. Community based initiatives and capacity on elimination of child labour enhanced										

NATIONAL ACTION PLAN FOR ELIMINATION OF CHILD LABOUR - INDICATIVE COSTING

Strategic Objective 4: To strengthen the legal, policy and institutional frameworks to prevent entry of children into the WFCL

OUTPUTS	ACTIVITIES	INDICATORS	Unit Cost '000 UShs	2012/13	2013/14	2014/15	2013/16	2016/17	RESPONSIBLE ACTORS
4.1. Policy legal and framework for addressing child labour related issues strengthened	Develop guidelines for inspection and mainstreaming child labour into existing sectoral policies and plans	No. of guidelines for mainstreaming developed and disseminated	100,000	1	-	-	-	-	MGLSD, LGs, MDAs, CSOs
			Target						
			Amount 000 UShs	100,000	-	-	-	-	
	Enact Ordinances and by-laws on child labour	No. of guidelines for inspection disseminated	100,000	1	-	-	-	-	
			Target						
			Amount 000 UShs	100,000	-	-	-	-	
	Develop Regulations to operationalises the by-laws	No. of Districts with by-laws and Ordinances on child labour	5,000	22	22	22	23	23	
			Target						
			Amount 000 UShs	110,000	110,000	110,000	115,000	115,000	
	Prepare simplified versions of the child labour related laws and regulations and translate them in local languages	No. of Regulations disseminated	89,600	1	-	-	-	-	
			Target						
			Amount 000 UShs	89,600	-	-	-	-	
		No. of simplified versions of child labour related laws and regulations prepared and disseminated	130,000	2	1	1	1	1	
			Target						
			Amount 000 UShs	260,000	130,000	130,000	130,000	130,000	

4.1. Policy legal and network for addressing child labour related issues strengthened (Continued)	Promote Collective Bargaining Agreements (CBAs) between Employers and Unions for preventing child labour among business enterprises	No. of CBAs signed and registered	5,000	Target	1,000	1,000	1,000	1,000	1,000	MGLSD, FUE, Labour Unions
				Amount 000 Ushs	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	
		No. of Employment of Children Regulations and list of hazardous work not permitted for children disseminated	30	Target	12,000	12,000	12,000	12,000	12,000	
				Amount 000 Ushs	360,000	360,000	360,000	360,000	360,000	
4.2. Human and financial resources for child labour activities increased	Recruit Labour Officers at MGLSD and District level	No. of Labour Officers recruited and deployed	11,000	Target	15	15	15	15	16	MGLSD, LGs, MOPS, MFPED
				Amount 000 Ushs	165,000	165,000	165,000	165,000	176,000	

4.2. Human and financial resources for child labour activities (Continued)	Lobby Government and development partners to allocate financial resources for child labour activities	Amount of funds mobilized and allocated	123,600	Target	113	113	113	113	MGLSD, LGs, MOPS, MFPD, DEVELOPMENT PARTNERS, UN/AGENCIES
				Amount 000 Ushs	13,966,800	13,966,800	13,966,800	13,966,800	
	Provide logistical support to MGLSD and District Labour Offices to implement elimination of child labour activities	No. of equipment procured and allocated	15,000	Target	22	22	23	23	
				Amount 000 Ushs	330,000	330,000	345,000	345,000	
4.3. Capacity of the Child Labour Unit and the Directorate of Labour strengthened	Institutionalize the Child Labour Unit (CLU) to coordinate national child labour initiatives	Structure for the Child Labour Unit institutionalized	150,000	Target	1	-	-	-	MGLSD, MDAs, DEVELOPMENT PARTNERS, UN/AGENCIES
				Amount 000 Ushs	150,000	-	-	-	
	Coordinate the various actors involved in elimination of child labour activities	No. of coordination meetings held	500	Target	452	452	452	452	
				Amount 000 Ushs	226,000	226,000	226,000	226,000	

4.3. Capacity of the Child Labour Unit and the Directorate of Labour strengthened (Continued)	Visit countries with Child Labour programmes in the EAC	No. of countries visited	40,000	Target	2	2	2	2	2	2	MGLSD, MDAs, DEVELOPMENT PARTNERS, UN/AGENCIES
	Establish joint programmes with other actors on the elimination of child labour	No. of Joint programmes established	200,000	Target	2	3	3	3	3	4	
	Establish Monitoring and Evaluation system for tracking elimination of child labour activities	No. of monitoring and evaluation reports produced	8,000	Target	88	88	88	88	88	96	
	Train magistrates, law enforcement officers and duty bearers to effectively implement the elimination of child labour activities	No. of magistrates, law enforcement officers duty bearers trained	8,000	Target	20	-	-	-	-	-	
	Develop a web-based Resource Centre on Child Labour	Web-based Resource centre on child labour linked to the MGLSD website	150,000	Target	-	1	-	-	-	-	
		No. of and range of materials on child labour	150,000	Target	1	1	1	1	1	1	
				Amount 000 Ushs	150,000	150,000	150,000	150,000	150,000	150,000	
					24,385,400	24,005,800	23,870,800	23,875,800	24,150,800		
SUBTOTAL											

NATIONAL ACTION PLAN FOR ELIMINATION OF CHILD LABOUR - INDICATIVE COSTING

Strategic Objective 5: To withdraw, rehabilitate, and integrate children affected by the WFCL within their families and communities

OUTPUTS	ACTIVITIES	INDICATORS	Unit Cost ‘000 UShs		2012/13	2013/14	2014/15	2016/17	RESPONSIBLE ACTORS
5.1. Children in the streets and informal sector affected by the WFCL withdrawn, rehabilitated and integrated in communities	Develop guidelines for identification of WFCL in key sectors as well as mechanisms for withdrawal of children from WFCL	No. of guidelines disseminated	85,000	Target	1	1	1	1	MGLSD
				Amount 000 Ushs	85,000	85,000	85,000	85,000	
	Identify and map the WFCL sites and withdraw children engaged in WFCL	No. of children identified and withdrawn	100	Target	2,000	2,500	3,000	3,500	
				Amount 000 Ushs	200,000	250,000	300,000	350,000	
	Train actors on preventive measures against child labour	No. of sites and service providers mapped	5,000	Target	44	50	50	50	
				Amount 000 Ushs	220,000	250,000	250,000	250,000	
		No. actors trained on child labour preventive measures	500	Target	75	100	125	135	
				Amount 000 Ushs	37,500	50,000	62,500	67,500	

5.1. Children in the streets and informal sector affected by the WFCL withdrawn, rehabilitated and integrated in communities (Continued)	Carry out career guidance and counseling for withdrawn children	No. of withdrawn children that receive career guidance and counseling	100	Target	2,000	2,500	3,000	3,500	3,500	MGLSD
				Amount 000 Ushs	200,000	250,000	300,000	350,000	350,000	
	Reunite and resettle rehabilitated children with their families and communities and support partner agencies to offer integration services for withdrawn children.	No. of withdrawn children that are re-integrated with their families	300	Target	2,000	2,500	3,000	3,500	3,500	
				Amount 000 Ushs	600,000	750,000	900,000	1,050,000	1,050,000	
5.2. Services to children withdrawn from WFCL provided	Identify service providers and refer affected children withdrawn from the WFCL (Mapping/ Sector Audit)	No. of service providers identified and oriented on WFCL	100	Target	400	500	600	700	700	
				Amount 000 Ushs	40,000	50,000	60,000	70,000	70,000	
	Provide resettlement packages to children withdrawn from child labour	No. of children withdrawn from the WFCL referred to service providers	50	Target	2,000	2,500	3,000	3,500	3,500	
				Amount 000 Ushs	100,000	125,000	150,000	175,000	175,000	
		No. of children provided with resettlement packages	300	Target	2,000	2,500	3,000	3,500	3,500	
				Amount 000 Ushs	600,000	750,000	900,000	1,050,000	1,050,000	
	SUBTOTAL				2,082,500	2,560,000	3,007,500	3,442,500	3,447,500	

NATIONAL ACTION PLAN FOR ELIMINATION OF CHILD LABOUR - INDICATIVE COSTING

Strategic Objective 6: To enhance tripartism among government, the employers and labour unions in addressing child labour

OUTPUTS	ACTIVITIES	INDICATORS	Unit Cost '000 UShs	2012/13	2013/14	2014/15	2013/16	2016/17	RESPONSIBLE ACTORS
6.1. Tripartite arrangements between Government, Employers and Labour Unions strengthened	Orient the Labour Advisory Board (LAB) on legislation, policies and labour standards regarding elimination of child labour	No. of members of the LAB oriented	27,000	1	-	1	-	1	MGLSD,
				27,000	-	27,000	-	27,000	
6.2. National Tripartite Charter reviewed and operational	Review the National Tripartite Charter to incorporate elimination of child labour issues	No. of issues on the elimination of child labour issues integrated in the Charter	100,000	1	-	-	-	-	MGLSD, FUE, Labour Unions
				100,000	-	-	-	-	
	Train employers, labour unions to effectively integrate child labour in Collective Bargaining Agreements and in their plans and other activities	No. of Employers and Labour Unions trained	900	500	500	500	500	500	
				450,000	450,000	450,000	450,000	450,000	

6.3. Capacity of Industrial Court to deal with child labour violations improved	Train Chairperson, panelists and staff of the Industrial Court on arbitration of child labour complaints	No. of persons oriented and trained	27,000	Target	-	1	-	1	-	MGLSD, ILO, MOJCA, IC,
				Amount (000 UShs)	-	27,000	-	27,000	-	
	Register and arbitrate on child labour cases	No. of child labour cases registered and disposed off	1,000	Target	100	200	300	300	300	
				Amount (000 UShs)	100,000	200,000	300,000	300,000	300,000	
	Publish the awards of the cases on child labour	No. of awards gazetted	5,000	Target	80	180	260	260	260	
				Amount (000 UShs)	400,000	900,000	1,300,000	1,300,000	1,300,000	
	SUBTOTAL				1,077,000	1,577,000	2,077,000	2,077,000	2,077,000	

**NATIONAL ACTION PLAN FOR ELIMINATION OF CHILD LABOUR - INDICATIVE COSTING
BUDGET SUMMARY (000 US\$)**

	Intervention	2012/13	2013/14	2014/15	2013/16	2016/17
1	Increasing access to Education and Vocational Training	35,892,218	35,996,591	36,150,964	36,130,964	36,192,713
2	Strengthening Household Livelihood	2,310,500	2,330,500	2,280,500	2,300,500	2,280,500
3	Advocacy and awareness raising	35,518,550	35,133,550	35,038,550	35,088,550	35,258,550
4	Withdrawing, Rehabilitating and integrating children involved in WFCL	24,385,400	24,005,800	23,870,800	23,875,800	24,150,800
5	Coordination, collaboration and capacity building	2,082,500	2,560,000	3,007,500	3,442,500	3,447,500
6	Enhancing tripartism among social partners	1,077,000	1,577,000	2,077,000	2,077,000	2,077,000
	GRAND TOTAL	101,266,168	101,603,441	102,425,314	102,915,314	103,407,063

**Ministry of Gender, Labour and Social Development
Plot 2, Lumumba Avenue
P. O. Box 7136, Kampala
Website <http://www.mglsd.go.ug>
Email ps@mglsd.go.ug**

Printed with funding from ILO & JUNTA