



International Labour Organization



Ministry of Gender, Labour and Social Development

Report of the Workshop on Child Labour in the Telecommunications Sector in Uganda

Regency Hotel, Kampala

26th - 27th August 2008

1.0 Introduction

Mr. Godfrey Kiberu, the organizer of the Workshop, welcomed the participants. He informed them that the Ministry of Gender, Labour and Social Development in conjunction with ILO-IPEC had organized the workshop to discuss the report of the baseline survey findings on child labour in the telecommunications sector in Uganda and come up with strategies and avenues for handling the problem. The workshop was attended by the participants listed below.

2.0 List of participants

	Name	Organization	Designation	Contact
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6	Sam Ssali Kiggundu	COFTU	Director Org/Rec	0772301277
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9	A.J. Bwire	MGLSD	PLO/I	0772437776
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23	Jude Nasolo	MGLSD	Ass. Project Manager, CL Unit	
24	Jackie A. Banya	MGLSD	Ag. PLO	0772503618
25	Kiberu Godfrey	MGLSD	Coordinator MGLSD	0772924308
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2.1 Opening the Workshop:

The Workshop was opened officially by Mr. Ojja Andira, Commissioner, Employment, Labour and Industrial Relations Ministry of Gender, Labour and Social Development. In his opening remarks Mr. Andira appreciated the support received from ILO to undertake the baseline survey on child labour in the telecommunications sector, in addition to other programmes aimed at eliminating child labour in the country.



Mr. Ojja Andira – Commissioner & ILO/IPEC Representative Opening the Workshop

He observed that child labour was a big problem, which required to be addressed since it affected the positive development of children. He noted that the Ministry classified child

labour as work that denied children the right to go to school, the right to play and the right to healthy growth. He further observed that Child Labour was equally common in other sectors of the country especially the informal economy.

Mr. Andira observed that Child Labour had increased in the country due to the inadequate labour services from the Ministry of Gender, Labour and Social Development. He urged the ILO to render more support to the country. Mr. Ojja Andira informed the participants that government had come up with a number of programmes for combating child labour, which included withdrawal of children from child labour, and placing them in schools. The Government had also established the legal age for joining the labour market (16 years as defined by the National Constitution). However, he noted that despite the establishment of the minimum age for joining the labour force, there was need to protect children from exploitation and worst forms of child labour. He requested the participants to take active steps in combating the problem of child labour since it affected the quality of the labour force and would consequently lead to reduced productivity and low income. He observed with concern that the problem was perpetuated by a breakdown of traditional social protection networks, personal values and attitudes.

In conclusion he urged participants to share opinions and experiences so as to make meaningful contribution in the fight against child labour within the telecommunication sector and the rest of the country.

2.2 Remarks by Ms. Akky de Kort (Country Technical Advisor- ILO-IPEC Uganda).

Ms Akky de Kort briefed the participants that ILO had held the first stakeholders meeting in December 2007 to validate findings of the rapid assessment on child labour in the telecom industry. She observed that first draft report required improvement, which was done with the assistance of Uganda Bureau of Statistics. She reminded the participants that the telecommunications industry was a very dynamic and fast growing industry in Uganda and that was the reason why the ILO started a dialogue with the different stakeholders, especially the private sector.

Ms. de Kort noted that the project on child labour in the telecommunication industry was being implemented by the Ministry of Gender, Labour and Social Development, and support was being received from the ILO Section on postal and telecommunications services based in Geneva, and that ILO-IPEC was equally supporting the project. She observed that the project also looked at the strong link between HIV/AIDS, child labour, education and gender; and that ILO was implementing community-based projects to prevent and withdraw HIV/AIDS affected children from the worst forms of child labour and was also involved in other child labour programmes.

Ms. de Kort briefed the participants that the ILO introduced Convention 182 on the WFCL in 1999, which was adopted in Uganda in 2002. She further observed that the ILO was very much aware about '*child work/light work*' as part of bringing up children, or work that did not interfere with children education and that was not harmful and hazardous. The ILO was also involved in eliminating the Worst Forms of Child Labour

among children under the age of 12, and in work that denied children an education, was exploitative and harmful to their wellbeing. She further observed that the Ministry of Gender, Labour and Social Development together with ILO and other stakeholders developed a child labour policy that was adopted by the Government of Uganda in November 2007. This policy was very important and would give a framework in the implementation of Child Labour Programmes. She wished participants fruitful deliberations, especially when analyzing Child Labour in the Telecommunication sector and the required interventions.

2.3 Other Speakers at the Workshop

Other speakers during the opening of the Workshop included Mr. Godfrey Kiberu the Coordinator of the Project on Child Labour in the Telecommunication Sector from the Ministry of Labour, Mr. Arinatwe who represented the National Organization of Trade Unions and Mr. Matovu Michael (Coordinator FUE/ILO/IPEC HIV/AIDS Induced Child Labour Project). All of them wished the participants fruitful deliberations.



Participant Group Photograph at the Opening of the Workshop

3.0 Workshop Presentations

3.1. Baseline survey of child labour in the telecommunications sector in Uganda

(By: Vincent Ssennono, Uganda Bureau of Statistics)

Mr. Ssennono made the first presentation and informed the participants that the baseline survey was conducted in the Telecommunication Sector mainly:

- to establish the scale and scope of child labour in the communication industry in Uganda
- to generate recommendations for interventions aimed at mitigating the problem of child labour in the sector
- to design a plan of action for the implementation of the recommended interventions.

He briefed the participants that the methodology used in the baseline included:

- Literature review
- Key informant interviews
- Individual children interviews
- Observation
- Identification of respondents using the “snowballing” technique.

Mr. Ssennono observed that from the study it was noted that:

- Child labour was affecting children from the most deprived households
- The children involved in child labour were mainly orphans and vulnerable children
- The telecommunications industry (which is one of the fastest-growing sectors of the Ugandan economy) uses these children for the sale of air-time cards, especially through agents.

Mr. Ssennono observed that overall, 150 respondents were interviewed. The age category of respondents ranged between 12 and 18 years. He observed that the parenthood data for these children showed that 61% had lost one or both parents. Concerning the domicile status of these children involved in Child Labour, children living with their guardians were highest in Kampala 37% and lowest in Mbale 9%. Children in Mukono District (16%) were the most likely to be living alone, and 7% of children in Kampala and involved in Child Labour were living in child-headed households.

In addition, the study showed that 80% of children were school leavers or dropouts, while only 20% were in school. 81% of children showed willingness to return to school. In terms of child-employer relationship, 41% of the children interviewed were not related to their employers, 29% were working for an elder sibling, 16% were employed by a close relation, and 8% were working for their parents. The nature of employment was also mainly full time (81%), part time (11%) during evenings and holidays, and during school (2%) and other (6%). The study also revealed that 94% of the children worked for more than 8 hours a day. Mr. Ssennono observed that according to the study findings:

- Children staying with guardians had a higher chance of being involved in the telecommunication sector related child labour.
- Orphans were more vulnerable
- Large household children were more involved
- Children worked an average of 12.5 hours per day.
- About one in every three children were not paid

Mr. Ssennono emphasised that it was necessary in order to end the practice through:

- Government, employers, trade unions and community working together on the prevention of child labour, withdrawal and protection of children as part of their strategies to end child labour.
- Supporting initiatives aimed at prevention and withdrawal of minors from this type of work.
- Coordinating efforts of stakeholder groups
- Supporting policy advocacy initiatives
- Initiating and/or supporting a withdrawal programme
- Government persuading telecommunications companies to insert on phone airtime cards a warning against child labour.
- Developing social dialogue with the relevant employers.
- Promoting links with employers for apprenticeship
- Improving working conditions through labour inspection

Presentation by Mr. Matovu Michael: The Role of Telecommunication Companies and Child Labour

Mr. Matovu Michael made a presentation on the Role of the Telecommunication Companies in combating Child Labour. He observed that in Uganda the Telecommunication Sector was growing very fast and that the sector had approximately four million subscribers. He observed that many people were also using the Internet and other telecommunication facilities. The major companies in Uganda included MTN, Warid Telecom, Zain and Uganda Telecommunication Company. Participants were informed that all the above companies offered mobile phones services to the market. He briefed the participants that during the Rapid Assessment of the Telecommunication Sector in Kampala, Mbale and Mukono, it was found that children were involved in Child Labour.

The main activities were:

- Sale of air-time Cards
- Manning the telephone booths

Most of the children involved in Child Labour were between the age of twelve and eighteen and had lost one or both of their parents, and the majority had lost their parent(s) due to HIV/AIDS. He informed the participants that most of the children were involved in Child Labour due to poverty, and the majority came from polygamous families. Most of them were working because they had insufficient money to pay their school fees and other costs for survival.

Participants were informed that the majority of the children were working full time for more than eight hours a day, and some even worked at night. Most of the children, when asked whether they were willing to go back to school, were positive to the idea. The children were also found to be working under poor Occupational Health and Safety Conditions and some were abused sexually especially the Girls when they worked at night.

Mr. Matovu Michael observed the need to raise awareness on the problem of Child Labour and supporting such Children. The supply chain and the telephone dealers, he observed, required to be targeted including the strengthening of Labour Inspections. There was a need for the Telephone Companies to exercise more Corporate Social Responsibility and to sensitise the rest of population. The companies were also under an obligation to identify and assist such children.

He briefed the participants that Child Labour violated National and International Laws such the International Labour Conventions especially Convention No.182 on the worst forms of Child Labour and the provisions of the Uganda Constitution. Participants were briefed that each one of them was under obligation to take action against Child Labour.

He observed that this would best be done through identifying such children, including rehabilitating them. Also each of the participants was under obligation to ensure that the relevant laws were observed, as child labour was a cost to the entire society.

During the discussions on the presentation participants noted that:

- There were many children who worked and were exploited by their parents, guardians or relatives
- Large family sizes put a lot of pressure on meager household resources, leading to the inability of such households to adequately provide for their children, a factor that pushed very young children into child labour in a bid to contribute to household income.
- Telecommunications companies should be required to include in their agreements with Air Time agents binding clauses that prohibit them from using children in selling airtime cards, and punitive measures should be stipulated for agents that flout such agreements.
- Many of the child labourers are HIV/AIDS orphans.
- Government should put in place policies for ensuring socioeconomic security of poor households in order to reduce the risk of children from poor households engaging in child labour.

3.2 The role of the informal economy in combating child labour:

(By Alex Menyha, Executive Director, FASERT-Uganda)

Mr. Alex Menyha informed the participants that Child labour in Uganda was a common phenomena and a major part was in the form of unpaid family workers and wage based child labour. He observed that the major causes of child labour included poverty, HIV/AIDS, conflicts, failure of the education system, and the large size of the informal economy, low cost of child labour, lack of social protection, and social customs and attitudes.

He observed that a "child" as defined by the Children's Act and as endorsed by Article 3 of ILO Convention No. 182, is in agreement with their common policy of "Children out of work and Into the School; Adults into the Work". He outlined key International

Labour Organization Conventions on Child Labour and these included Convention 5 and 59 on Industrial Employment, Convention 33 and 60 on Commercial Employment, Convention 123 on underground work, Convention 10 on Agriculture, Convention 138 on all work or employment, paid or unpaid, and Convention 182 on Elimination of worst forms of child labour.

He said that the role of the informal economy in the fight against child labour was to carry out massive social mobilization and create awareness on the elimination of worst forms of Child labour within the informal economy; collaborate with Government and other stakeholders to address root causes of child labour and identification and removal of invisible child labour which is beyond the formal economy. In order to eliminate child labour in the informal economy, he observed, key agencies required to acquire the necessary knowledge about the relevant Laws and International conventions on child labour.

In the programmes to eliminate child labour, he observed, his organisation on behalf of the Informal economy organizations, adopts the common strategies of awareness raising and social mobilisation; and take joint initiatives to withdraw children engaged in the worst forms of child labour and or hazardous environments which expose them to chemicals and other industrial hazards.

Finally, Mr. Menyha suggested that telecommunication companies in Uganda come out to support the informal economy agencies to eliminate child labour in their supply/distribution chain as per their Global Compact commitments.

During the discussions of his presentation participants noted:

- The majority of children engaged in child labour wanted to go back to school. In as much as UPE was free, the cost of education including transport, uniforms, lunch and scholastic materials were prohibitively high, thus closing out children from poor households. Therefore, Ministry of Education and Sports required strengthening community polytechnics to accommodate this category of children, who were often referred to as ‘the forgotten majority’.
- Government required a budget for activities for combating child labour in the telecommunications sector both at national and district levels.
- The Ministry of ICT was required to formulate policies to control child labour in the sector by revoking licenses of companies that employed children and refused to comply with labour standards.
- Government required creating awareness and monitoring the operations of telecommunications companies to ensure that they complied with legislation and labour standards.
- In partnership with ILO and the Ministry of ICT, and Labour should advise telecommunications companies to indicate on airtime cards and advertisements messages discouraging the use of children in the sale of telecommunications goods and services, and encouraging them to return to school.
- As part of corporate social responsibility, companies should be encouraged to support children engaged in child labour to return to school.

- Ministry of Education and Sports should develop programmes in adolescent sexual and reproductive health to protect girls from early pregnancies that may force them out of school into child labour.
- The practice of pursuing cheap labour in the interest of cutting down the cost of doing business is the main cause of the child labour problem as a competitive economic measure. The child labour project should sensitize employers about the cost of child labour, as it was counterproductive.

3.3. Overview of the Child Labour Policy

(By Ms. Jackie Banya, Senior Labour Officer, Ministry of Gender, Labour and Social Development)

Ms. Banya gave a presentation on the National Child Labour Policy (Nov. 2006). She informed the participants that it was developed through a participatory and consultative process involving various stakeholders. She observed that the National Child Labour Policy was a response to Government's commitment to eliminate child labour and the main thrust of the policy was to guide and promote sustainable action aimed at progressive elimination of child labour, starting with the worst forms.

The policy defined child labour as work that was mentally, physically, socially and/or morally dangerous and harmful to children; work or activities that interfered with children's school attendance; hazardous work, which by its nature or the circumstances under which it is performed, jeopardizes the health, safety and morals of a child. The policy equally recognized the close link between eliminating child labour and other important national concerns, such as eradicating poverty, accessibility to education and reducing the impact of the HIV/AIDS pandemic.

Ms. Banya highlighted international and regional treaties that provided a basis for the child labour policy and these included ILO Conventions No 138 (1973) on the Minimum Age for Admission to Employment and No. 182. (1999) on the prohibition of the Worst Forms of Child Labour, the Forced Labour Convention No. 29 and the Abolition of Forced Labour Convention No. 105, UN Convention on the Rights of the Child, UN Protocol on the Use of Children in Armed Conflict, African Charter on the Rights of the Child, and the East African Cooperation Treaty. National legislation for combating child labour includes the National Constitution of the Republic of Uganda 1995, The Employment Act No. 6, 2006, Occupational Safety and Health Act No. 9, 2006, the Children Act Cap 59, 2000, and the Penal Code Act Cap 286 and the Local Government Act Cap 243.

Other complementary policies for the child labour policy included the Orphans and other Vulnerable Children Policy (OVC), the Universal Primary Education Policy, the Revised National Strategic Framework on HIV/AIDS, the National Health Policy and Strategic Plan of Action, the National Policy on Disability, the National Youth Policy, the Uganda Gender Policy, the National HIV/AIDS Policy and the World of Work, and the Draft National Employment Policy.

Ms. Banya briefed the participants that the overall objective of the policy was to guide and promote sustainable action aimed at the progressive elimination of child labour, starting with the worst forms. Specific objectives of the policy were to integrate child labour concerns into the national, district and community programmes and plans; to establish a legislative and institutional framework to initiate, coordinate, monitor and evaluate child labour programmes; and to stimulate collective and concerted efforts to eliminate child labour at all levels.

The principal targets of the policy were children involved in domestic work, children trapped in commercial sexual exploitation, children working in dangerous activities in the informal sector and in the streets, children engaged in commercial agriculture in particular plantations, children engaged in other hazardous and illicit activities, orphaned children and working children affected by HIV/AIDS, children affected by armed conflict, school dropouts at risk of child labour, child parents especially the child mothers, and children vulnerable to child labour due to disabilities. Strategies for implementation of the child labour policy include preventive, rehabilitation, protection, and transition measures.

Preventive Strategies included advocacy and awareness raising on the risks and consequences of child labour with special emphasis on links between HIV/AIDS, education and child labour, the gender dimensions of child labour. Protective Interventions include formulation and enforcement of labour legislations, and strengthening the capacity of MGSLD, in particular the Labour Inspectorate and the OSH Departments. Rehabilitative Interventions include withdrawal, rehabilitation and alternatives for livelihoods for the children and their families, capacity building, coordination and networking, establishment of a national database, and information and resource mobilization.

The implementation machinery for the National Child Labour Policy she observed comprised of the National Steering Committee on child labour, the Child Labour Unit, Local Governments, Employers Organizations, Labour Unions, NGOs, communities and donors. Ms. Banya concluded by stating that eliminating child labour requires a joint effort of all Stakeholders including Line Ministries, Local Governments, employers and workers organizations, civil society, NGOs, communities, parents, children and the donor community.

Discussions of Ms. Banya's Presentation:

After her presentation and during the discussion it was noted that:

- There was a need to identify other sectors employing children such as the fisheries sector, the livestock industry especially children of poor pastoralists, tourism and hospitality industry.
- There was need to critically examine work that children engage in that may not seem to potentially have devastating impact on children and potentially hazardous such as entertainment, sports etc. Children engaged in any work that was morally, physically,

- mentally and spiritually dangerous to the child's growth and development was all considered hazardous work.
- The informal economy should be included on the steering committee for the implementation of the National Child Labour Policy
 - There was the need to develop a national communication strategy for elimination of child labour since child labour could effectively be combated through awareness-raising. The telecommunication sector could therefore play a leading role in this area.
 - There were policies that impinged on child rights and child protection. However, they required implementation. There was thus need to strengthen manpower and financial resources at local government levels for effective implementation, monitoring and evaluation of child labour policy.

3.4. Group Work

Participants were divided into three groups and all tasked to identify and discuss strategies for mainstreaming child participation in the fight against child labour, identify Government Ministries and agencies and the role they could play in the fight against child labour, and identify the stakeholders in the supply chain of child labour in the telecommunications sector. The three groups deliberated on these issues and presented their proposals in a plenary as indicated below.

3.4.1. Group One Question: “Think more about child participation in the fight against child labour in the telecommunication sector. What strategies can telecommunications companies play in this line”?

The group proposed the following strategies:

- Forming children's rights clubs in schools so that they raise awareness about child labour in schools through debates and drama, and also influence school management to rally for their support.
- Sensitizing the media, and especially the broadcast media since it reaches big audiences in raising awareness on child labour issues to the wider public. The International Children's Day broadcasting could be used to raise more awareness about child labour issues.
- The Ministry of Labour, Gender and Social Development should work with District Probation and Welfare Officers and District Information Officers to organize district broadcasting programmes on child labour.
- Forming a network of telecommunication companies to fight child labour was essential.
- Telecommunications companies should write warnings against child labour on their airtime cards and adverts.
- Telecommunication companies with the support of Ministry of Gender, Labour and Social Development should sensitize their agents and the public on the dangers of child labour through a multi-media strategy.

- Lobbying Telecommunications companies to eliminate child labour through their Corporate Social Responsibility and global alliances such Global Impact Initiative of Telecommunication Companies. Telecommunications companies could offer scholarships to send children withdrawn from child labour back to schools.
- Lobbying telecommunications companies to give incentives to children to enable them get out of child labour.
- Partners should sponsor drama and essay writing competitions in schools to sensitize and raise awareness against child labour. These messages should target both in-school and out of school children trapped in child labour.
- Supporting child-to-child peer influence programmes to identify and withdraw children trapped in child labour.
- Using Local Council Leaders to identify children engaged in child labour and refer them for support. Local Councils could be used to ascertain and monitor the number of children engaged in child labour in their areas of jurisdiction.

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3.4.2. Group Two Question: What should be the Roles of Government Ministries and Agencies in Combating Child Labour?

The role of government ministries and agencies in the elimination of child labour in the telecommunications sector were as presented below:

Ministry of Gender, Labour and Social Development

- Oversee, coordinate and supervise child labour programmes.
- Put in place child labour laws.
- Enforce labour legislation to curb child labour activities.
- Collaborate with labour unions.

Ministry of Education and Sports

- Integrate child labour into National School Curriculum
- Sensitize the population about the dangers of child labour through local government structures
- Participate in the withdrawal of children from the street and help in reintegrating them back in school.

Ministry of Local Government

- Integrate, implement and monitor child labour programmes in local government programmes

Ministry of Finance, Planning and Economic Development

- Plan for and avail financial resources for implementation and monitoring of child labour programmes.

Ministry of Internal Affairs

- Enforce labour laws and the child labour policy.

Ministry of Information and Communication Technology

- Develop licensing regulations that prevent telecommunication companies from employing children.

- The Communication Commission should regulate the activities of companies and ensure compliance with child labour legislation.
- Enforce child labour policy by revoking licenses of telecommunications companies that employ child labour.

Ministry of Justice and Constitutional Affairs

- Prosecute telecommunications companies and dealers that employ child labour.

3.4.3. Group Three Question: Who are the stakeholders in the supply chain of child labour in the telecommunications sector? What strategies can be laid to make them involved in the fight against child labour in the telecommunications sector?

Stakeholders identified in the supply chain of child labour in the telecommunications sector included:

- Managers of telephone booths.
- Business community.
- Telecommunication companies and agents.
- Parents/guardians/relatives of children.
- Poorly facilitated schools in villages.
- Large household families that use children as sources of raising household income.

Strategies proposed by the group for involving stakeholders in the fight against child labour included:

- Sensitization of stakeholders on the dangers of child labour.
- Enforcement of child labour legislation.
- Supporting children trapped in child labour to go back to school.
- Ministry of Education should develop and support a framework for Business Technical and Vocational Education and Training (BTJET) where different stakeholders can come in and support training for children trapped in or at risk of child labour.
- Ministry of Education should review the education system and orient it towards vocational skills to equip young people with vocational skills that increase their employability and reduce their risks of child labour.
- Supporting poor households with income-generating activities to raise income for enabling and facilitating children to go to school by meeting their cost of schooling.
- Developing a child labour advocacy strategy through production of IEC materials like booklets, posters etc. in order to raise awareness about child labour in the telecommunications sector.
- Forming a network of implementing agencies of child labour programmes to support activities for combating child labour in the telecommunications sector.
- Encouraging community participation by assisting community leaders to identify and report cases of child labour in their communities.
- Establishing a monitoring system for identifying children engaged in child labour and integrating them into schools.

3.5. Way forward

After all the presentations and discussions, participants suggested the following:

- Ministry of Gender, Labour and Social Development should educate and sensitize telecommunications sector about the need to play an active role in the fight against child labour; should approach telecommunications companies and involve them in the fight against child labour in the sector; and should collaborate with the media to raise awareness and publicize cases of child labour in the telecommunications sector.
- Ministry of Gender, Labour and Social development and ILO should specifically organize a workshop for telecommunications companies, airtime vendors, payphone owners and franchises in order to discuss strategies for combating child labour in the sector.
- Networking with Ministry of Works and Communications and Uganda Communications Commission to play a role in combating child labour by controlling activities of companies that employ children in the sale of airtime cards and manning telephone booths.
- Explore ways of using telecommunications companies to contribute to the elimination of child labour, for example by using SMS messages to discourage the public from using Child Labour.
- Sharing the report with Telecommunications companies and Uganda Communication Commission (UCC) and key donors like UNICEF, UNDP and explore ways of bringing them aboard the fight against child labour in the telecommunications sector.
- Mobilization of resources from different partners and funding agencies in order to ensure effective implementation of elimination of child labour activities in the telecommunications sector.



Participants contributing to Group Presentations

4.0. Closing the Workshop

Mr. Abraham Bwire on behalf of the Ministry of Gender, Labour and Social Development thanked the participants for contributing good ideas during the workshop. He noted that there were many children involved in selling air-time cards in the sector, many of whom were of school-going age of 12-17 years. Indeed many of those children would like to go back to school if given opportunity.

Mr. Bwire urged participants to think about ways of withdrawing these children from child labour and getting them back into school. He commended government and other development partners for designing strategies for combating Child Labour in the sector. He observed that there was need to give the public and media houses information through Information, Education and Communication Materials for raising awareness about the problem of child labour. He noted that children had a right to education, whether formal or non-formal, to enhance and bolster their skills for future productivity, employability and ultimately improved standards of living. He reiterated the role of a multi-media campaign as a critical element in influencing policymakers to take action against telecommunications companies employing children.

Mr. Bwire briefed the participants that effective efforts for combating child labour required a strong collaboration between line ministries, government agencies, ILO, NGOs, telecommunications companies, the private sector, families and individuals; effective enforcement of labour laws and legislation on children's rights by the Ministry of Labour and the Police Child Protection Unit; and improved household incomes. He thanked the participants for attending the workshop and requested all to ensure that there was a change in the situation of Child Labour in the Telecommunication Sector. He wished them all safe journeys to their respective homes.