RAPID ASSESSMENT SURVEY ON CHILDREN WORKING IN THE TELECOMMUNICATIONS INDUSTRY IN UGANDA

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SECTORAL ACTIVITIES PROGRAMME

Sectoral Working Paper

RAPID ASSESSMENT SURVEY ON CHILDREN WORKING IN THE TELECOMMUNICATIONS INDUSTRY IN UGANDA

By Robert Odedo

Working papers are preliminary documents intended to stimulate discussion and comment

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List of Acronyms and Abbreviations

ACT/EMP	Bureau for Employers' Activities, ILO
CRC	Convention on the Rights of the Child
FUE	Federation of Uganda Employers
GOU	Government of Uganda
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome
ILO	International Labour Office OR International Labour Organization
IMF	International Monetary Fund
IPEC	International Programme on the Elimination of Child Labour
ISP	Internet Service Provider
MGLSD	Ministry of Gender, Labour and Social Development
MOU	Memorandum of Understanding
NGO	Non-Governmental Organization
NOTU	National Organization of Trade Unions
NUPAWU	National Union of Plantation and Agricultural Workers of Uganda
PEAP	Poverty Eradication Action Plan
SECTOR	Sectoral Activities Branch, ILO
UBOS	Uganda Bureau of Statistics
UCC	Uganda Communications Commission
UCEU	Uganda Communications Employees Union
UPE	Universal Primary Education
USDOL	United States Department of Labor
USE	Universal Secondary Education
UTL	Uganda Telecommunications Limited
VSAT	Very Small Aperture Terminals

Acknowledgments

In June 2007, *Tropical Business Research* (TBR) was contracted to investigate the existence and prevalence of child labour in the telecommunications sector in Uganda. The study was carried out in collaboration with the Sectoral Activities Branch (SECTOR, ILO, Geneva), the International Programme on the Elimination of Child Labour (ILO-IPEC), the Uganda Communications Employees Union (UCEU) and the Labour Directorate of the Ministry of Gender, Labour and Social Development.

The completion of this exercise was a result of the joint efforts of several persons who in one way or other played a direct or indirect role in enabling the Consultant to fulfil the objectives of the assignment. Whilst acknowledging the input of all sources the Consultant wishes to make special mention of some of the key resource persons that helped to make this task possible:

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Executive Summary

It is apparent that child labour is a serious problem, existing in various spheres and sectors in the Ugandan economy. Child labour in the Ugandan context refers to work performed by persons under 18 years of age that is mentally, physically, socially and/or morally dangerous and harmful to children or that interferes with their school attendance. Such labour largely affects children from the most deprived households, some of whom are orphaned and vulnerable children.

The telecommunications industry is one of the fastest growing sectors of the Ugandan economy and is now a source of livelihood for thousands of people -- engaged as franchisees, distributors, agents and sales persons – directly or indirectly involved in the distribution chain of the telecom products, including airtime cards.

Prior to this study, the scope and extent of the problem of children working in the telecommunications industry had not been established. However, there was evidence of children's involvement in the lower end of the distribution chain of some products, particularly in the sale of phone calling cards, which provided the initial justification for a rapid assessment survey of three districts, namely Kampala, Mbale and Mukono. It should be indicated at the outset that this survey was based on a small, non-random sample, and that its methodology aims at providing an impressionistic portrait of the phenomenon rather than attempting to provide a complete picture.

RESULTS

Age Structure and Sex Composition of Respondents

It was found that there were marginally more females than males among the minors involved in the sale of telecommunications products and services.

There were significant variations in the gender distribution of respondents by district. Whereas in the Kampala area, females were only marginally more present than males, the results indicate that in Mukono within the target group it is predominantly females who are engaged in the sector, while the reverse is true for Mbale, where 72% of the children identified were males compared to 28% females.

The ages of the respondents interviewed ranged from 12 to 18 years. The majority of the respondents were aged between 14 and 16. It was observed that within the 12-14 year age bracket, the gender distribution was fairly even.

Orphanhood

The study sought to establish the parentage and orphanhood status of respondents; the findings revealed that 61 per cent of the children interviewed either had one or both parents deceased. This finding therefore places orphanhood as a key indicator and possible causal factor for child labour in this sector. The findings indicate that HIV/AIDS appears to be the single most significant cause of parental death among children engaged in child labour in the telecommunications sector.

Domicile status

The findings revealed that at least one in three of the respondents were living with guardians (not necessarily relations), 16% with their mothers, 15% with either an elder brother or sister, 11% with aunties/uncles, 7% were on their own, 6% were living with younger siblings whom they were looking after (child-headed households), only 6% said they were under the care of both parents, 4% and 2% with fathers and grandparents respectively.

Schooling status

The findings revealed that most of the respondents were school dropouts or school leavers, having failed to continue with formal education for one reason or another; only 20% of the children interviewed were still in school.

An analysis of schooling status by gender indicated that girls working in the sector were much more likely to be out of school than their male counterparts. The proportion of dropout/school leaver cases was slightly lower among the under 15 years age bracket, but was still of concern; the data shows that 63% of children in this group working in the sector are school dropouts, as against 81% for the total sample population.

Relation to owner of business

An analysis of the distribution of children surveyed according to their relation to the owner of the business or employer showed that the biggest single group - 41% of the respondents - were not related to their employers. However, 53% were in some way related to their employer -- 29% of the respondents were working for an elder sibling and 16% were employed by a close relation, such as an uncle/aunt, while 8% of the children were working for their parents.[1]

Time at work

Respondents were probed to find out when they engaged in work, and the findings indicate that most of children engaged in the sale of calling cards were working full time, as seen in 81% of the cases surveyed. 11% of the children said that they worked after school hours and during holidays, while 2% said they sometimes worked during school hours (on or off school premises).

Place of work

Respondents indicated that they worked in a variety of locations, most of them in a fixed location such as in or near a kiosk or phone box, but others were working at the roadside or at various different places.

Length of service

The survey also investigated the length of time that the respondents had been engaged in the work, and the findings show that just over one third of the children have been working for less than 3 months, 20% for between 3 and 4 months, another 20% between 5 and 7 months and 8% for longer than one year. For most of them, this was their first job, and they had found work through family or friends.

Hours worked per day

The survey findings reveal that children engaged in this sector work extremely long hours; the majority of the respondents (46%) work more than 14 hours a day, often beginning work as early as 6 a.m. and staying on until 11 p.m. The second largest group, representing 41% of respondents, said that they worked between 11 and 13 hours a day, while only 6% worked less than 8 hours a day

Remuneration

The findings also revealed that over one in four of the children working in the sector were not paid for their work; either because they were working for their parents, or because they were effectively working to earn their food and lodgings. Of those interviewed, 73% said that they were paid, while 26% were not.

[1] A further 6 per cent were classed as "Other", i.e. their relation to the owner was unclear.

Interestingly girls were more likely to be paid than boys. The findings show that in nearly three quarters of the cases, the payment would not exceed Uganda shillings 30,000 per month, which translates to well below one US dollar a day.

Conclusions

- Child labour in the telecommunications sector exists in the three districts surveyed, but it is somewhat hidden from the public eye.
- Problems facing children under 16 working in the sector are the most serious, but among those aged 16-18 the hours and conditions of work fall foul of legal requirements, especially as regards working hours.
- In Kampala, Mukono and Mbale districts, this is predominantly an urban and periurban problem, with Greater Kampala and its environs serving as a hub.
- Local authorities have not picked up on the issue, as they have largely been unaware of its existence.
- Orphanhood to HIV/AIDS - or loss of at least one parent to the disease - appears to be a major causal factor among children working in the sector.
- Disintegration of or absence of nuclear family support is an additionally strong factor established among affected children.
- Girl-children are the more affected by this phenomenon than boys.
- Unfavourable conditions of work prevail (long hours, lack of minimum health and safety standards, girls potentially exposed to abuse, especially when working at night, little or no time off given, poor pay). These working conditions appear to be broadly comparable with those prevailing among children working in other sectors, involving less physical effort but longer hours than the norm.[2]
- The majority of children working in the sector are primary school dropouts, characterized by low self-esteem and sense of frustration at not being able to attend school.

Recommendations

The positive contribution of the telecommunications sector to the employment statistics in the country cannot be understated, given that this is the fastest growing sector in the economy. However, the various stakeholders in the telecommunications sector are requested to act to improve compliance with child labour

[2] As compared with data provided in *Knowledge, attitudes and practices on child labour and HIV/AIDS in Uganda, p. 16.*

legislation in the sale of phone cards, and to advocate the elimination of child labour in general and in the telecoms sector in particular. Employment of young people aged 18 and above as replacement workers, assisting with school fees and subsistence for former child workers in the sector, and identifying measures to provide alternative sources of livelihood for those who were dependent on their income are important policy issues to be considered. The following recommendations are made, subject to the availability of funds for measures that require financial support.

ILO

- Coordinate efforts of stakeholder groups by facilitating a multi-sectoral approach to tackling child labour in general across all sectors, including the telecommunications industry, bringing together central government, local council authorities, trade associations, trade unions, NGOs, parents and affected children.
- Support policy advocacy initiatives and lobbying for policy reforms and action against child labour in general, including the telecommunications sector.
- Initiate and/or support a programme aimed at returning working children back to formal education and providing life skills and vocational skills to out-of-school youth currently engaged in the sector.
- Leverage resources for direct support or link children who still wish to return to school with organizations providing formal and alternative education.
- Extend the study to other regions to examine further the scope and depth of the problem in order to design a countrywide intervention.
- Promote links with employers and government for apprenticeship and employment for young people aged 18 and above.
- Engage with the private sector in telecommunications on solutions to the child labour problem in the industry.

Central Government

- Mainstream issues relating to HIV/AIDS into child labour legislation, policies and programmes and vice versa.
- Form effective links between sector ministries, partner organizations such as workers' and employers' organizations and NGOs to ensure effective application and observance of the legislation that prevents child labour.
- Promote links with employers for apprenticeship and employment for young people aged 18 and above.

- Sensitize the public, especially the telecommunication companies, on the dangers of child labour and the benefits of addressing this issue.

Local Governments

- Establish District Steering Committees on child labour, to oversee implementation of related legislation and coordinate child labour initiatives and programmes at district level.
- Enhance enforcement of minimum age for admission to employment.
- Bring on board the phone dealers' association in tackling the problem, particularly in the Kampala area.
- Improve working conditions through labour inspection and enforce maximum hours of work for minors, permissible tasks and minimum health and safety conditions.
- Undertake regular follow-up visits for counselling, career guidance and placement of identified children.

Telecommunication Companies

- Set and adhere to minimum standards in regard to child labour, in line with national legislation, within the telecommunication companies themselves and among phone dealers, agents and others involved in their supply/distribution chain and ensure that where possible children currently engaged in work for such companies, phone dealers, agents and others involved in the sector are replaced by young people aged 18 and above.
- Improve working conditions by setting and enforcing standards on maximum hours of work for minors, permissible tasks and minimum health and safety conditions.
- Support initiatives aimed at prevention and withdrawal of minors from child labour, such as sensitisation, education, vocational skills training and income-generating activities in the spirit of social responsibility.
- Place child labour higher on the agenda of corporate social responsibility concerns, as this will greatly improve the image of the companies and the industry at large.
- Insert on phone airtime cards a warning against child labour as a means of raising public awareness about the dangers of engaging children for cheap labour (as is the practice with some other products).
- Embark on initiatives to identify and profile children engaged in the sector, with the objective of targeting them for social support.

Trade unions

- Work with the District Steering Committees on child labour, to ensure implementation of child labour initiatives and programmes at district level.
- Sensitize the public and lobby for enhanced enforcement of minimum age legislation and encouragement of youth employment.
- Develop social dialogue with the relevant employers to develop understanding of what could ensure decent working conditions offered by agents to those selling these cards on behalf of the Telecommunications companies.

1. INTRODUCTION

The growing army of child labourers in Africa is expected to swell by at least one million children per year if current economic and social trends persist, the International Labour Office warned in a report prepared for a tripartite meeting of workers, employers and governments in Kampala, Uganda. While citing widespread but scattered initiatives to reduce and eliminate child labour in certain industries, the report, *Child Labour in Africa - Targeting the Intolerable* observes that “the poverty, population and education indicators give a potentially bleak picture for the future of child labour in Africa."

While child labour is found in all regions of the world, it is overwhelmingly a developing country phenomenon. In percentage terms, Africa already has the highest incidence of child labour, with approximately 41 per cent of all children between 5 and 14 years old involved in economic activity (versus 21 per cent in Asia and 17 per cent in Latin America). The ILO says that over 250 million children are at work worldwide, in countries at all levels of economic development, with the largest concentration in Asia.

Participation rates of children in the labour force are higher in the countries of Sub-Saharan Africa, where nearly half the children in the 10-14 age group are working. In Uganda, Kenya, Niger and Ethiopia, the estimated rates of children aged 5 to 14 working are between 40 and 46 per cent. In Benin, Côte d'Ivoire, Nigeria and Zimbabwe the figures are between 20 and 30 per cent, while they are higher in Mali (54 per cent) Burkina Faso (51 per cent) and Burundi 49 per cent. The major factors responsible for the high rates of child labour (apart from demand for their services by employers) are poverty, rapid population growth, deterioration in living standards and the incapacity of education systems to cater to all children of school age and provide them with a decent education.

Child labour is an overwhelmingly rural phenomenon, with up to 70 per cent of all child workers involved in agricultural production, many of whom are unpaid family workers. Most African economies, particularly in Sub-Saharan Africa, remain predominantly rural.

The scope and nature of the hazards facing working children in Africa remains poorly documented, and further attention needs to be focused on areas requiring immediate action. Further preventive action is needed if the serious social consequences of the projected increase in the numbers of child workers are to be avoided.

Objectives of the Study

1. To establish the scale and scope of child labour in the telecommunications industry in Uganda.
2. To generate recommendations for interventions aimed at mitigating the problem of child labour in the sector, as appropriate.

Specific Tasks

- Develop research instruments and questions
- Recruit and train Research Assistants
- Pre-test and finalise research instruments with involvement of the MGLSD
- Conduct interviews and Focus Group Discussions
- Process and analyse data
- Write baseline survey report
- Submit draft report to ILO, MGLSD
- Incorporate ILO's and MGLSD comments into draft report
- Submit final report to ILO

Justification for the Activity

It is apparent that child labour is a serious problem, which exists in various spheres and sectors of life in the Ugandan economy. Child labour has been seen largely as affecting children from the most deprived households, some of whom are orphaned and vulnerable children.

The telecommunications industry is one of the fastest growing sectors of the Ugandan economy and is now a source of livelihood for thousands of households involved in its operations, as franchisees, distributors, agents and sales persons – directly or indirectly engaged in the distribution chain of the telecom products, including airtime cards.

The scope and extent of child labour in the telecommunications problem was not established prior to this study, although there was evidence of children and young people being involved in the lower end of the distribution chain of some products, particularly in the sale of phone cards, which provided the initial justification for a rapid assessment survey. This survey provides an initial indication of the scope and extent of the problem in three districts of Uganda.

Methodology

This section describes the methodology employed in the collection of data, scope and location of the study and the analysis of data collected thereafter.

The study took place over an eight-week period between 11 June and 3 August 2007 and was undertaken through a highly consultative and participatory process. A blend of methodologies was designed to capture all aspects highlighted in the terms of reference (see Annex IV).

Primary Methods

Primary methods involved designing an instrument to be administered to individual respondents by research assistants.

Tools developed to ensure comprehensive capture of data included:

- In-depth one-on-one questionnaires administered to children and young people aged less than 18 years old who are engaged in the sale of telecommunication products.
- Focus group and Key informant guides.
- Testimonies; mapping; transecting and observation among others.

Secondary Sources

The study team consulted existing sources of information from relevant stakeholder bodies including the ILO, UNICEF, and the Ministry of Gender, Labour and Social Development, among others.

Training of Research Assistants and Pilot Study

A team of four Data Collectors was trained in Kampala for two days to undertake the field survey. The training was aimed at briefing the team on the following aspects of the assignment:

- Objectives of the study
- Methodology to be used
- Administration of data collection tools – including presentation, rapport building, interview control, probing, prompting, recording of responses and data management.

A Pilot study was undertaken on the second day of the training in the Kampala suburbs of Kamwokya for purposes of introducing the practical aspects of the study to the data collection team but also testing and refining the tools. The final tools used for the study were then reviewed and final versions produced before the exercise commenced in earnest.

Sampling

The study sought to establish, identify and engage in discussion children involved in the sale of calling cards and in manning telephone booths in the study areas. A total of 150 eligible respondents were traced in three study sites: Kampala, Mbale and Mukono Districts. The team that undertook the data collection systematically covered the sub-counties sampled, ensuring that no eligible respondent willing to take part in the study was left out. In each of the 3 study sites, 5 sub-counties were sampled from which the eligible respondents interviewed were drawn. A “snowballing” technique was employed whereby respondents were requested to help identify other eligible respondents in their localities. This approach meant that the views of children unwilling or unable to respond could not be obtained, so the survey is less representative than would be desirable, but still provides a reasonably good indication of the situation.

2. LITERATURE REVIEW

Incidence

The second Global Report on Child Labour provides recent estimates of child labour which give continued reason for concern. According to the Report, the new estimates suggest that there were about 317 million economically active children aged between 5 and 17 in 2004, of whom 218 million could be regarded as child labourers. Of the latter, 126 million were engaged in hazardous work. The corresponding figures for the narrower age group of 5 to 14 year-olds are 191 million economically active children, 166 million child labourers, and 74 million children in hazardous work. There was, however, a reduction in the global trend over the four-year period preceding the report of children involved in child labour activities. The number of child labourers in both age groups of 5-14 and 5-17 fell by 11% between 2000 and 2004. The decline was much greater for those engaged in hazardous work: by 26% for the 5-17 age group, and 33% for the 5-14 year olds. The incidence of child labour in 2004 is estimated at 13.9% for the 5-17 age group, compared to 16% in 2000. The proportion of girls among child labourers however remained steady. The global picture that emerges in the Global Report is that "*child work is declining, and the more harmful the work and the more vulnerable the children involved the faster the decline*[3]*.*

Poverty and Child Labour [4]

The problem of child labour is very substantially located in the developing world, where poor parents send their children to work for reasons of economic expediency, unable or sometimes unwilling to appreciate the long-term value of education for the family's prospects. In this way, poverty and child labour can be mutually reinforcing and are often passed on from generation to generation.

This supply of child labour is accommodated by the demand of employers for a cheap and flexible workforce, including small-scale family enterprises that cannot afford adult paid labour. The absence of regulation, together with weak law enforcement, often allows the practice to flourish. Furthermore, it is a mistake to think of globalization as a force for constant improvement in labour standards. Although large-scale manufacturing industries may not directly rely on child labour, the backward linkages created through subcontracting labour-intensive segments of the product may be less compliant. For example, India's sporting goods industry has strong backward linkages to suppliers of components using child labour.

[3] The End of Child Labour: Within Reach. Global Report under the Follow-up to the ILO Declaration on Fundamental Principles and Rights at *Work* Report of the Director-General to the International Labour Conference, 95th Session, 2006, Report I (B), International Labour Office, Geneva, p. xi.
[4] The following two sections draw on the *OneWorld Child Labour Guide* written by Upasana Choudhry, OneWorld UK, London, available from http://uk.oneworld.net/guides/childlabour.

International Commitments /Policy Environment

The UN Convention on the Rights of the Child (CRC), 1989, which has been ratified by almost all countries, brings together civil and political as well as economic, social and cultural rights of children in one instrument. Article 32 on protecting children from exploitative and harmful work is applicable to all children in all situations.

The ILO's Minimum Age Convention, 1973 (No. 138) calls for the elimination of child labour up to age of the completion of compulsory education, while the Worst Forms of Child Labour Convention, 1999 (No. 182) calls for immediate elimination of the worst forms of child labour, such as children who are forced into bondage and slavery, hazardous occupations, armed conflict, trafficking, immoral or illegal activities.

The World Education Forum held in Dakar, Senegal, in April 2000, adopted six major goals for education, covering the attainment of Universal Primary Education (UPE) and gender equality, improving literacy and educational quality and increasing life-skills and expanding early childhood education programmes. These are to be achieved within 15 years ending 2015.

In September 2000, 189 heads of state and governments made a passionate commitment to meet the United Nations' Millennium Development goals that include eradicating extreme poverty and hunger, achieving universal primary education, promoting gender equality and empowering women, reducing child mortality, improving maternal health, combating HIV/AIDS, malaria and other diseases, ensuring environmental sustainability, and developing a global partnership for development.

During September 1999, the World Bank group and the IMF launched an initiative to develop nationally owned participatory poverty reduction strategies to provide the basis of all World Bank and IMF concessionary lending and for debt relief. This approach, building on the principles of the Comprehensive Development Framework, is now being reflected in the development of Poverty Reduction Strategy Papers by country authorities, and the Fast Track Initiative by the World Bank is following this up.

HIV/AIDS

The HIV/AIDS pandemic has regenerated the supply side of the child labour equation. Households where adult members suffer prolonged periods of illness with HIV and related conditions suffer dramatic cuts in income and forced sales of assets. To make up for these economic losses, children may be withdrawn from school and put to work. In the case of AIDS orphans, there may be little alternative to working in order to earn their livelihood.

Africa in particular has in the last decade seen a dramatic rise in the new phenomenon of child-headed households, brought on by HIV/AIDS mortality. An estimated 10% of all children orphaned by HIV/AIDS in Africa are heads of households and have to care and provide for their siblings.

Several African governments have instituted reductions in, or elimination of, school fees for orphaned children. However, little has been done to implement and strengthen programmes, policies or legislation to reduce the risk of AIDS orphans being drawn into hazardous forms of work, or to provide them with adequate resources for subsistence.

For its part, the ILO launched the International Programme on the Elimination of Child Labour (IPEC) in 1992 to help member states to combat child labour through action programmes, research, advocacy and policy development. ILO-IPEC country programmes seek to work toward the progressive elimination of child labour by strengthening the capacity of countries to deal with the problem. The Uganda[5] chapter of the IPEC programme was launched in 1998. In 2005 a pilot project was commissioned to test Action Plans to develop community-based models to prevent and withdraw HIV/AIDS affected children from child labour. In 2006 IPEC published a report on *Knowledge, attitudes and practices on child labour and HIV/AIDS in Uganda* and a *Training manual on child labour and HIV/AIDS*.

Child Labour in Uganda

In Uganda, precise data on the nature, magnitude, dynamics and trends of child labour has not been comprehensively ascertained to date. A number of studies are however progressively bringing to light some dimensions of the problem.

Available statistical information (UBOS, Labour Force Survey 2003) indicates that there are 1.5 million working children and that may be a conservative estimate. The 2000/2001 Uganda Demographic and Health Survey identified a higher figure of 2.7 million working children. Differences in methodology and definition make it difficult to track the exact changes and trends in child labour over time.[6]

In 1998, the International Labour Office (ILO) estimated that 44.4 per cent of children between the ages of 10 and 14 in Uganda were working. According to the 1991 Population Census and the 1992/93 Ugandan Integrated Household Survey, 23 per cent of children between the ages of 10 and 14 work in various

[5] Also being implemented in Zambia.
[6] Ministry of Gender, Labour and Social Development: National Child Labour Policy, November 2006.

activities. The Ugandan Government estimates that 3.3 million children between the ages of 10 and 17 were working in 1991. Of these children, 49 per cent were girls and 51 per cent were boys.

Child labour is prevalent in Uganda's northern region, pastoral communities, districts devastated by HIV/AIDS, agricultural plantations, mining areas, urban centres and border towns. There are an estimated 1.7 million orphaned children, resulting from civil unrest, internal displacement of people and HIV/AIDS, among other causes. An estimated one million children living in Uganda have lost their mother or both parents to AIDS. Orphaned children are likely to become heads of households responsible for caring for younger siblings, or to live on the streets[7].

A predominant factor behind child labour is poverty, particularly in rural areas where more than 90 per cent of Uganda's population lives.

Children work in both subsistence and commercial farming. Children fetch water over long distances; handle heavy loads; and are exposed to dust, pesticides and herbicides. According to a study conducted by the Federation of Uganda Employers of 115 enterprises involved in tea, coffee, sugar, and tobacco production, children participate in the labour force of almost 80 per cent of the employers. In the areas examined by the study, children performed a variety of tasks, including harvesting tea and tobacco (25 per cent); picking coffee beans (23 per cent); weeding (14 per cent); slashing (9 per cent); spraying (9 per cent); and sorting tobacco (5 per cent).

Two types of child labourers have been identified in Uganda. The first group includes boys and girls who are taken advantage of because they provide cheap or free labour to exploitative adults. The second category is that of children who are desperate, and who work because it is essential for their survival. Girls and boys engage in some forms of work, such as domestic work and prostitution, in line with these categories. The overall labour force participation rate is 34.2% for children between 5-17 years. More than half of the working girls and boys (54%) are aged between 10-14 years, and one third are less than 10 years old[8].

The Ugandan Government reports that some of the worst forms of child labour in the country include heavy domestic work; agricultural work, commercial sexual exploitation of children and sexual slavery; involvement in military operations; smuggling of merchandise across borders; and the work of children living on the

[7] Bureau of International Labor Affairs, U.S. Department of Labor, Feb. 2007.
[8] Mwaka, V.M and Tumushabe J (1997) The State of Child Labour in Uganda.

streets. Children working as domestic servants frequently work long hours, are denied food, endure physical and sexual abuse, and are isolated from family and friends.

In urban areas, children working in garages and workshops often are exposed to hazardous products such as paint, petroleum, battery acid, and asbestos. Children working on the streets sell small items (including pre-paid phone cards), wash cars, and so on, and may beg and scavenge on behalf of others as a job, or on their own account. Some are also involved in the commercial sex industry, particularly in Kampala and border towns.

Child Labour Law and Enforcement

Uganda's 1995 Constitution (Article 34) defines a child as a person below 16 years of age, and states that children have the right to be protected from social and economic exploitation. The Constitution further states that children should not be employed in work that is "likely to be hazardous," or work that would otherwise endanger their health, their physical, mental, spiritual, moral, or social development, or that would interfere with their education.

The Employment Decree No. 4 of 1975 had made it unlawful to employ a child below 12 years of age, except for light work as prescribed by the Minister of Labour by statutory order. The decree did not allow those less than 16 years from work at night or underground. The Employment Regulation of 1977 prohibited children under 18 from employment in dangerous and hazardous jobs.

The Children's Statute No. 6 of 1996 defines a child as a person below the age of 18 years, and prohibits the employment of children that may be harmful to his or her health, education, mental, physical or moral development. The statute makes it the responsibility of all Local Councils from village to district to safeguard and promote child welfare, and provides for redress.

The Employment Act, 2006 makes specific pronouncements regarding the employment of children, viz.:

1. A child under the age of 12 years shall not be employed in any business, undertaking or workplace.
2. A child under the age of 14 years shall not be employed in any business, undertaking or workplace, except for light work carried out under supervision of an adult aged over 18 years and which does not affect the child's education.

3. A person shall not continue to employ any child under the age of 14 years after being notified in writing by a labour office that the employment or work is not light work meeting the criteria in subsection (2)
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 and an employer shall not continue to employ a child after being notified in writing by a labour officer that the employment is injurious to health, dangerous or otherwise unsuitable for that child.
5. A child shall not be employed between the hours of 7 p.m. and 7 a.m.
6. Any person, including a Labour Union or employer's organisation, may complain to a labour officer if he or she considers that a child is being employed in breach of this section.

MGLSD/GoU in November 2006 released the National Child Labour Policy, which clearly spells out the guiding principles and sets out the institutional framework of child labour issues. Under the policy, provision is made for children to engage in *light work*. The policy document defines light work as non-hazardous activities done by children within their homes under observation and supervision by their families in an environment free of exploitation. The policy permits children to undertake household chores, but only in moderation and in consideration of the capacity and age of the child. *Light work* is considered acceptable as a process of learning and exercising responsibility within the household, to the extent that such activities do not constitute a threat to the wellbeing of the child or prevent attendance in educational programmes.

The Local Government Act of 1997 also devolves nearly all central government responsibilities to district and local councils, bringing decision-making on children's affairs, including education and health, to local communities.

Protection of the child from labour and all hazards connected to it falls under the mandate of the Ministry of Gender, Labour and Social Development (MGLSD), in the Department of Labour, Employment and Industrial Relations. Other ministries with responsibilities include the Ministry of Education and Sports, Ministry of Health, Ministry of Local Government, and Ministry of Internal Affairs.

Although it is known that the commercial exploitation of children occurs, little available data exist that reflect the extent of the problem. Article 125 of the Penal Code prohibits individuals from soliciting females for prostitution. Violation of this code is punishable by up to seven years imprisonment. Owning or occupying a premise where a girl under age 18 is sexually exploited is a felony, and offenders are subject to five years imprisonment. Under Article 123, any person who attempts unlawful sexual intercourse with a girl under the age of 18 is liable to imprisonment for up to 18 years, and rape of a girl under the age of 18 is an offence punishable by imprisonment with or without a death sentence.

The Government of Uganda ratified the Organization of African Unity (OAU) Charter on the Rights of the Child (1991), the International Labour Organization (ILO) Worst Forms of Child Labour Convention, 1999 (No. 182) on 21 June 2001 and is also a signatory party to the UN Convention on the Rights of Children. Additionally Uganda ratified the ILO's Minimum Age Convention, 1973 (No. 138) in 2003, and the Minimum Age (Underground Work) Convention, 1965 (No. 123) in 1967.

Child Labour Initiatives

In November 1998, the Ministry of Gender, Labour and Social Development (MGLSD) signed a Memorandum of Understanding (MOU) with the ILO-IPEC. Under this MOU, a National Steering Committee was established in July 1999, and a Child Labour Unit was formed in the MGLSD in August 1999. The Child Labour Unit is responsible for developing policy on child labour and promoting coordination and networking among key stakeholders.

In collaboration with ILO-IPEC and with funding from USDOL, Uganda launched a National Programme to Eliminate Child Labour in 1999. The programme contributes to the progressive elimination of exploitive child labour through prevention, withdrawal, rehabilitation and provision of alternatives to working children. The projects focus on sensitization, advocacy, media awareness, and the formation of district groups aimed at addressing children's issues. Sectors receiving particular attention include commercial agriculture, construction, and fishing. In the informal economy, rehabilitation services are available to street children. The Programme also focuses on commercial sexual exploitation of children, domestic workers, and children involved in cross-border smuggling and drug trafficking.

Uganda was one of five countries participating in the ILO-IPEC regional programme on Combating Child Labour in the Commercial Agricultural Sector, supported by funding from USDOL. The project aimed to increase the capacity of all stakeholders to (a) identify and eliminate hazardous child labour on tea and coffee plantations, (b) withdraw and rehabilitate children working in hazardous conditions in commercial agriculture and (c) provide their families with viable alternatives.

It is also participating in the HIV/AIDS-Induced Child Labour Programme in Uganda and Zambia, a three-year project from 2005 until 2008.

The Government of Uganda has also sought to address issues related to child labour through its 1997 Poverty Eradication Action Plan (PEAP), which provides a framework for poverty alleviation programmes in Uganda. A more recent and significant development was the adoption of the National Child Labour Policy by GoU in November 2006, which was subsequently launched on the 1 May 2007. The Government of Uganda also works with numerous nongovernmental organizations (NGOs) involved in rehabilitating formerly abducted children, rescuing street children, and combating child labour by providing food, shelter, basic education, vocational training and counselling.

Other initiatives to combat child labour in Uganda include that led by the Federation of Uganda Employers (FUE), which has been actively involved in combating child labour since 2001. FUE first addressed the tea sector through a project with the ILO's Bureau of Employers' Activities, ACT/EMP, funded by the Norwegian Government. FUE has also implemented projects together with IPEC in the rice and sugar sectors, the outcome of which has been the setting up of labour monitoring committees in the local communities, the adoption by local government of by-laws on child labour in the rice schemes, the withdrawal of 418 children who have been supported in school thanks to income- generating projects on campus and the inclusion of clauses on child labour in the collective bargaining agreements with workers in the sugar sector. FUE is currently running a child labour project with ACT/EMP in the coffee sector, and is also working with smallholder farmers to create awareness of the consequences of hazardous child labour.

In November 2004, FUE signed a joint statement with the National Organization of Trade Unions (NOTU) and the National Union of Plantation and Agricultural Workers of Uganda (NUPAWU) agreeing to fight child labour in the agricultural sector and to develop joint programmes on this issue.

The Telecommunications Sector in Uganda[9]

The liberalization of the communications industry is perhaps Uganda's most successful privatization initiative. The sector has experienced explosive growth and is still set to undergo unprecedented developments.

According to Ministry of Finance reports, the postal and telecommunications sector was the fastest growing of all sectors in the economy, registering an impressive 36.1% growth rate in the financial year 2004/5. This exceptional performance was driven by the expansion of mobile telephony subscribers from only 72,602 in December 1999 to 1,165,035 in December 2004, and by the end of 2006 to over one and a half million active mobile phone subscribers in the country, while the subscriber base passed the three million mark by August 2007. According to a press release by the Uganda Communications Commission (UCC) in August 2007 the number of phone subscribers (mobile and land) grew by more than 1.5 million in the previous 12 months. UCC put the number of mobile phone subscribers to date at 3,575,263. According to the Commission's estimates, whereas only 14% of the population in Uganda own a phone, through village and public payphones more than 40% have access to a telephone. The number of mobile phone users has greatly surpassed that of fixed line users, a trend that is expected to continue.

The Internet market in Uganda has also been liberalized. There are approximately 7,000 Internet subscribers in the country, with demand expected to increase, as evidenced by an explosion of cyber-cafés in Kampala and several major towns around the country. There are currently around twenty licensed Internet Service Providers (ISP).

According to experts, the vibrancy of the industry has made Uganda one of Africa's biggest markets for mobile phone sets and communication services. Arch rivals MTN and Celtel are now fighting for dominance outside Uganda, with MTN striking partnerships with Safaricom and Vodacom in Kenya, and Celtel providing a single-tariff structure for their subscribers crossing the borders within the region, including Uganda, Kenya, the United Republic of Tanzania, and Rwanda.

To further strengthen the industry, radio and television broadcasting were liberalized and there are currently six terrestrial television stations, one satellite television provider and over 50 operational FM radio stations out of over 120 licensed to operate.

[9] PriceWaterhouseCoopers Uganda, Sectors Publication.

To date there are four licensed National Operators and one Private Network Operator. Over 500 licenses have been issued in the areas of broadcasting, internet services, international data gateway, Very Small Aperture Terminals (VSAT), public pay phones, private data lines, paging, telex and fax bureaux, equipment vendors and courier services.

Uganda Telecom Ltd

Established in 1998 UTL is organized within 3 business divisions one for each of the three core services offered; i) fixed line telephone services to over 65,000 subscribers making it the biggest provider of this service in the country; ii) mobile telephone services with nearly 800,000 subscribers by 2007; and iii) internet and high speed data services. The Government of Uganda holds a 31% interest in UTL, while a consortium of private investors holds the majority shareholding 69%.

MTN Uganda

MTN Uganda was licensed as the Second National Operator in April 1998, like UTL the company provides three core business services, namely: fixed, mobile and internet/high speed data services. The firm's mobile telephony services are available in two payment options – prepaid (cards) and post paid the former being the most popularly used. With over 200 base stations across the country, MTN boasted over 1,800,000 mobile phone subscribers (97% of these are pre-paid) by the end of 2006, making it the largest mobile phone services provider in the country and reported hitting the 2,000,000 mark by August 2007. The company introduced MTN *Publicom,* a fixed wireless GSM payphone service, in 1999 throughout the country on its existing network starting with 2,300 payphones with an estimated traffic of 30,000 calls per day in 2002.

Celtel Uganda

In September 1993 Celtel became the first private operator licensed to provide telecommunication services in Uganda. The 15-year license permits Celtel to provide only mobile telephony, fax and data services. Celtel celebrated its 12th anniversary in Uganda with 1,100,000 subscribers in August 2007.

The Parliament of Uganda in 2007 passed legislation that fully liberalized and opened up the telecommunications sector, which also saw the end of the fixed-line duopoly hitherto enjoyed by MTN and UTL as the only licensed National Operators. Two companies have since joined the competition as National operators, namely **Hits Telecoms**: and **Warid Telecom** (U) Ltd, both licensed in 2007 and commencing operations in last quarter of the year.

3. RESULTS

Respondent Distribution

A total of 150 eligible respondents among children working in the sale of phone cards or other telecommunications services (e.g. payphones) were traced and accepted to take part in the survey. Among the sample population, 80% of respondents were from Kampala District, 13% from Mukono and 7% from Mbale. The sample includes 7 respondents from Kireka and Bweyogerere Trading centres, which are suburbs of greater Kampala, but administratively located in Wakiso District. The team of field assistants that undertook the data collection systematically covered the villages sampled, ensuring that no eligible respondent willing to take part in the study was left out.

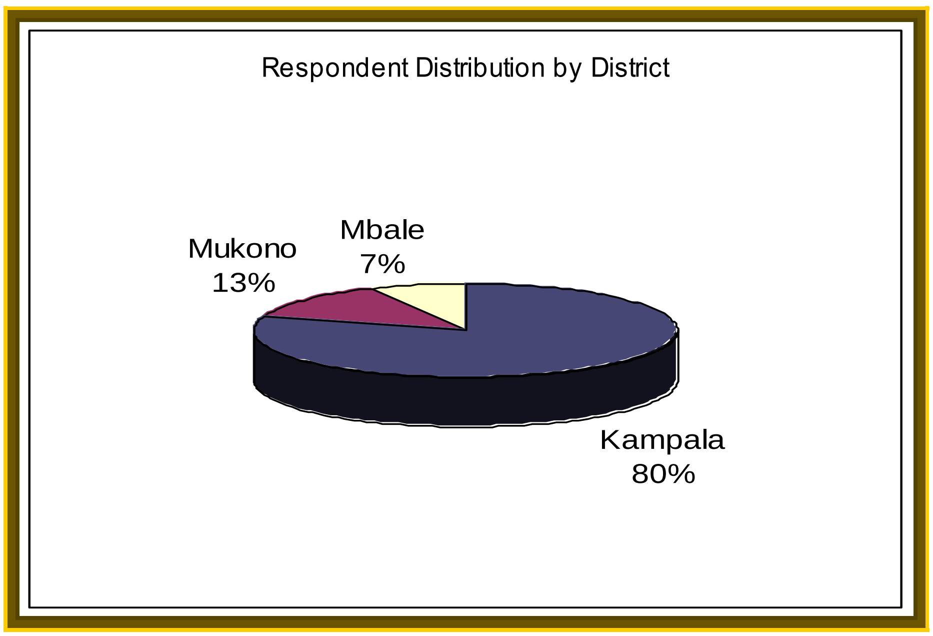


Figure 1 Geographical distribution of respondents by district

NOTE. Lugazi Town Council in Mukono was sampled but no eligible respondent was found, as was the case for Bungokho, Bufumbo and Mutoto Sub Counties in Mbale District.

Age Structure and Sex Composition of Respondents

It was found that there were marginally more females than males among the minors involved in the sale of telecommunications products and services. Out of the **150**[10] cases surveyed, females accounted for 55%, as against 45% for males, as shown in the chart below.

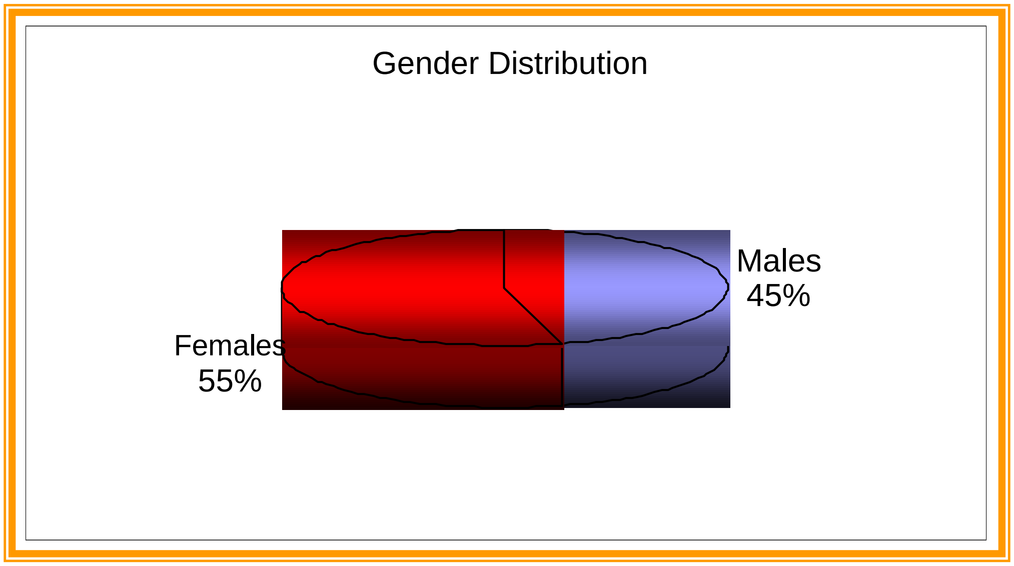


Figure 2 Gender distribution of respondents

Juma 13, Mukono

There were significant variations in the gender distribution of respondents by district. Whereas in the Kampala area, there were only marginally more females than males, the results indicate that within the target group in Mukono it is predominantly females that are engaged in the sector, while the reverse is true for Mbale, where 72% of the children identified were males (and 28% females). These findings provide useful indicators, bringing out regional disparities that need to be taken into account in the design of any interventions in the sector, but as the sample includes respondents but excludes those unwilling or unable to reply to the questionnaire, the results are indicative rather than authoritative.

[10] One or more respondents provided no reply to certain questions, and it is for this reason that some of the following tables have slightly under a total of 150 valid responses.

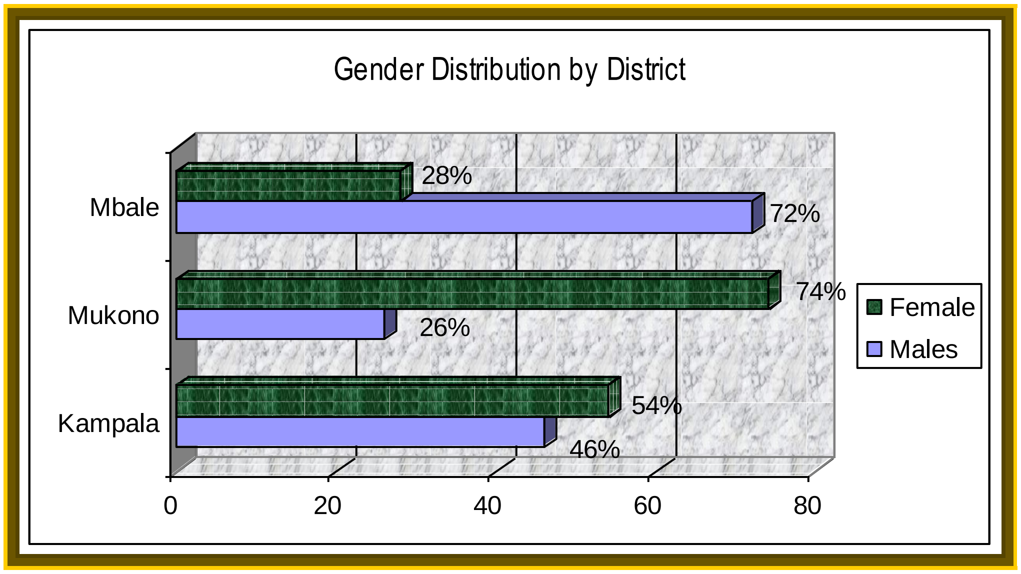


Figure 3 Respondent distribution by gender by district

The study also examined the demographic profiles of the respondents, who were asked for their ages as part of the quantitative data collected.

The ages of the respondents interviewed ranged from 12 to 18 years. Half of the respondents were aged 14 to 16. It was observed that within the 12 - 14 year age bracket the gender distribution was fairly even. With the exception of 15 year olds, where the proportion of males was greater than that of females, the findings indicate that the number of female minors increases with age after 15 particularly among 16 and 17 year olds.

Proscovia 17, Mukono

Gender * AGE Crosstabulation

Count

		AGE							Total
		12.00	13.00	14.00	15.00	16.00	17.00	18.00	
Gender	Male	2	1	7	9	21	27	1	68
	Female	1	1	8	3	27	41	1	82
Total		3	2	15	12	48	68	2	150

Figure 4 Respondent distribution by gender and age

Orphanhood

The study sought to establish the parentage and orphanhood status of respondents. The findings thus revealed that 61 per cent of the children interviewed either had one or both parents deceased. This finding therefore places loss of one or both parents as an indicator and possible causal factor for child labour in this sector.

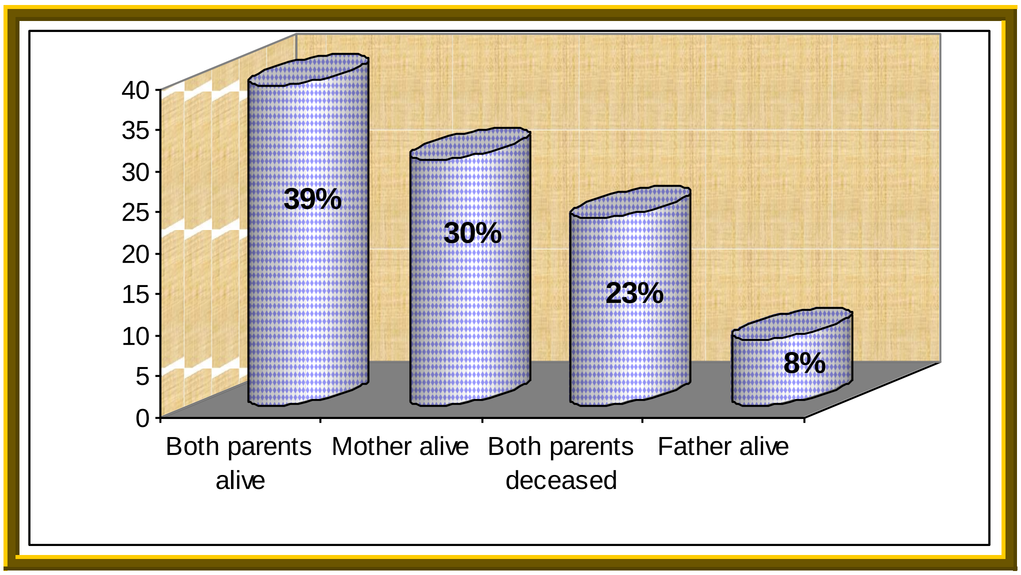


Figure 5 Orphanhood analysis

Cause of parental death

Respondents were probed to establish the cause of parental death; of course this was a very emotional subject and some respondents simply would not discuss or divulge information relating to the cause of death. In 37% of the cases, respondents said that they didn't know what caused their parent's death. All in all, of those providing a response to this question, 21% gave HIV/AIDS as the cause of death, 19% malaria, 10% accidents, 4% tuberculosis, 4% murder and 5% other. Even for those who gave a response, there was bound to be a lot of hidden information in the answers they gave and it can only be deduced that in some cases the cause of death could have been secondary as in the case of malaria and TB, which are often opportunistic infections related to HIV/AIDS.

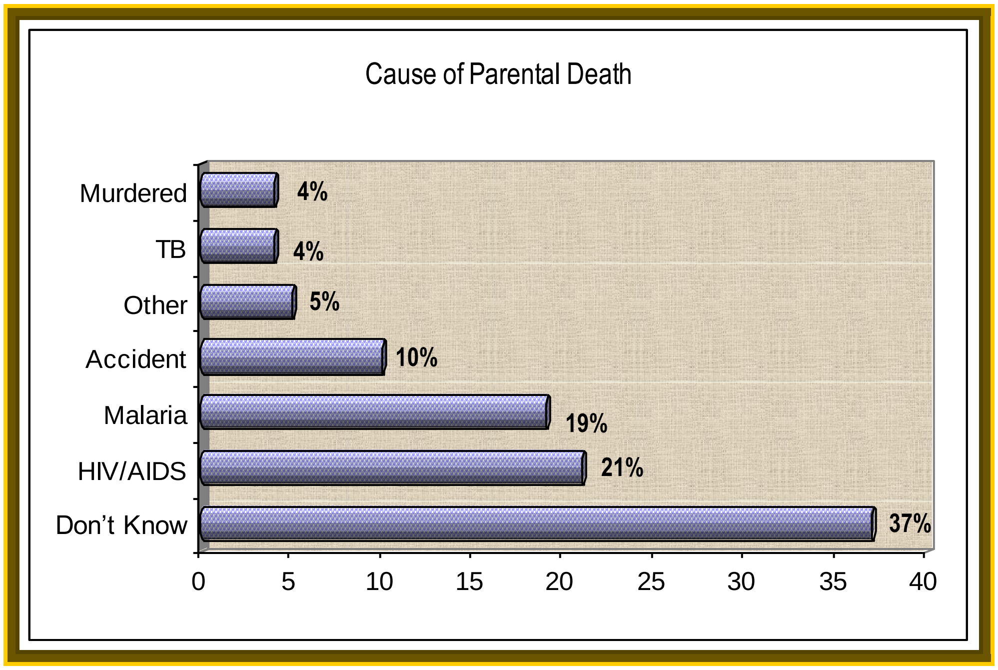


Figure 6 Cause of parental death

Residential status of respondents

Monica 17, Makindye, Kampala

Information on the residential status is vital as it provides a useful indicator of the living conditions of the child. The chances of abuse and maltreatment are greatly reduced if a child is living with its parents rather than with a guardian or distant relation. The findings revealed that at least one third of the respondents were living with guardians (not necessarily relations), 16% with their mothers, 15% with either an elder brother or sister, 11% with aunts/uncles, 7% were on their own, 6% were living with younger siblings whom they were looking after (child-headed households), only 6% said they were under the care of both parents, 4% and 2% with fathers and grandparents respectively. Alternatively, 26% were living with their parents, 21% with siblings, 13% with relatives, 34% with guardians and 7% were living alone.

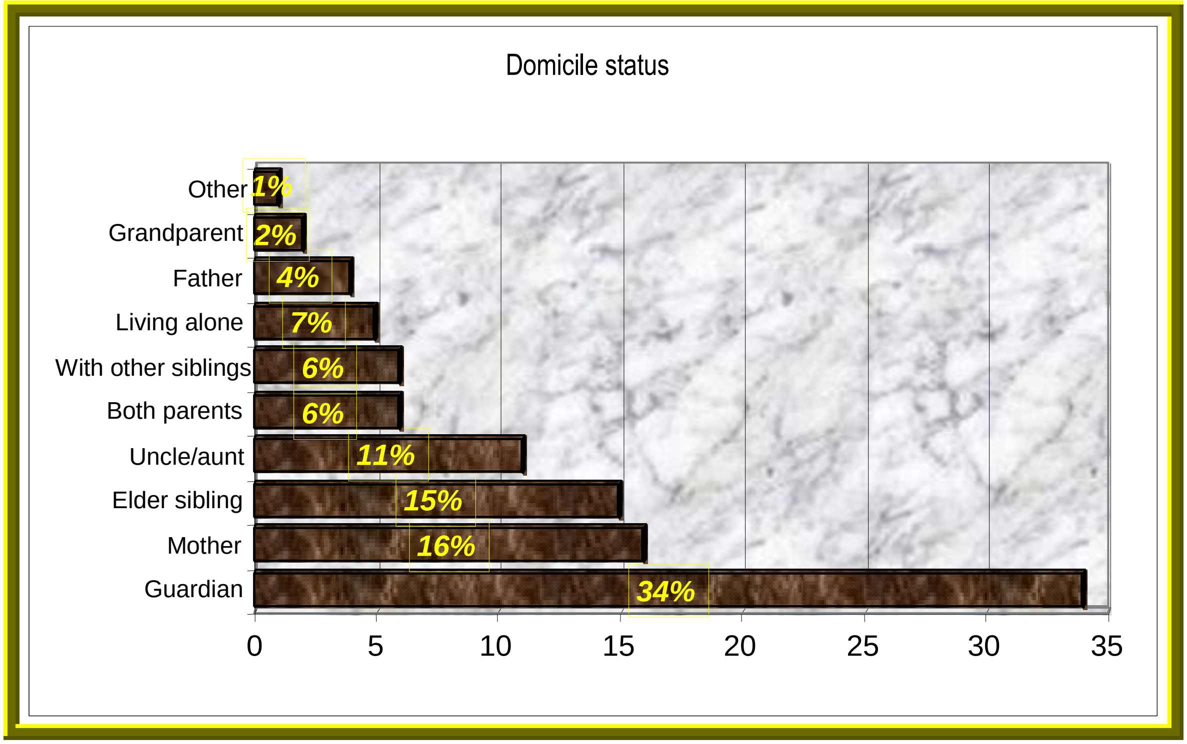


Figure 7 Domicile status of respondents

Respondents living with guardians were highest in Kampala District area, which registered 37%, followed by Mukono with 31% and Mbale, where only 9% of the children interviewed said they were living with a guardian. Children in Mukono District (16%) were more likely to be living alone compared to Kampala (3.6%) and Mbale (0%). The findings also reveal that children in Mbale were more likely to be living with either one or both parents, as seen in 72% of the cases surveyed, compared to Mukono with 37% and Kampala where only 20% of such cases were found. It was only in Kampala where children surveyed said they were living in child-headed households as household heads themselves; these accounted for 7% of the cases in Kampala.

DISTRICT * Domicile Crosstabulation

Count

		Domicile											
		both parents	mother	Father	Guardian	Live alone	live other siblings	other	elder sibling	Grandparent	uncle/aunt	cohabiting	Total
DISTRICT	Kampala	6	14	2	41	4	8	1	19	3	13		111
	Mukono	2	3	2	6	3			1		2		19
	Mbale	1	6	1	1				2				11
	Wakiso					1	1		2		2	1	7
Total		9	23	5	48	8	9	1	24	3	17	1	148

Figure 8 Respondent distribution by district and residential status *should add up to 150*

Could be simplified to put Mother and Father columns together, and Other siblings/Elder sibling

Family Background

Respondents were probed for their family status, among other variables, to find out whether or not they were from polygamous homes. This variable could be important to assess, as it might be a contributory indicator to factors such as HIV/AIDS orphanhood and early school dropout due to lack of financial resources for fees and other scholastic requirements. The findings indicate that more than one-third of all children working in the sale of phone cards were from polygamous households, as seen in the table below. Simplified table could be finalized without the blank columns, as below. Assume text is talking of family origin, not current household, as only 25% were living with parents.

Family status

			Percent	
Polygamous			36.2	
Monogamous			63.8	
Total			100.0	
I				

Figure 9 Family status

Most of the children surveyed in Mukono (53%) were from polygamous households compared to Mbale (45 %) and Kampala (34%).

DISTRICT * Family status Crosstabulation

			Family status		
			polygamous	monogamous	Total
DISTRICT	Kampala	Count	39	74	113
		% within DISTRICT	34.0%	66.0%	100.0%
	Mukono	Count	10	9	19
		% within DISTRICT	53.0%	47.0%	100.0%
	Mbale	Count	5	6	11
		% within DISTRICT	45.0%	55.0%	100.0%
	Wakiso	Count	1	6	7
		% within DISTRICT	14.0%	86.0%	100.0%
Total		Count	55	95	150
		% within DISTRICT	36.0%	64.0%	100.0%

Figure 10 Respondent distribution by district and family status

Family Size

Information was also collected on the number of siblings each respondent had, as part of the data used to assess their family background. This included the average household sizes of their families, regardless of whether or not they were living with their parents at the time of the survey. The data collected showed that just over half of respondents (51%) had between 1 and 6 siblings, and 49% of the children surveyed were from large families with more than 7 siblings, but none of them were without siblings. The mean number of siblings was 8 per respondent. Below is an illustration of the breakdown of respondents by number of respondents.

Regroup this table as 1-2, 3-4, 5-6, 7-8, 9-10 and 11 or more siblings, and keep only the frequency and valid percent columns

No. of siblings

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.7	.7	.7
	2.00	5	3.3	3.4	4.1
	3.00	12	8.0	8.1	12.2
	4.00	18	12.0	12.2	24.3
	5.00	21	14.0	14.2	38.5
	6.00	19	12.7	12.8	51.4
	7.00	20	13.3	13.5	64.9
	8.00	10	6.7	6.8	71.6
	9.00	8	5.3	5.4	77.0
	10.00	7	4.7	4.7	81.8
	11.00 +	27	18.1	18.5	100.0
	Total	148	98.7	100.0	
Missing	System	2	1.3		
Total		150	100.0		

Figure 11 Respondents' family size

Schooling status

The findings revealed that most of the respondents were school dropouts or school leavers, having failed to continue with formal education for one reason or the other. Only 20% of the children interviewed were still in school.

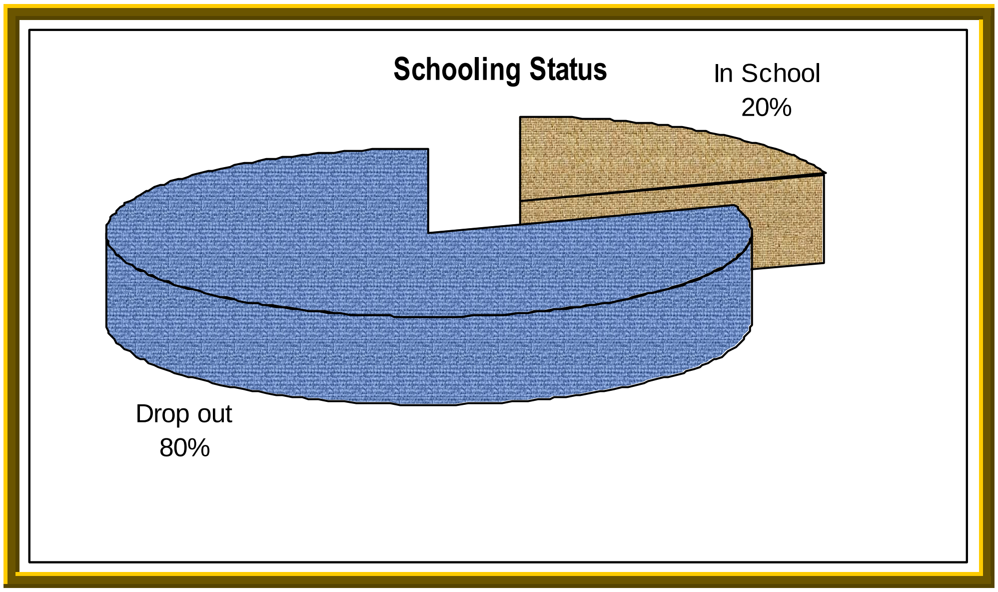


Figure 12 Schooling Status

Under 15s Schooling status					
				Per cent	
Valid	In school			36.8	
	Dropouts			63.2	
	Total			100.0	

Figure 13 Under 15s schooling status

The proportion of dropout/leaver cases was slightly lower among the under 15 years age bracket but still of concern. The data shows that 63% of children in this group working in the sector are actually school dropouts at such tender ages, against 81% for the total sample population.

Gender * Schooling status Crosstabulation

			Schooling status		Total
			in school	out of school	
Gender	Male				
		% within Gender	26.9%	73.1%	100.0%
		% within Schooling status	64.3%	40.5%	45.0%
		% of Total	12.1%	32.9%	45.0%
	Female				
		% within Gender	12.2%	87.8%	100.0%
		% within Schooling status	35.7%	59.5%	55.0%
		% of Total	6.7%	48.3%	55.0%
Total					
		% within Gender	18.8%	81.2%	100.0%
		% within Schooling status	100.0%	100.0%	100.0%
		% of Total	18.8%	81.2%	100.0%

Figure 14 Distribution by gender by schooling status

An analysis of schooling status by gender (figure 14) indicated girls working in the sector were much more likely to be out of school than their male counterparts. Whereas female respondents accounted for 54% of the sample population, girls accounted for 59% of the respondents who reported having dropped out of school prior to engaging in work in the sector compared to 41% among males, who accounted for 45% of the sample population. 87% of all female respondents were school dropouts or school leavers, compared to 72% among males. This may reflect a gender-bias that places lower value on girls continuing their education than boys.

A comparative analysis of this variable between districts (figure 15) indicated that children from Mukono engaged in the sector were more likely to be school leavers/dropouts, and those from Mbale least likely. Nearly 95% of the respondents from Mukono were school leavers/dropouts compared to 27% from Mbale.

DISTRICT * Schooling status Crosstabulation

			Schooling status		Total
			in school	out of school	
DISTRICT	Kampala	Count	19	94	113
		% within DISTRICT	17.0%	83.0%	100.0%
	Mukono	Count	1	18	19
		% within DISTRICT	5.3%	94.7%	100.0%
	Mbale	Count	8	3	11
		% within DISTRICT	72.7%	27.3%	100.0%
	Wakiso	Count		7	7
		% within DISTRICT		100.0%	100.0%
Total		Count	28	122	150
		% within DISTRICT	18.8%	81.2%	100.0%

Figure 15 Distribution by district by schooling status

The study revealed that most of the children who left school did so in the seventh year of school, i.e. at the end of primary school.[11] The trend was uniform among both males and females. However, the proportion of female school leavers increased after the 10th year of school, peaking at the 12th year, as that among males declined. This finding indicates that females were more likely to leave education after primary school compared to males. Data pertaining to children under 15 years also filtered out, and was compared against the total sample population to assess the status of this bracket. The findings reveal a more than proportionate level of dropout among the under 15-year-olds between the 4th and 6th year of school compared to the sample population. Thus working children in this age bracket were more likely to have dropped out before the 7th year of school compared to the older children.[12]

[11] This could indicate that the registration fees for national primary school leaving examinations may represent an insurmountable obstacle for children from poor households.

[12] The Ugandan Education curriculum is modeled around a system inherited from the British Colonial administration. Admission to primary school is at the age of 6 and runs for 7 years, a child is therefore expected to have completed primary education by the time they turn 12 or 13 (although some may start late or have to repeat a year). Secondary education is in two phases: Ordinary level (4 years) and Advanced level (2 years) with the expected age at completion of those levels being 16 and 18 years respectively. Admission to Tertiary institutions is normally after "A" levels and diploma courses run for two years while university degree programmes range from 3 to 5 years depending on the discipline of study.

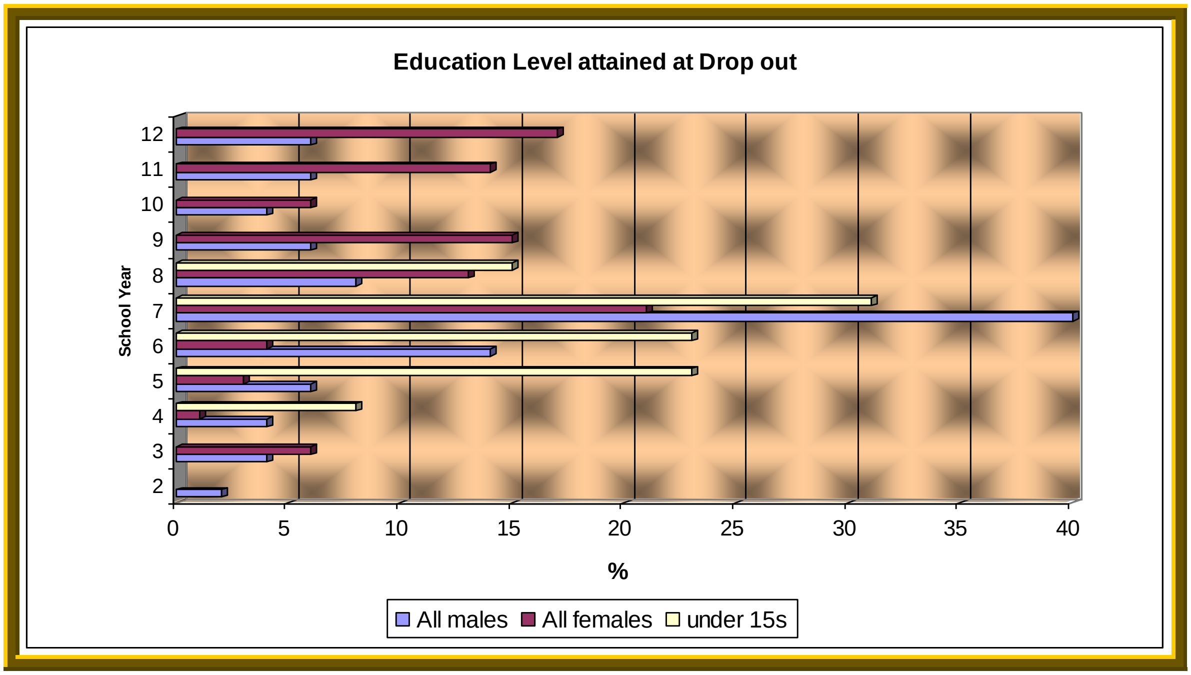


Figure 16 Distribution by levels of education at the time of leaving school

The overwhelmingly leading cause for dropping out from or leaving the school system, according to the study's findings, was poverty, either in general or more specifically in relation to lack of school fees, which for many children could have been related to loss of parents or inability of parents to afford costs of education, particularly post-primary education, for which until recently there was little or no possibility of government scholarship.[13]

[13] Uganda has been providing free Universal Primary Education (UPE) for the past 8 years, and commencing calendar year 2007/08 Universal Secondary Education was launched (USE), albeit on a pilot scheme basis with selected institutions across the country. The programme will be rolled out in all government post-primary institutions in phases, in the medium to long term.

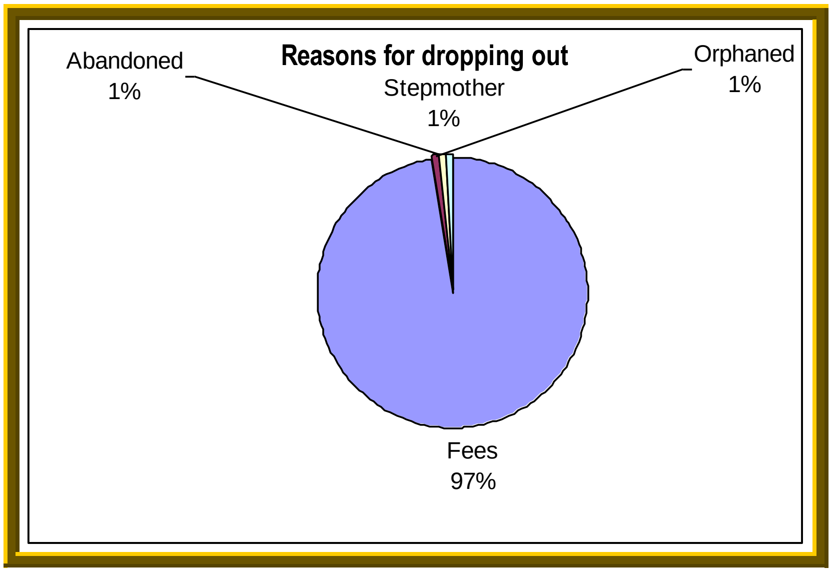


Figure 17 Respondent distribution by reason for leaving/dropping out of school

Relation to owner of business

An analysis of the distribution of children surveyed by their relation to the owner of the business or employers showed that 40% of the respondents were not related to their employers. However, 28% of the respondents were working for an elder sibling and 17% were employed by a close relation, such as an uncle/aunt. In only 8% of the cases were the children working for their parents, while 7% were unaccounted for.

Gender * DISTRICT * relation with owner of business Crosstabulation

relation with owner of business				DISTRICT Kampala	Mukono	Mbale	Wakiso	Total
parent	Gender	Male	Count	3	1	3		7
			% of Total	27.3%	9.1%	27.3%		63.6%
		Female	Count	3		1		4
			% of Total	27.3%		9.1%		36.4%
	Total		Count	6	1	4		11
			% of Total	54.5%	9.1%	36.4%		100.0%
sibling	Gender	Male	Count	18	3	2	1	24
			% of Total	42.9%	7.1%	4.8%	2.4%	57.1%
		Female	Count	16			2	18
			% of Total	38.1%			4.8%	42.9%
	Total		Count	34	3	2	3	42
			% of Total	81.0%	7.1%	4.8%	7.1%	100.0%
uncle/aunt	Gender	Male	Count	9				9
			% of Total	42.9%				42.9%
		Female	Count	8	3	1		12
			% of Total	38.1%	14.3%	4.8%		57.1%
	Total		Count	17	3	1		21
			% of Total	81.0%	14.3%	4.8%		100.0%
other relative	Gender	Male	Count			1		1
			% of Total			50.0%		50.0%
		Female	Count	1				1
			% of Total	50.0%				50.0%
	Total		Count	1		1		2
			% of Total	50.0%		50.0%		100.0%
not related	Gender	Male	Count	17	1	2	1	21
			% of Total	28.3%	1.7%	3.3%	1.7%	35.0%
		Female	Count	28	8	1	2	39
			% of Total	46.7%	13.3%	1.7%	3.3%	65.0%
	Total		Count	45	9	3	3	60
			% of Total	75.0%	15.0%	5.0%	5.0%	100.0%
other	Gender	Male	Count	3			1	4
			% of Total	30.0%			10.0%	40.0%
		Female	Count	3	3			6
			% of Total	30.0%	30.0%			60.0%
	Total		Count	6	3		1	10
			% of Total	60.0%	30.0%		10.0%	100.0%

Figure 18 Respondent distribution by gender by district by relation to owner of business

Time at Work

Respondents were probed to find out when they engaged in work. The findings indicate that most of the children engaged in the sale of calling cards work full time (81% of the cases surveyed). 11% of the children said that they worked after school hours and during holidays, while 2% said they sometimes worked during school hours. It should be noted that respondents had to choose the most relevant category, and there would clearly be some overlap between these.

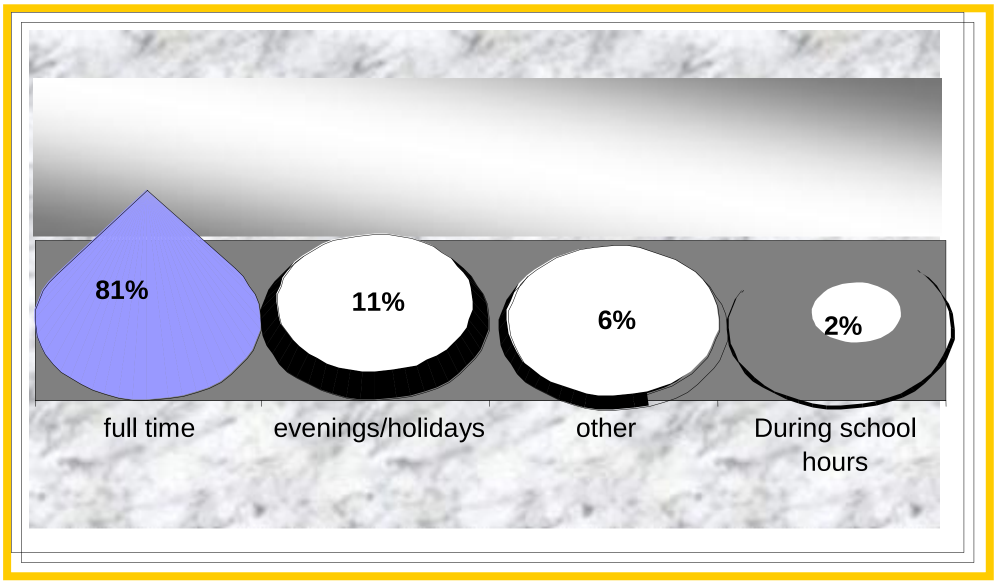


Figure 19 Time at work

There were notable gender differentials regarding the time at work, girls (89%) were more likely to be working full time than boys (71%). However, boys were twice as likely to be working during school hours than girls.

Gender * Time at work Crosstabulation

			Time at work					
			during school time	after schoo	holidays onl	full time	other	Total
Gender	Male							
		% within Gender	3.0%	14.9%	1.5%	71.6%	9.0%	100.0%
		% within Time at work	66.7%	76.9%	33.3%	39.7%	66.7%	45.0%
		% of Total	1.3%	6.7%	.7%	32.2%	4.0%	45.0%
	Female							
		% within Gender	1.2%	3.7%	2.4%	89.0%	3.7%	100.0%
		% within Time at work	33.3%	23.1%	66.7%	60.3%	33.3%	55.0%
		% of Total	.7%	2.0%	1.3%	49.0%	2.0%	55.0%
Total								
		% within Gender	2.0%	8.7%	2.0%	81.2%	6.0%	100.0%
		% within Time at work	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	2.0%	8.7%	2.0%	81.2%	6.0%	100.0%

Figure 20 Respondent distribution by gender by time at work

Length of Service

The survey also investigated the length of time that the respondents had been engaged in the work. The findings show that just over one-third of the children had been working for less than 3 months, 20% for between 3 and 4 months, another 20% between 5 and 7 months and 8% for longer than one year. Looking at the under 15 year olds, the data reveals that although more than half (58%) said they had worked for less than 2 months, the revelation that 16% of this age group had been engaged for periods exceeding 8 months is of significance, implying that some of this children had started working from as early an age as 11, considering that the youngest respondent was 12 years old.

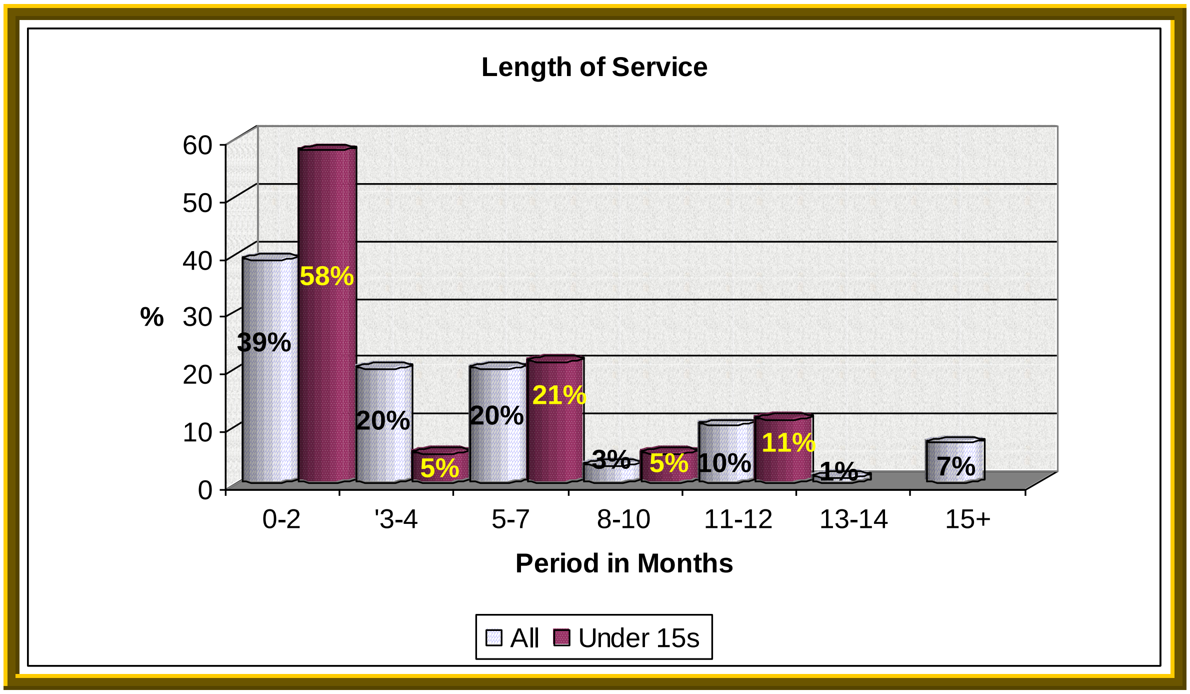


Figure 21 Length of service

Hours worked per day

The survey findings reveal that children engaged in this sector work extremely long hours. Nearly half of the respondents (46%) work more than 14 hours a day, often beginning work as early as 6 a.m. and staying on until 11 p.m. Of the remainder, 41% said they worked between 11 and 13 hours a day. These hours of work are well beyond the maximum for adults, and totally inappropriate for children. Only 6% of respondents worked less than 8 hours a day.[14] It should be noted that the work often involves waiting for customers, rather than strenuous labour.

[14] The Employment Act under sub section 5 of section 32 stipulates that a child shall not be employed between the hours of 7 p.m. and 7 a.m.

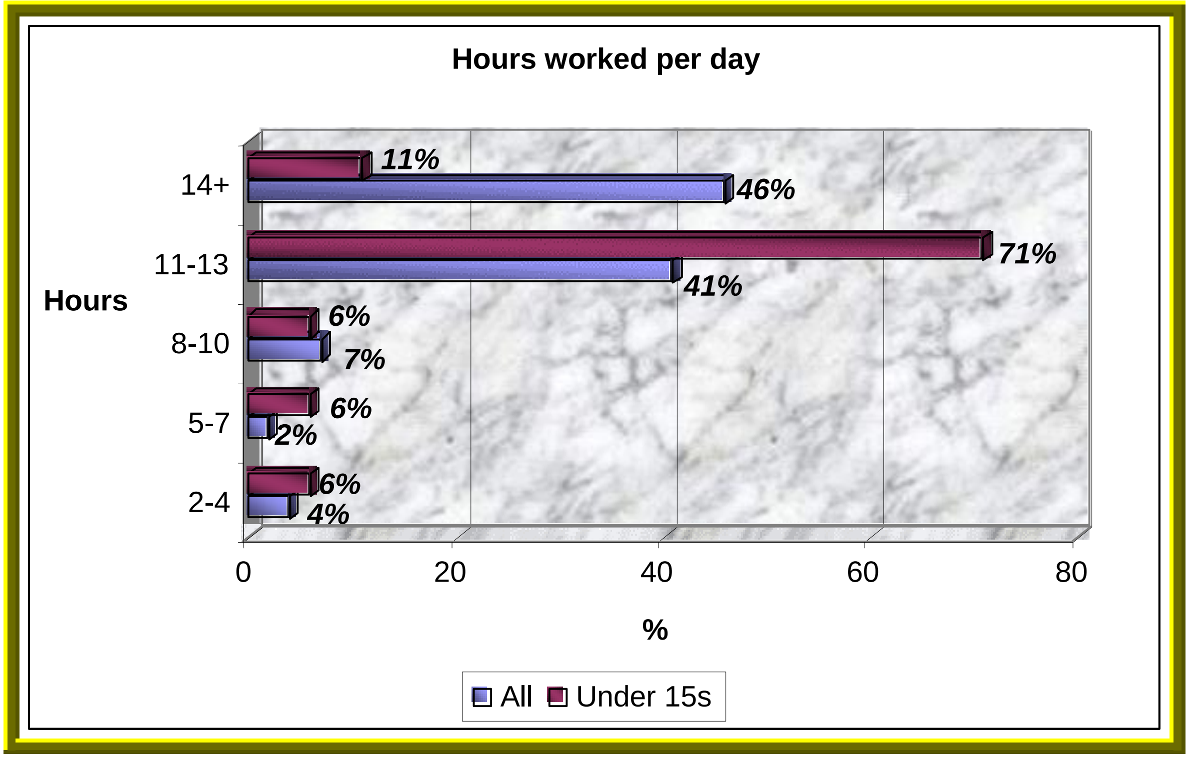


Figure 22 Average hours worked per working day

Data on children under 15 years of age that was filtered from the sample population revealed that the ordeal of enduring long hours did not spare the under-15s, as 94% of the children in this age category were found to work eight hours or more each day.

Further to the problem of working long hours, the findings also reveal that nearly half of the children did not have time off. Of the 150 respondents surveyed, 62 of them said that they did not get time off work.

Remuneration

The findings also revealed that over one in four of the children working in the sector are not paid for their work; of those interviewed 73% said they were paid while 26% were not. Interestingly girls were more likely to be paid than boys; 76% of the girls interviewed said they were being paid compared to 70% among the boys. There was also an inverse relationship between age and incidence of non-remuneration. The older the children the more likely they were to be paid and vice versa. Among children under the age of 15 in the survey, 47% were not paid (compared to 26% of the total sample population). Those who were unpaid were working for either parents or other family members.

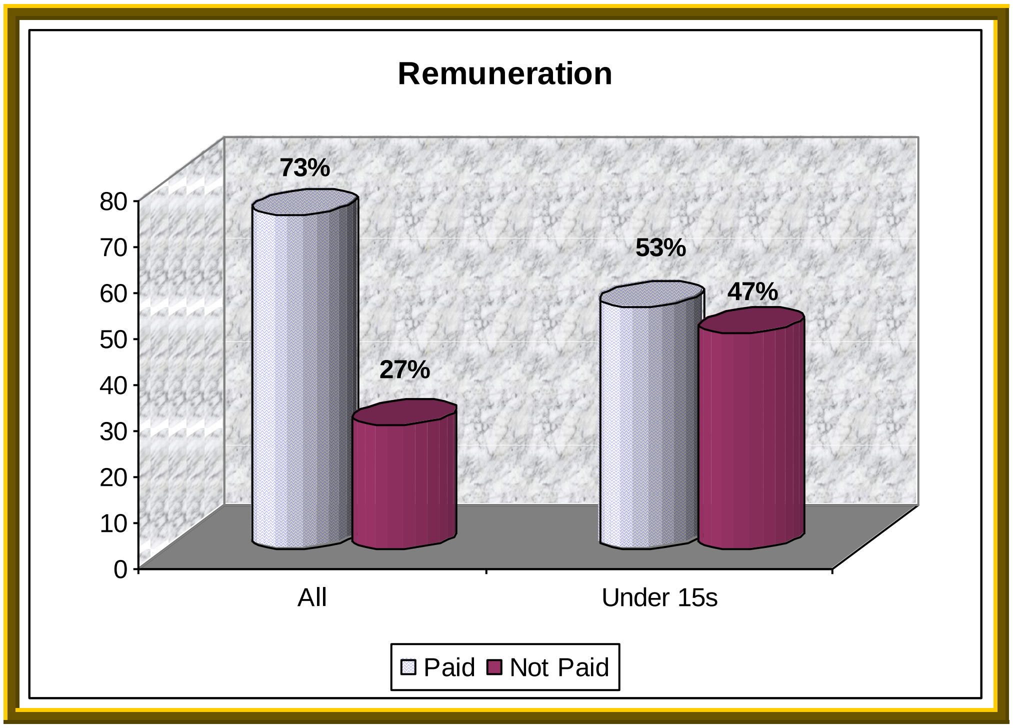
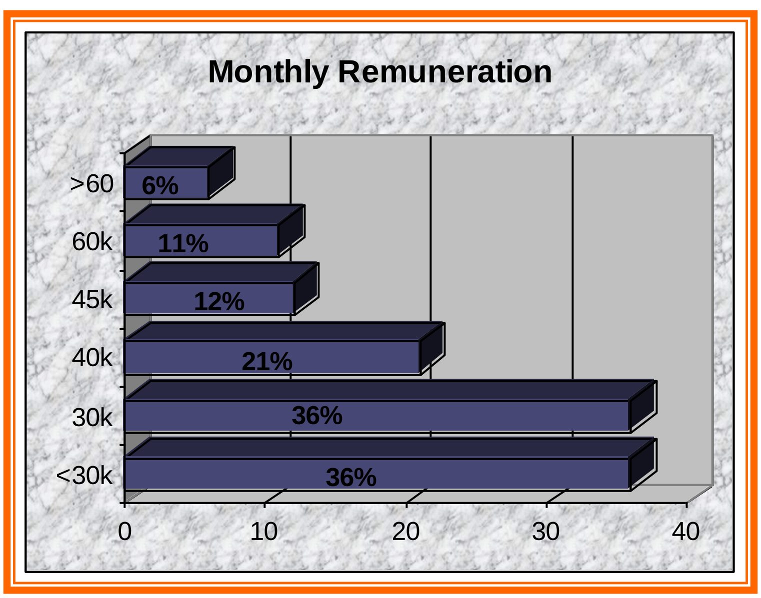


Figure 23 Remuneration

Figure 24 Monthly remuneration (in Uganda shillings)



The amounts remunerated were computed to establish the take-home package for those that are paid for their services, although the payment terms varied from daily and weekly to monthly remuneration. The findings show that in nearly three-quarters of the cases, the payment will not exceed Uganda shillings 30,000 per month, which translates to well below one US dollar a day.

The survey further established that these payments are made on a monthly basis for 48% of the cases, 42% get paid daily, 7% said although they were remunerated, such payments were randomly made and the sums equally erratic, while for 4% payments were effected weekly.

Willingness to return to school

Information was also elicited regarding the desire of the children to return to school if the opportunity was presented to them, considering most of them will have dropped out due to the inability of their parents/guardians to cater for their fees and other costs of education, the overwhelming majority (81%) indicated that they would take the chance to return to school. This finding clearly shows that for most of these children working in phone booths and selling calling cards is a vocation they are undertaking not out of choice but as a result of the difficult and deprived conditions of their lives, characterized by a combination of factors including household poverty and orphanhood.

Safina 14, Seeta, Mukomo

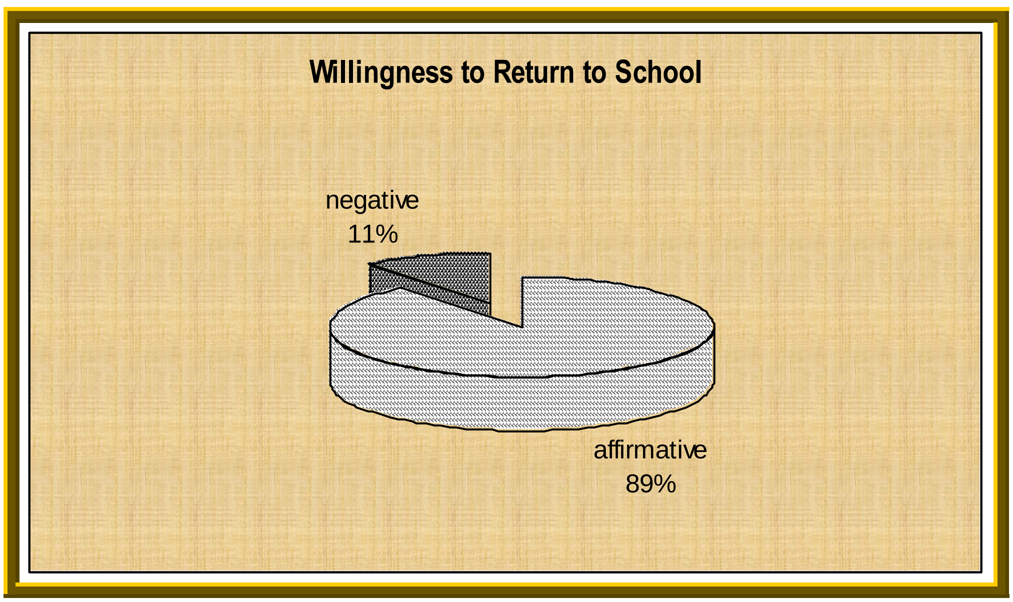


Figure 25 Attitude towards withdrawal from education

Close to three-quarters of children not willing to return to school were girls, who gave various reasons including: being too old for formal education, cohabiting, lack of interest in school, and the need to support siblings, especially for the orphans.

Length of Service in Months	Willingness to Return to School		Total
	Affirmative	Negative	
.25	10		10
.50	3		3
.75	1		1
1	26	2	28
2	10		10
3	16	3	19
4	9		9
5	5	2	7
6	15		15
7	3	1	4
8	1		1
9-11	2	2	4
12-14	9	2	11
18-24	6	2	8
Total **Still at school**	**116**	**14**	**130** **20**

Figure 26 Distribution by period of service and attitude towards withdrawal

The data shows a significant relationship between the length of service and willingness to return to school, with children across-the-board indicating their willingness to return to school. Children who had worked for longer than 7 months were more unwilling to return to school than those with lesser periods worked.

4. CONCLUSIONS AND RECOMMENDATIONS

Conclusions

- Child labour in the telecommunications sector exists, but it is somewhat hidden from the public eye.
- Problems facing children under 16 working in the sector are the most serious, but among those aged 16-18 the hours and conditions of work fall foul of legal requirements.
- This is predominantly an urban and periurban problem, with Greater Kampala and its environs serving as a hub.
- Local authorities have not picked up on the issue, as they have largely been unaware of its existence.
- Orphanhood to HIV/AIDS - or loss of at least one parent to the disease - is a major causal factor among children working in the sector.
- Disintegration of and absence of nuclear family support is an additionally strong factor established among affected children.
- Girl-children are the group most affected by this phenomenon.
- Unfavourable conditions of work prevail (long hours, lack of minimum health and safety standards, girls exposed to abuse especially when working at night, little or no time off given, poor pay).
- The majority of children working in the sector are primary school drop-outs, characterized by low self-esteem and sense of frustration at not being able to attend school.

Recommendations

The positive contribution of the telecommunications sector to the employment statistics in the country cannot be understated, given that this is the fastest growing sector in the economy. However, the various stakeholders in the telecommunications sector are requested to act to improve compliance with child labour legislation in the sale of phone cards, and to advocate the elimination of child labour in general and in the telecoms sector in particular. Employment of young people aged 18 and above as replacement workers, assisting with school fees and subsistence for former child workers in the sector, and identifying measures to provide alternative sources of livelihood for those who were dependent on their income are important policy issues to be considered. The following recommendations are made, subject to the availability of funds for measures that require financial support.

ILO

- Coordinate efforts of stakeholder groups by facilitating a multi-sectoral approach to tackling child labour in general across all sectors, including the telecommunications industry, bringing together central government, local council authorities, trade associations, trade unions, NGOs, parents and affected children.
- Support policy advocacy initiatives and lobbying for policy reforms and action against child labour in general, including the telecommunications sector.
- Initiate and/or support a programme aimed at returning working children back to formal education and providing life skills and vocational skills to out-of-school youth currently engaged in the sector.
- Leverage resources for direct support or link children who still wish to return to school with organizations providing formal and alternative education.
- Extend study to other regions to examine further the scope and depth of the problem in order to design a countrywide intervention.
- Promote links with employers and government for apprenticeship and employment for young people aged 18 and above.
- Engage with the private sector in telecommunications on solutions to the child labour problem in the industry.

Central Government

- Mainstream issues relating to HIV/AIDS into child labour legislation, policies and programmes and vice versa.
- Form effective links between sector ministries, partner organizations such as workers' and employers' organizations and NGOs to ensure effective application and observance of the legislation that prevents child labour.
- Promote links with employers for apprenticeship and employment for young people aged 18 and above.
- Sensitize the public, especially the telecommunication companies, on the dangers of child labour and the benefits of addressing the issue.

Local Governments

- Establish District Steering Committees on child labour, to oversee implementation of related legislation and coordinate child labour initiatives and programmes at district level.
- Enhance enforcement of minimum age for admission to employment.
- Bring on board the phone dealers' association in tackling the problem, particularly in the Kampala area.
- Improve working conditions through labour inspection and enforce maximum hours of work for minors, permissible tasks and minimum health and safety conditions.
- Undertake regular follow-up visits for counselling, career guidance and placement of identified children.

Telecommunication Companies

- Set and adhere to minimum standards in regard to employment of child labour, in line with national legislation, within the telecommunication companies themselves and among phone dealers, agents and others involved in their supply/distribution chain and ensure that where possible children currently engaged in work for such companies, phone dealers, agents and others involved in the sector are replaced by young people aged 18 and above.
- Improve working conditions by setting and enforcing standards on maximum hours of work for minors, permissible tasks and minimum health and safety conditions.
- Support initiatives aimed at prevention and withdrawal of minors from child labour, such as sensitisation, education, vocational skills training and income-generating activities in the spirit of social responsibility.
- Place child labour higher on the agenda of corporate social responsibility concerns, as this will greatly improve the image of the companies and the industry at large.
- Insert on phone airtime cards a warning against child labour as a means of raising public awareness about the dangers of engaging children for cheap labour (as is the practice with some other products).
- Embark on initiatives to identify and profile children engaged in the sector, with the objective of targeting them for social support.

Trade unions

- Work with the District Steering Committees on child labour, to ensure implementation of child labour initiatives and programmes at district level.

- Sensitize the public and lobby for enhanced enforcement of minimum age legislation and encouragement of youth employment.
- Develop social dialogue with the relevant employers to develop understanding of what could ensure decent working conditions offered by agents to those selling these cards on behalf of the Telecommunications companies.

ANNEX I ACTION PLAN FOR IMPLEMENTATION OF RECOMMENDATIONS

Recommendation	Institution	Where	Who	Notes
Coordinate efforts of stakeholder groups	ILO	National and Regional Level	ILO/IPEC	
Support policy advocacy initiatives	ILO	National level	ILO/IPEC	
Initiate and or support a withdrawal program	ILO	Most affected regions including Kampala, Mukono & Wakiso	ILO/IPEC	
Leverage resources	ILO	National/international development agencies & telecom companies	ILO/IPEC, ILO SECTOR (Telecoms) Geneva	
Extend study to other regions	ILO	Western, Northern an West Nile Regions of Uganda	ILO/IPEC, ILO SECTOR (Telecoms) Geneva	
Operationalizing child labour legislation	GoU	National Policy Level	National Parliament of Uganda	
Strengthen links between sector ministries, partner organizations	GoU	National Policy Level	National Steering committee on Child Labour	
Promote links with employers for apprenticeship	GoU	National and Regional and District Levels	National Steering committee on Child Labour and District steering Committees	
Establish District Steering Committees on child labour	Local Governments	District Level	Through Directorate of Labour at National Level and District Labour Offices at District level	
Enforcement of minimum ages	Local Governments	District, Sub County Parish and Village levels	District Labour officers	
Bring on Board phone dealers association	Local Governments	City, Municipal, Town Council and Town Board levels	District Steering committees on child labour in each area	
Improve working conditions through labour inspection	Local Governments	District, sub county, & lower levels	District Labour Offices	
Undertake regular follow up visits	Local Governments	District, sub county, & lower levels	District Labour Offices at District level	

Recommendation	Institution	Where	Who	Notes
Set and adhere to minimum age standards	Telecom Companies	At the bottom of the distribution chain (sub dealer and below)	Relevant Department in respective companies	
Labour inspection and enforce maximum hours	Telecom Companies	At the bottom of the distribution chain (sub dealer and below)	Relevant Department in respective companies	
Partner in withdrawal initiatives	Telecom Companies	At the national level with the National Steering committee, ILO supported initiatives and other related local programs	Head of Corporate Affairs in respective telecom companies	
Prioritize child labour on agenda of corporate social responsibility	Telecom Companies	By each telecommunication company in areas of operation	Head of Corporate Affairs in respective telecom companies	
Set up a Trust Fund	Telecom Companies	All companies could contribute to a kitty to be coordinated by ILO other preferred body	Head of Corporate Affairs in respective telecom companies	
Warning against child labour on calling cards	Telecom Companies	By each telecommunication company on all calling cards and billboards	Relevant Department in respective companies	
Identify and profile children engaged in the sector	Telecom Companies	By each telecommunication company in areas of operation	Relevant Department in respective companies	

ANNEX II KEY INFORMANT AND FGD INTERVIEW GUIDE

1. Is there a child labour problem in this area?
2. How common is this problem.
3. In what sectors of the local economy is child labour prevalent in this area?
4. Are there occurrences of child labour in the telecommunications sector?
5. What is the age range of children involved in the telecommunications sector?
6. What gender is most affected?
7. In which ways/activities are children involved?
8. Who employs the children? Parents/Guardians/relatives/non relatives
9. Is there a seasonal variation in the employment of these children? When and why?
10. What are the main reasons for employment of children in this sector?
11. Under what terms and conditions are the children engaged in telecoms related employment.
12. What are the risks faced by in children engaging in employment in this sector?
13. On average how many hours are the children subjected to such labour daily? When do leave work and what rest periods do they have work (lunch break/weekends off etc)
14. Is there evidence of excessive physical or mental strain on the part of the children involved?
15. Are there initiatives or mechanisms at local levels to mitigate the problem of child labour? If so which ones?
16. What policies or programmes, if any, have been initiated at the district level to solve the problem of child labour in this area? Which ones and whom are they targeting. What methods are being used to implement the programmes?
17. What policies or programmes, if any, have been initiated by NGOs/CBOs to solve the problem of child labour in this area? Which ones and whom are they targeting. What methods are being used to implement the programmes?
18. What policies or programs, if any, have been initiated at the National level to solve the problem of child labour in this area? Which ones and whom are they targeting. What methods are being used to implement the programmes?
19. What suggestions do you have on the best way to eliminate the problem of child labour in the telecommunications sector?

ANNEX III INDIVIDUAL RESPONDENT QUESTIONNAIRE

INSTRUCTIONS: To be administered to persons under 18 engaged in the sale of airtime cards and other telecommunications products.

CERTIFICATION (To be filled by interviewer after the session)
I certify that I have personally interviewed the responded and all responses have been recorded accurately to the best of my knowledge and ability.

Name of Interviewer____

Signature ____________________ Date ____________________

Reviewed by (Supervisor) Checked by (Statistician)

______________________ ________________________

IDENTIFICATION
Date of Interview …………………/…………………../2007
Village__________________________Parish_______________________
Sub County _______________________ District ______________________
Name of Respondent ____
Age _________________ Sex __________

BIO DATA

1. **Parentage** a) Both parents alive a) only mother alive b) only father alive c) orphan
2. If one or both parents deceased, what was the cause of death?
   ____
3. With whom do you live now?
   - a) Both parents
   - b) Mother
   - c) Father
   - d) Guardian
   - e) Live alone
   - f) With other minor siblings

4. Were you born in
   a) Polygamous or b) monogamous family?

5. How many children are there in your family? ____________
6. What is your birth order in the family? _________________
7. What is your parents/guardians occupation _________________

EDUCATION

8. Do you go to school? a) Yes b) No
9. If yes, what class are you in? ______________________________
10. If dropped out, in what class did you drop out? __________________
11. What was the main reason for dropping out?
____

12. When do you do this work of selling airtime cards?
    a) During school time
    b) After school evenings/weekends
    c) Holidays only
    d) Full time
    e) Other ____

13. Why did you start doing this work?
    a) Lack of money for education
    b) Because I am a girl
    c) After death of parents
    d) To help siblings to survive
    e) Pregnancy
    f) Other _____________________________________

14. If out of school would you be willing to go back to school if the opportunity arose? a) Yes b) No

15. If no Why
    a) Now married
    b) Want to remain with the job not interested in education
    c) Need to support my siblings/family/children
    d) Too old for school
    f) Other

CONDITIONS OF WORK

16. What is your relation to the owner of the business
    a) Parent
    b) Brother/sister
    c) Uncle/aunt
    d) Other relative
    e) Not related

17. Did you have a choice in whether or not to accept this job? A) Yes b) No
18. For how long have you been doing this job? ______________________
19. What tasks are you normally engaged in? ________________________________
20. At what time do you start normally start work __________ and finish_________?
21. How many days do you work in a week? _________________________?
22. Do you usually have time off work? __________ When ________________

23. How many hours of free time do you have in a day? ________________________
24. What do you do during your free time? ___________________________________
25. Are you paid for the work? _______ How much are you paid per month _______________

26. How often are you paid?
    a) Daily
    b) Weekly
    c) Monthly
    d) Randomly
    e) Other ________________________________

27. What problems or dangers do you encounter doing this work?
    ____
    ____
28. Have you told your parents/guardian about these problems? ________________
29. What have they done about it ____
30. Are you happy with the conditions of your work? _________________________
31. If not why?
    ____
    ____
32. Do you think it is good for children of your age to be engaged in this kind of work?
    _______________________ Why__________________________________
33. What do you think should be done about child labour?
    ____
    ____

Thank you for answering my questions

ANNEX IV TERMS OF REFERENCE FOR THE CONSULTANCY TO CONDUCT A BASELINE SURVEY ON CHILD LABOUR IN THE TELECOMMUNICATIONS INDUSTRY IN UGANDA

1. Background

Between 4 and 6 December 2006 in Bagamoyo, Tanzania, the ILO held a Regional Seminar on Skills and Employability in Telecommunication Services in selected countries in Africa. The seminar brought together Government, Employer and Worker representatives from Cameroun, Ethiopia, Kenya, Malawi, Mozambique, Nigeria, Senegal, South Africa, Swaziland, Tanzania, Uganda, Zambia, and Zimbabwe. It enabled participants to share experiences and discuss specific challenges facing the telecommunications industry, review the roles of the social partners in improving training and work organization, and identify activities that could be undertaken within the Action Programme in 2007 in three of those nine countries.

During the seminar, a number of concerns in the industry came to light and were deliberated upon including:

- Employment of causal workers
- Health and safety hazards
- Employment of children in the sale of prepaid phone cards
- Effects of HIV/AIDS
- Limited social dialogue in the communications industry

Following the Bagamoyo meeting the Ugandan delegation was tasked with investigating the scope of the child labour problem in the sector and identifying follow-up activities that could be developed and carried out within an ILO IPEC/SECTOR Action Programme.

Due to the liberalization of the telecommunications sector, new players, which include MTN, Celtel, Mango, etc., have begun operations. These companies have outsourced the sales of prepaid phone cards to vendors, some of whom use children to sell these cards. The vendors, who act as agents for telecommunications companies, employ young relatives, orphans, and school leavers, many within the age group of 14-17 years. These vendors are largely ignorant of the regulations covering the minimum age in employment. However, while child labour in this undoubted in this activity, research is required to measure its scope, understand the factors driving its growth and analyse the problem in more depth.

The causes of child labour are thus numerous, depending on the socioeconomic and political environment within the country. Some families have sent their children out to work in this business to augment family incomes and to pay for school materials and education. Moreover, owing to HIV/AIDS, which is prevalent in the country, numerous children are orphans without adults to look after them. Many have become household heads and assumed family responsibilities at a very young age. Others, still, have decided to go and work in order to fulfil family responsibilities. Cultural attitudes whereby many parents do not attach high value to the education of girl children have pushed many young girls towards work, with many ending up in the telecommunication sector's prepaid phone card outsourced sales force.

Therefore the first step in this project will be to conduct a baseline survey on child labour in the telecommunication sector in order to get a better understanding of the scope and types of child labour before any intervention will be taken.

2. Objectives

- To establish the scale and scope of child labour in the telecommunication 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.

3. Specific Tasks

The consultant shall be required to undertake the following tasks.

- Develop research instruments and questions
- Recruit and train Research Assistants
- Pre-test and finalise Research Instruments (with involvement of the Ministry of Labour)
- Conduct interviews and Focus Group Discussions
- Process and analyse data
- Write baseline survey Report
- Submit draft report to ILO, Ministry of Labour
- Incorporate ILO's and Ministry of Labour's comments into draft report
- Submit Final Report to ILO

4. Final Products

The consultant is expected to submit the following to ILO:
A well-written analytical baseline survey report on child labour in the telecommunication sector in the districts of Mukono, Mbale and Kampala.

5. Qualifications

Postgraduate Training in Social Sciences, Development Studies or related field
Experience in qualitative and quantitative research.
In depth knowledge of HIV/AIDS, Child Labour
Excellent writing skills
Experience in consultancy work with reputable organizations

6. Time frame

Activity	**Person Responsible**	**Period in Weeks:**							
		1	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Training of Research Assistants and preparation of research instruments	Principal Researcher								
Main Data collection	Principal Researcher Associate Researcher Research Assistants								
Data processing	Associate Researcher Research Assistants								
Monitoring	Principal Researcher								
Data analysis	Principal Researcher Associate Researcher								
Draft Report writing	Principal Researcher Associate Researcher								
Final Report writing	Principal Researcher								

ANNEX V RESEARCH TEAM

Robert Odedo – Robert was Lead Consultant/Principal Researcher of the Study. A Monitoring and Evaluation Specialist Robert is a Master of Arts graduate in Social Policy. He has vast experience in working with UN supported programmes. He has undertaken several consultancies with UNICEF Uganda including the Mid-Term Review of the Government of Uganda UNICEF Country Programme and evaluation of UNICEF IDP-funded programmes in the war ravaged Northern Uganda Districts of Gulu, Kitgum and Pader.

Henry Emoi Gidudu –Holds a Bachelor of Arts Degree in Social Sciences, a Post Graduate Diploma in Project Planning, Management and Implementation and is due for the award of a Master of Arts Degree. He is specialised in Organisational assessment, participatory methods and management. Henry has facilitated at a number of evaluation and review programmes for several CBOs national and international organisations. He participated in the evaluation of UNICEF Uganda Country Program 2001-2005. He has experience in research, organisational assessments; review, evaluation, backstopping, team fostering, training, strategic planning and Participatory learning approaches (PLA) methods. Henry was the Associate Researcher and reinforced the team in areas of quality control, participatory methodologies and qualitative data management.

Research Assistants

1. Ngweno Daudi	Management Scientist
2. Jean Nabwire	Legal Counsel
3. Annet Nantaba	Social Development Scientist
4. Stella Ntale	Social Sciences Student