



**Hoima District Local Government Action Plan on Elimination
of the Worst Forms of Child Labour
2014-2018**



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

February 2014

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Acronyms and abbreviations

AIDS	Acquired Immune Deficiency Syndrome
BTVET	Business Technical and Vocational Education and Training
CBO	Community Based Organisation
CDWs	Child Domestic Workers
CSOs	Civil Society Organisations
DCDOs	District Community Development Officers
DEO	District Education Officer
ECLT	Elimination of Child Labour in Tobacco growing
FDG	Focus Discussion Group
DPWOs	District Probation and Welfare Officers
IEC	Information Education and Communication
ICT	Information and Communication Technology
FBO	Faith Based organisations
FCC	Family and Children Court
FUE	Federation of Uganda Employers
HIV	Human Immuno-Deficiency Virus
ILO	International Labour Organisation
JLOS	Justice Law and Order Sector
LC	Local Council
MIS	Management Information System
MGLSD	Ministry of Gender, Labour and Social Development
NAADS	National Agricultural Advisory Services
NAP	National Action Plan
NCC	National Council for Children
NCPD	National Council for Persons with Disability
NDP	National Development Plan
NFE	Non Formal Education
NIU	National implementation Unit for Orphans and Vulnerable Children
NOTU	National Organisation of Trade Unions
ORACLE	Opportunities for Reducing Adolescent Child Labour through Education
OSH	Occupational Safety and Health
OVC	Orphans and other Vulnerable Children
PSW	Probation and Social Welfare
RHU	Reproductive Health Uganda
SCREAM	Support Children's Rights through Education, Arts and Media
SMCs	School Management Committees
SRH	Sexual and Reproductive Health
STIs	Sexually Transmitted Infections
PPP	Public Private Partnerships
UBOS	Uganda Bureau of Statistics
UNAIDS	The Joint United Nations Programme on AIDS
UNCRC	United Nations Convention on the Rights of the Child

UNDP	United Nations Development Programme
UNHS	Uganda National Household Survey
UNICEF	United Nations Children's Fund
UPE	Universal Primary Education
USAID	United States Agency for International Development
USE	Universal Secondary Education
UWESO	Uganda Women's Efforts to Save the Orphans
WFCL	Worst Forms of Child Labour

Foreword

Hoima District Local Government has put in place this District Action Plan for the Elimination of the Worst Forms of Child Labour in Hoima District (DAP) that can be used by different stakeholders to create awareness and mobilize communities to take action to reduce on incidences of child labour in the District. This DAP was developed in line with the National Action Plan (NAP) for Elimination of the Worst Forms of Child Labour. The NAP is a comprehensive action framework that outlines the Government's concern for the harmful consequences of child labour as well as spelling out comprehensive interventions. The Hoima DAP was in true sense developed tailored as a specific district response for Hoima. While there are some stakeholders who are already playing their roles in curbing child labour, these efforts have been largely disjointed, haphazard and uncoordinated.

As revealed in the DAP, the fight against child labour deserves concerted multi-sectoral efforts. While some may have previously viewed this as a child abuse issue to be specifically handled by the Probation Office or by the legal system, it is also a concern for the education sector, the health sector, livelihood, and even the socio-cultural set up of the community. The interventions required to provide redress for children involved in worst forms of child labour must therefore be delivered as a uniform package rather than in piecemeal form. I therefore call upon all the various stakeholders in the district to come together and each plays their part in ensuring that the Hoima DAP is implemented as laid out.

We do recognise that the district is in most cases resource-constrained and we therefore highly welcome the Civil society, Development partners and the community itself to identify resources at their respective levels which can be pooled together to finance this DAP.

For God and my Country.

Signed

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George Bagonza Tinkasimire

District Chairperson Hoima Local Government

Acknowledgements

This DAP was developed with the participation of a wide range of stakeholders to whom we are grateful. Foremost are the people who participated in the district consultative workshops and the Focus Group Discussions at the sub county level which involved adult men, women and children themselves. It is these contributions that were put together by the consultant to form the backbone of this action plan. We commend our district staff, particularly the DCDO Mr. Kenneth Ebong, the Probation and Social Welfare Officer Mr. Isaac Amos Bitamale and the District Labour Officer Mr. Anthony Ayesiga who carried out the mobilisation for the participation of other local government departments as well as providing the technical back stopping for the different sectors as well as those of the civil society organisations.

We also wish to thank our partners; Justice Centres Uganda- Hoima particularly Ms Mawemuko Jacqueline Sarah and World Vision Particularly Samuel Kibi for their invaluable contribution towards the development of this DAP.

In the same vein, we thank Uganda Women's Effort to Save Orphans (UWESO) and the technical staff, Mr. Eddie Wambewo and Mr. Richard Senyondo who mobilised the logistics and the overall coordination of the process. We also extend our sincere gratitude to the consultant Mr. Aggrey Mukasa who facilitated the whole process and developed the final draft.

Last but not least, we wish to express our sincere appreciation to ECLT Foundation Program for all the technical and financial support to the district which is greatly contributing towards creating awareness and building capacity of stakeholders to take action to reduce the worst forms of child labour from Hoima District.

Signed

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Ntulume George

Chief Administrative Officer

Executive summary

Hoima District Local Government together with its partners in 2014 developed the DAP on Elimination of Child Labor. This DAP in its simplest definition, unpacks the NAP to be utilised by District and lower Local Government level based stakeholders in order to fulfill the aspirations of the NAP on Elimination of Worst Forms of Child Labor. The DAP is meant to guide all stakeholders involved in addressing the worst forms of child labor, to take action to alleviate the plight of 30% of the 94,400 children who are engaged in child labour in Hoima District, or 24.1 percent of all children in Hoima (UBOS 2012). Among the causes of Child Labour in Hoima District cited in the DAP include poverty, ignorance of the law, domestic violence and broken homes, rigid culture and traditional customs, orphan hood, peer influence and tobacco growing.

The goal of the DAP is to reduce the magnitude of the Worst Forms of Child Labour in the District and ensure 28,320 or 30% of children affected by WFCL live a decent life by 2017. The Hoima DAP has five strategic objectives namely:

1. To increase enrolment and completion of primary level education and access to appropriate skills training programmes for 28,320 children withdrawn from WFCL in Hoima District;
2. To increased access to social protection and social assistance services to 5,660 households affected by child labour and those at risk of the WFCL in Hoima District;
3. To increase public awareness on the causes and consequences of the WFCL in Hoima District and to mobilize society to take action;
4. To strengthen legal, policy and institutional framework to prevent entry of children into the WFCL in Hoima District;
5. To withdraw from, rehabilitate, and integrate 28,320 children in the WFCL within their families and communities in the District.

The principles of the plan include the following - focus on the Worst Forms of Child Labour, multi-sectoral and integrated approach, mainstreaming, PPP, and children and youth participation, gender mainstreaming, bottom-up approach and decentralization of interventions and finally, innovation and creativity.

The following strategies shall be applied in the implementation of this plan - access to education and vocational training; strengthening household livelihoods through alternative forms of income for families affected by the worst forms of child labour; advocacy and awareness raising; strengthening the capacity of all relevant institutions, reviewing the legal framework as well as improving coordination and PPP; and finally, withdrawing, rehabilitating and integrating children involved in the worst forms of child labour.

The DAP further provides a comprehensive framework of activities, inputs, outputs, indicators and responsible actors. The implementation and coordination framework highlights the different roles of the main stakeholders who include the Hoima Local Government; Law Enforcement Agencies, Civil Society and Faith-Based Organizations; development partners, media, traditional and cultural leaders; children; and communities.

The final section of the DAP provides for the monitoring and evaluation (M&E) narrative which describes how data will be collected, analysed and used for programme reporting, sharing lessons learnt which will be accompanied by a comprehensive M&E matrix.

1.0 INTRODUCTION

1.1 Background

In 2012, the Government of Uganda together with stakeholders developed the National Action Plan for the Elimination of the Worst Forms of Child Labour. This plan provides the over-arching frame work to guide the key government sectors and other actors in implementing the national response on child labour to create deepened understanding of the risks and consequences of child labour. As a spin-off of the NAP, in 2014 Hoima District Local Government together with its partners developed the DAP on Elimination of Child Labor for Hoima District. This DAP in its simplest definition, is a plan that unpacks the NAP to be utilised by District and Lower Local Government level based stakeholder in order to fulfill the aspirations of the NAP on Elimination of Worst Forms of Child Labor.

1.2 The Child Labour situation in Uganda

Child labour in Uganda is recognised by the government as a scourge on its population that contributes to serious violation of children's rights and labour standards as well as exposing children to great risks. According to Understanding Children's Work in Uganda (UCW) Country Report (2008), an estimated 38.3 percent of children aged 7-14 years, or over 2.5 million children, were engaged in economic activity in the period 2005-06. In addition, 1.4 million of children under the age of 12 years were engaged in economic activity; while 735,000 children aged less than 10 years were economically active. The Uganda National Household Survey Report 2009/10 (UNHS 2009/10) gives a figure of 2.75 million 25% of the children aged 5-17 years who are engaged in economic activities with males (28%) having slightly higher rates than females (24%). Fifty one percent (51%) of them (1.4 million) are considered to be in hazardous child labour.

The government recognises that child labour constitutes a key obstacle to achieving Universal Primary Education and all other Millennium Development Goals in Uganda. It not only harms the welfare of individual children, but also slows broader national poverty reduction and development efforts. Children forced out of school and into labour to help their families make ends meet are denied the opportunity to acquire the knowledge and skills needed for gainful future employment, thereby perpetuating the cycle of poverty. The worst off child labourers face immediate threats to their safety and well-being, and therefore constitute an urgent policy priority.

1.3 The Child Labour situation in Hoima District

In 2012, Hoima District had an estimated 75% of children aged 6-17 years, over 140,000 children in absolute terms, in employment i.e. involved in economic activities (UBOS 2012). Of these, girls were 77% higher than boys who were at 72%. According to the national legislation currently in place, the definition of child labour includes all at work for the 5-11 year-olds, work for 12-13 year-olds except those in light work, and all 14-17 year olds in hazardous work or working excessive hours. Based on this definition, a total of 94,400 children were engaged in child labour in Hoima District, or 24.1 percent of all children in Hoima (UBOS 2012).

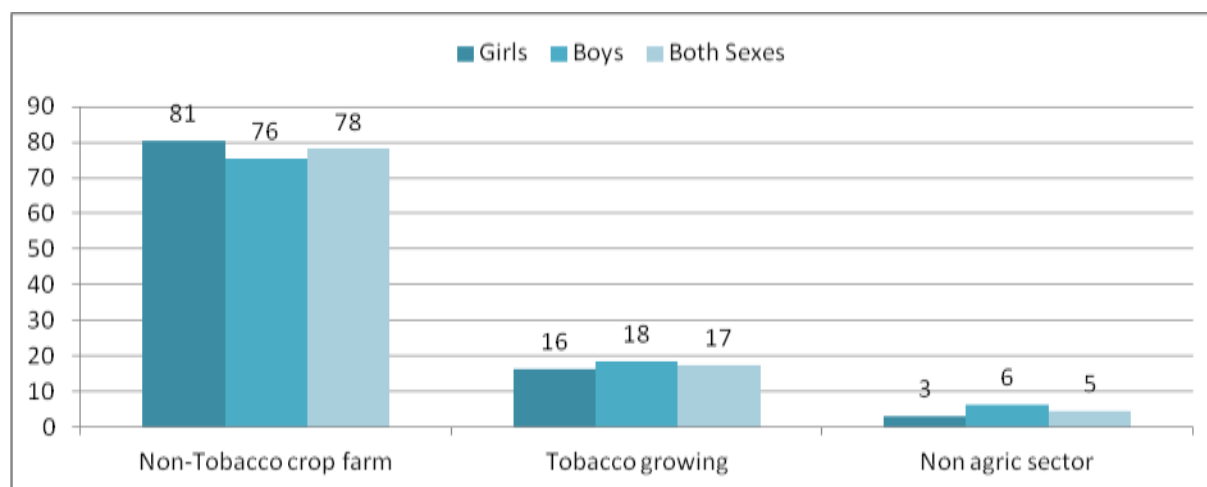
Table 1: Lower-bound Estimates of child labour involvement in Hoima District

Sex	(a)		(b)		(a)&(b)		(c)		(a)&(b)&(c)	
	Children aged 5-11 years in economic activity		Children aged 12-13 years in economic activity <i>excluding</i> those in light economic activity		Total in child labour, 5-13 years		Children aged 14-17 years in hazardous work or working excessive hours ⁽ⁱⁱ⁾		Total in child labour, 5-17 years	
	% of total children	No.	% of total children	No.	% of total children	No.	% of total children	No.	% of total children	No.
Male	18.6	40,000	4.3	5,000	22.9	45,000	3.0	6,400	25.9	51,400
Female	15.6	33,600	2.3	9,400	17.9	43,000	4.4	9,500	22.3	52,500
Total	17.1	73,600	3.3	5,000	20.4	78,600	3.7	15,800	24.1	94,400

Source: UBOS, 2012

An estimated 78 percent of total economically-active 5-17 year-olds in the district work in agriculture excluding tobacco, while 17 percent are in tobacco growing; while the rest (5 percent) are engaged in non- agriculture sectors.

Figure 1: Children’s involvement in sector work



Source: UBOS, 2012

The child labour situation in Hoima district is greatly influenced by the prevalence of tobacco growing as a key economic activity. Tobacco growing, which is mainly done by small- holder farms, is a very important and indispensable economic activity yet child labour is highly prevalent either as family labour, or hired labour. Other forms of WFCL include children involved in fishing on Lake Albert, brick-making, stone-quarrying or those involved in odd jobs in Hoima and other towns or trading centres in the district. This appalling situation is confirmed by the LCV Chairman George Bagonza¹, who was quoted thus:

‘Many children have dropped out of school to engage in temporary economic activities like helping their parents in tobacco growing, while the girls fall prey to early pregnancies and marriages’.

According to this statement, the sub counties of Kigorobya, Kyabigambire, Buseruka, Kyangwali and Kabwoya have the highest number of children who have abandoned school.

1.4 The problem statement

Hoima District is experiencing unprecedented levels of children involved in worst forms of child labour. Work by children in some circumstances, can be beneficial, contributing to family survival and may enable them to acquire learning and life skills. However when it becomes injurious to the child’s health, dangerous or hazardous, then it becomes child labor. A high percentage of children (more than half of the children aged 6-17 years) in the district are involved in a combination of economic activities, household chores as well as attending school. This means they attend school irregularly, and eventually completely drop out of school. This, in the long run affects their future well-being as well as that of the community at large since they will not acquire the human capital necessary for more gainful employment upon entering adulthood.

These working children are mostly found in non-tobacco farming (78%); while 17% are involved in tobacco plantations. The rest (5%) are in the non-agriculture sector (UBOS 2012). Those in towns work as domestic helpers; bar maids; or sell all sorts of merchandise ranging from scrap, to chapatti, grass hoppers etc. On market days it is common to find children ferrying goods for sale. Since such children often lack parental guidance, they get involved in risky behavior such as drug abuse, alcoholism, sniffing petrol all of which lead to high crime rates. Subsequently the number of juvenile offenders in the cells is high. While working, they suffer occupational health and safety hazards such as work-related illness and fatigue, injuries from carrying heavy loads, exposure to dangerous substances, snake bites etc. It is in recognition of the dire situation that the children in WFCL in Hoima

¹ See the New Vision 3rd December 2013, P.9 – ‘**School dropouts worry Hoima District leaders**’

face that the Hoima Local Government in partnership with the key stakeholders committed themselves to the development of this District Action Plan.

1.4 Causes of Child Labour in Hoima District

During the development of the DAP, wide consultations were held to highlight the major causes of child labour in the district. The responses were also corroborated by other sources of information such as the UBOS Baseline survey (2010), the District OVC Strategic plan and mapping report. The major causes hence include:

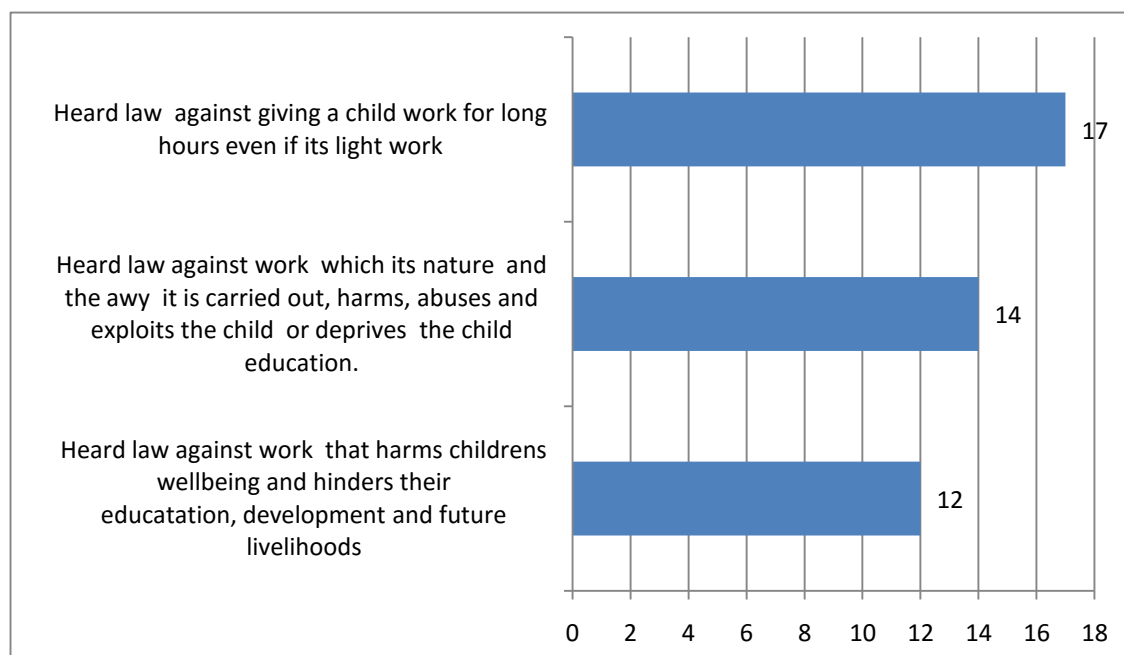
1.4.1 Poverty

Majority of respondents who were questioned about the causes of child labor in Hoima District cited poverty as the main cause. The caregivers in question are poor and therefore do not have resources to employ external labour to work on the family gardens or in supplementing the parents when working in the plantations. Such families then rely on their children for their livelihood. The caregivers also cannot ably meet the school needs such as scholastic materials, uniforms, fees and other cash requirements.

1.4.2 Ignorance of the law

While the laws on child labour are well stipulated, one view held by respondents was that most of the caregivers and those who employ children are largely ignorant of these laws including the dangers of child labour. This assertion is also in line with the UBOS Baseline survey (2012) which notes that only 12 percent of respondents ever heard of the legal frameworks *that prohibit work that harm children wellbeing and hinder their education, development and future livelihoods.*

Figure 2: Percent of respondents that have ever heard laws against child labour



Source: Uganda Bureau of Statistics (2012)

1.4.3 Domestic violence and broken homes

Children who come from broken homes e.g. where the father separated from the mother and are probably living with a step mother, or where parents are drunkards, children are not looked after very well and hence they tend to shift their attention outside of the home environment. They find themselves having to do the work of the parents in order to survive. In some cases such children run away from their homes and hence end up in WFCL.

1.4.4 Culture and traditional customs

There are some bizarre cultural beliefs that in the long run affect education of some children. For example the Bisaga religious sect found in the District stipulates that on every 2nd, 12th and 22nd of the month, children are not allowed to go to school. This does not take into consideration whether the dates are for exams or not. Such children therefore cannot be consistent in school attendance which often leads to dropping out and finding work. For other caregivers, they believe that since they did not go to school, they equally do not see the reason for sending their children to school. Gender considerations also play a role in the parents' decisions of involving their children in school or work, with a greater proportion of girls than boys *performing chores at almost every age* (UBOS 2012).

1.4.5 Orphan hood

There are cases when both parents in a given household die, resulting into Child Headed Households (CHH). Such children, particularly the eldest often drop out of school and survive by working for their siblings. According to UBOS 2012, being an orphan increases the likelihoods of working exclusively by 2 percent and reduces the chance of attending school uninterrupted by 4 percent. In addition, the same report notes that the higher rates for child economic activities among double orphans (94%) compared to children with both parents alive (72%).

1.4.6 Tobacco growing

The UBOS 2012 findings show that children in tobacco growing households are more likely to be working and attending school compared to children in households not growing the crop. The findings also show that a child being in household growing tobacco increases the likelihood of working and attending school by 35 percent. The report notes that about 26 percent of the children in Hoima were involved in tobacco related activities in the last 12 months and that, children in male headed households are three times more likely to be engaged in tobacco related activities compared to those from female headed households. Activities covered include planting tobacco, tying tobacco, spraying, leaf plucking, nipping among others.

Table 2: Number and Percentage of children involved in Tobacco related activities in Hoima District by sex of the household head and age.

	Sex of the household head		
	Female Headed	Male head	Total
5-17 years			
Number	2,900	56,500	59,400
%	9.1	29	26
Sex			
Girls			
Number	1300	28200	29500
%	8	30	27
Boys			
	1,600	28,400	30,000
	10.2	28.3	25.9

Source: Uganda Bureau of Statistics (2012)

1.4.7 Peer influence

According to an FGD conducted for adults, due to peer influence, a number of things can happen. For example, some children end up admiring the lifestyles of those children who are already earning money e.g. those selling chapattis and other road side snacks, scrap metal or those involved in the fishing industry. They are seen as those who have already made it in society. A weak hearted child easily drops out of school to take up such occupations. On the other hand, some children simply rebel from their parents.

1.5 National/District response to elimination of child labour

A number of stakeholders in Hoima District already have in place a response towards the elimination of worst forms of child labour. This section names the different stakeholders and what they are currently doing to reduce the incidences of child labour. As noted earlier, these responses are largely patchy and uncoordinated from the local government perspective.

Name of organisation/ institution	Area of operation (subcounty/ district level)	Description of response type
Hoima District Local Government	District wide	Inspection of work places to raise awareness on what amounts to child labour, dangers and effects thereof, identify children involved in child labour, and prosecute the perpetrators of child labour. Enactment of Ordinances and implementation of

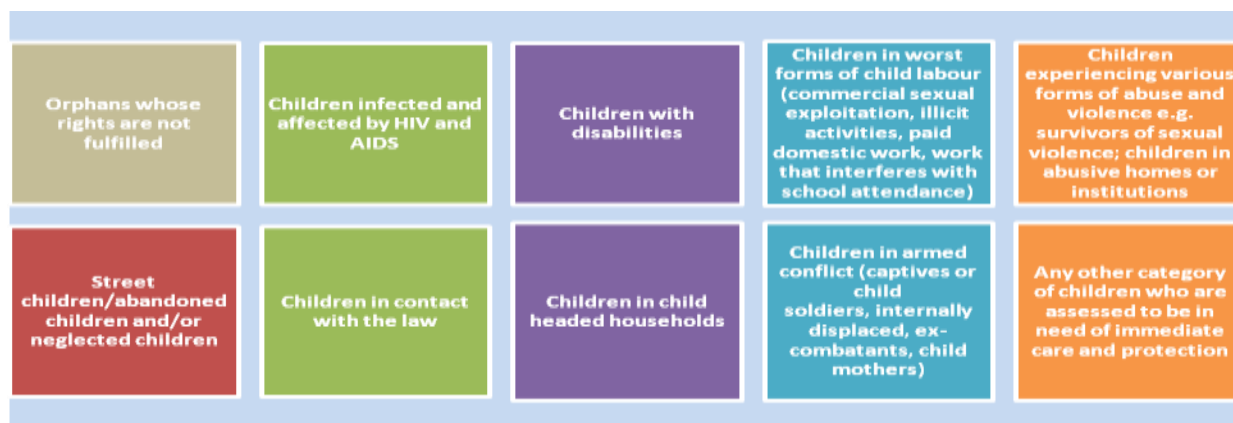
		<p>existing Laws on child labour. Planning and budgeting for OVC. Coordination, networking, and support supervision of OVC service providers. Capacity building of OVC stakeholders. Community empowerment for OVC support and livelihoods</p>
UWESO	The sub counties of Buhanka, Bugambe, Kigoroby Kitoba, and Kyangwali	<p>Advocacy on worst forms of child labour. Improving on socio-economic livelihoods through Village Savings and loans Associations. Prevention and withdraw of child labourers from worst forms of child labour and take them back to school. Link withdrawn children from child labour to vocational schools. Protection of children from worst forms of child labour. Provision of scholastic materials, musical instruments and sports equipment. Renovation and completion of school structures. Rehabilitation and drilling of boreholes in schools.</p>
World Vision	The sub counties of Buhimba, Businsi, Kyabigambire and Kiziranfumbi.	<p>Support OVC with vocational training. Livelihood empowerment and support to communities. Education support (Construct schools and pit latrines). Improve food security. Capacity building and strengthening of child protection mechanisms. Spiritual development Coordinate with other stakeholders on child protection and other community development initiatives.</p>
Justice Centres	District wide	<p>Provide legal aid to indigent, vulnerable and marginalised persons. Community empowerment and advocacy on human rights through outreaches and radio talk shows and spot messages. Dispute resolution through Alternative Dispute Resolution and litigation. Undertake human rights centred and evidence based advocacy for reform of law, policies and practices. Coordinate with other stakeholders on child protection and other community development initiatives. Counselling and provision of psycho-socio support to OVC.</p>
BAT Uganda	District wide	<p>Supports other partners in elimination of child labour in tobacco growing areas.</p>
Uganda Human Rights Commission	District wide	<p>Human rights advocacy. Hear and resolve human rights complaints</p>

Uganda Red Cross Society	District wide	Emergence response. First aid activities. Promotion of community hygiene and sanitation.
Living Earth Uganda	District wide	Strengthening livelihood through vocational training and entrepreneurship skills. Linkages to micro finance institutions. Coordination and partnership with other service providers.

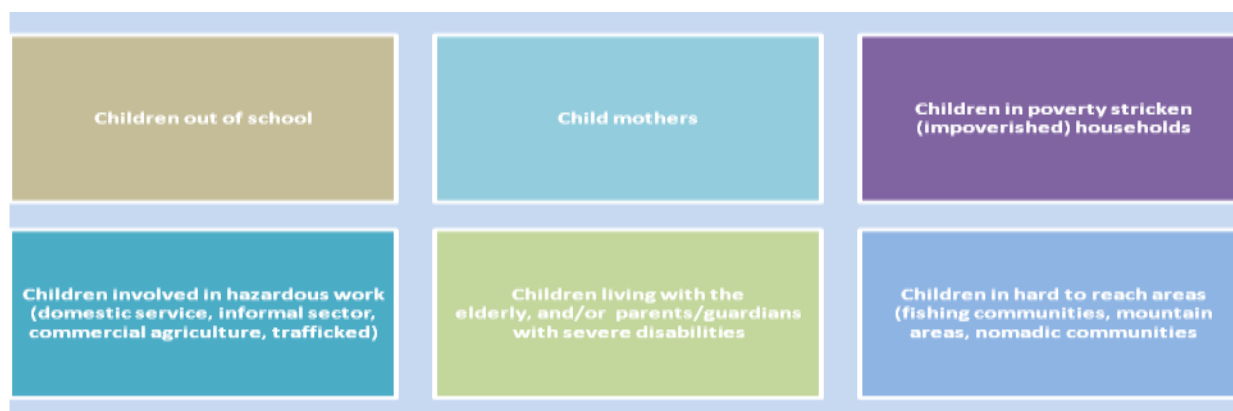
1.6 Rationale for developing the District Action Plan

The DAP was developed as a spinoff of the National Action Plan for elimination of the worst forms of child labour, which is a comprehensive action framework that outlines the Government's concern for the harmful consequences of child labour as well as spelling out comprehensive interventions. It was tailored in line with the NAP into a specific district response for Hoima. This DAP will therefore be useful in guiding the key actors at the local levels who include the Local Government, Law enforcement Agencies, NGOs and CBOs, the private sector, communities and households to implement the national response on child labour. This will be through through awareness raising to create wider understanding of the risks and consequences of child labour as well as to support the eradication efforts of WFCL in Hoima District. The DAP will also complement the Hoima District OVC Strategic Plan 2012/13 – 2016/17 which is the overall framework that guides District stakeholders in planning and implementing programmes for orphans and other vulnerable children. The DAP goes a step further in singling out children in WFCL who in most cases belong to the other categories of critically and moderately vulnerable children.

Box 1: Categories of Critically Vulnerable Children



Box 2: Categories of Moderately Vulnerable Children



Source : National Strategic Programme Plan Of Interventions For Orphans And Other Vulnerable Children 2011/12—2015/16

1.7 LESSONS LEARNT

Past child labour efforts have highlighted that:-

- i. The temptation to return to child labour is real and persistent given the influence of socio-economic factors beyond the control of communities;
- ii. Children are less likely to relapse into child labour activities if their families receive support for undertaking activities that generate additional household income and savings;
- iii. Informal vocational training programmes are effective channels through which the future income earning potential of children at risk of child labour can be improved;
- iv. For child labour elimination interventions to be effective, children themselves need to understand why they should be removed from child labour
- v. In order to improve retention of children removed from child labour, schools need to be safe, friendly and attractive
- vi. Child labour elimination can only be achieved through a broad and wider strategy that encompasses partnerships with all key stakeholders.

1.8 BEST PRACTICES

Below are some of the best practices contained in the NAP that are recommended for the practitioners involved in the elimination of child labour:

- i. Strengthening the capacity and leadership of School Management Committees (SMC) and Parent Teacher Association (PTAs) for the creation of safe learning environments in schools;
- ii. The use of SCREAM methodology in schools to raise awareness on child labour and HIV and AIDS among children and teachers;
- iii. Child labour identification, referrals, monitoring and follow-up by community groups;

- iv. Reducing the dependency of parents on children's labour through linkages to Village Savings and Loan Associations (VSLAs);
- v. Promotion of regular school attendance, school retention and completion through the development of child labour ordinances and by-laws;
- vi. Community based child labour committees and;
- vii. Code of Conduct to prevent child labour in plantations.

2.0 THE DISTRICT ACTION PLAN

2.1 The Process of Developing the Plan

The DAP was developed through a highly participatory process that brought together stakeholders from the Local Government, Law enforcement Agencies civil society, private sector and communities (including caregivers and children themselves). This approach was meant to ensure that the needs and aspirations of a cross section of stakeholders are included in the plan. Initially an external consultant carried out literature review to gain a clear background to the situation of children in WFCL. Some of the key documents were the NAP itself, the UBOS Baseline Survey, the Hoima District Development Plan, the District OVC strategic plan, the OVC Mapping report among others. At the district level, a 2-day stakeholders' meeting was conducted to gather views from them regarding the situation of children in WFCL and what could be included in the DAP. This was followed by focus group discussions at community level involving men, women and children themselves. It was conducted in Kichwamba in Buhanka Sub County. The latter category had to be included for purposes of fulfilling one of the guiding principles of child participation. After putting together these findings into a draft DAP, another meeting of the technical team was conducted to review the draft which subsequently resulted into the final document that was presented to the District Council for approval.

2.2 Priorities of the Plan

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

The Plan will be used by key actors to mainstream and intensify actions against the risks and consequences of child labour. It will be used to raise awareness, stimulate District and community level actions, build ownership and commitment from all key actors and the public to address the worst forms of child labour in Hoima District. Since the majority of children in WFCL are engaged in agricultural related work, the DAP priority interventions will be structured towards addressing the push and pull factors that lead to children to undertake economic activities depriving them of their right to attend school and to leading a healthy life. The interventions will take into account that the situation of the parents or caregivers equally contributes to these push factors and hence they need to be included as a target group. Creating awareness about the child labour will also be one of the priority actions to enable the wider community to take actions to curb the vice.

2.3 The Structure of the Plan

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

3.0 THE POLICY AND LEGAL CONTEXT

The DAP, just like the NAP is aligned to a number of national policies and planning frameworks as well as International Commitments and Conventions. This chapter highlights these as shown below.

3.1 Legal Frameworks

3.1.1 The Constitution

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

3.1.2 Employment Act No. 6, 2006

The Employment Act in Section 32 provides:

(1) A child under the age of 12 years shall not be employed in any business, undertaking or work place.

(4) A child shall not be employed in any employment or work, which is injurious to his or her health, dangerous or hazardous or otherwise unsuitable. A child shall not be employed between the hours 7 p.m. and 7 a.m.

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

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

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

A person commits the offence of aggravated trafficking where-

(a) the victim of trafficking is a child

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

3.1.5 The Penal Code Act 120 (amended 2007) 1

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

3.1.6 Other laws

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

- i. The Occupational Safety and Health Act, No. 9, 2006, Part XII, sections 83- 93;
- ii. The Education Act, 2008 (Universal Primary Education);
- iii. The Local Governments Act, 1997;
- iv. The Mining Act 2005 restricts and prevents children from working underground.

3.2 Policy Frameworks

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

3.2.1 NRM Manifesto (2011 - 2016)

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

3.2.2 National Development Plan 2010

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

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

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

3.2.4 The National Employment Policy 2011

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

3.2.5 The National Child Labour Policy 2006

The Plan specifically operationalizes the implementation of the National Child Labour Policy (2006). The vision of the policy is a society free of exploitative child labour, a society in which all working children enjoy their right to childhood, education, dignity and full development of their potential. The overall objective of the National Child Labour Policy is to guide and promote sustainable action aimed at the progressive elimination of child labour, starting with the worst forms. The policy forms the basis for the development of guidelines and action to combat child labour in Uganda.

3.2.6 Universal Primary and Secondary Education Policies

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

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

3.2.7 Other Policies

Other policies that support the elimination of child labour include:

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

3.3. Weaknesses in legal and policy framework

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

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

3.4 The target groups of the DAP

3.4.1 Primary Target Groups

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

- i. Exploitative labour
- ii. Children in commercial sex;
- iii. Trafficked children;
- iv. Children in domestic work;
- v. Children involved in fishing;
- vi. Children in the informal sector (children in garages, markets, streets, food preparation, luggage carriers);

Categories of children targeted include:

- i. Children with Disabilities;
- ii. Orphans;
- iii. Children in commercial agriculture – particularly in tobacco growing
- iv. Children at risk of Child Labour:
- v. School dropouts;
- vi. Child parents;
- vii. HIV and AIDS affected and infected.

3.4.2 Key Actors

- i. Employers;
- ii. Workers' Organisations;
- iii. Parents and guardians;
- iv. Law enforcement agencies
- v. The Local Government (District and lower levels);
- vi. Communities;
- vii. Traditional/Cultural leaders;
- viii. Civil Society and Faith Based Organisations;
- ix. Teachers and School Management Committees
- x. Vocational training institutions;
- xi. Media;
- xii. Development Partners.

4.0 GOAL, OBJECTIVES AND STRATEGIES

4.1 Goal of the DAP

The goal of the DAP is to reduce the magnitude of the Worst Forms of Child Labour in the district and ensure 28,320 or 30% of children affected by WFCL live a decent life by 2017. This goal will contribute to the overall goal of the NAP.

4.2 Strategic Objectives

The Hoima DAP has five strategic objectives namely:

1. To increase enrolment and completion of primary level education and access to appropriate skills training programmes for 28,320² children withdrawn from WFCL in Hoima District;
2. To increase access to social protection and social assistance services to 5,660³ households affected by child labour and those at risk of the WFCL in Hoima District;
3. To increase public awareness on the causes and consequences of the WFCL in Hoima District and to mobilize society to take action;
4. To strengthen legal, policy and institutional framework to prevent entry of children into the WFCL in Hoima District;
5. To withdraw from, rehabilitate, and integrate 28,320 children in the WFCL within their families and communities in the District;

4.3 Principles of the Plan

4.3.1 Focus on the Worst Forms of Child Labour

This District Action Plan recognises the urgency of eliminating child labour in its worst forms in Hoima District. Hence every effort shall be made to remove children from the worst forms of child labour and enforce relevant protective measures to prevent children from engagement in the worst forms of child labour and those who exploit children shall be punished in accordance with the law.

4.3.2 Multi-sectoral and Integrated Approach

It is recognized that the impact of action against child labour shall be driven by a multi-sectoral and integrated approach so as to create opportunities for information gathering, sharing knowledge, evidence and coordination of activities. The existing coordination mechanisms such as the District OVC Committee (DOVCC) and Sub county OVC Committees (SOVCC) at district and sub county levels will form the back bone for implementation of this DAP. This is recognition of the need not to create new structures that will possibly entail duplication of roles.

² This DAP is therefore targeting 30% of the total number of children in the worst forms of child labour in Hoima.

³ This figure is derived from the average household size given by UBOS of 5 people per household. These HHs are the 30% who have children in WFCL referred to in objective 1.

4.3.3 Mainstreaming

Elimination of child labour is a cross cutting theme. Using this DAP as a basis for planning, child labour issues shall be mainstreamed into the District Development Plans and in all the sector plans and programme implementation. Gender concerns shall also be mainstreamed to cater for specific gender needs and situations of working girls and boys.

4.3.4 Tripartism (PPP)

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

4.3.5 Data Collection and Monitoring

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

4.3.6 Children and Youth Participation

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

4.3.7 Bottom-up Approach and Decentralization of Interventions

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

4.3.8 Innovation and Creativity

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

4.4 Key Strategies

The following are the key strategies underpinning implementation of the plan:

Strategy 1: Access to quality Education and Vocational Training

Availability, accessibility and quality of education are very important factors to elimination of child labour. They determine the appreciation and value attached to education by parents, attraction and retention of children in school and improved performance. This strategy shall focus on increasing access to education and vocational training for children

withdrawn from child labour. Increasing education and training opportunities for children shall also serve as a measure for preventing child labour. Efforts shall be directed at creating and improving the school environment to make it safe, attractive and friendly so that children who attend remain in school. The district is using the Conditional Grant is contributing to improvement of infrastructure at schools which WFCL should benefit from. There are CSOs such as World Vision and Uganda Womens' Effort to Save Orphans (UWESO) who are also involved in infrastructure improvement for schools.

Child participation shall form an important element of this strategy. Emphasis shall be put on supporting peer-to-peer education in schools and form clubs to prevent child labour. Pre-service and in-service teacher education through partnerships with PTC principals shall be strengthened to ensure awareness of teachers on the negative effects of child labour. Offering apprenticeship programmes for ex-child labourers in collaboration with artisans will compliment the formal skills training offered by BTVET.

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

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

Strategy 3: Advocacy and Awareness Raising

Increasing awareness on the serious consequences of hazardous work and the importance of investing in children's education is a very vital element in the reduction and eventual elimination of child labour in Hoima District. Under this strategy, policy makers and the public shall be mobilized to understand the dangers and risks of child labour as well as the benefits of education and how education can help to combat child labour. The district is endowed with a number of media houses that raise awareness to the communities. . The emphasis will however be on the FM stations which can reach out to a wider audience since lack of electricity and TV sets limits their presence to the urban areas of Hoima.

A **bottom-up approach** shall be used within the communities to ensure understanding of the problem of child labour and increase ownership and consensus on efforts to address child labour. Community dialogues shall be used as a means to mobilize communities to generate their own local understanding of child labour and action to combat it.

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

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

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

Withdrawal, rehabilitation and preventing more children from exploitation in hazardous child labour entails providing access to viable alternatives such as education and social protection. This is important to ensure that the children withdrawn from hazardous work do not fall back into the situation that prompted their withdrawal. The implementation of this strategy shall involve withdrawing, rehabilitating, referral and integrating children involved in the worst forms of child labour into schools and within their communities.

Documentation of lessons learnt and sharing of best practices as well as experiences in withdrawal, rehabilitation and integration shall be supported to enhance sustainability of programmes and activities by the various implementers. The aim shall be to create good practice models for child labour free zones that can be scaled up elsewhere in the District and Uganda as a whole. Emphasis shall also be placed on promoting support groups among older children so that they become role models to their peers.

4.5 Outputs, Activities and Indicators

Strategic Objective 1: To increase enrolment and completion of primary level education and access to appropriate skills training programmes for children			
Outputs	Activities	Indicators	Responsible Actors
1.1. The school learning environment in areas prone to WFCL in Hoima District improved	Rehabilitate and construct 32 classrooms and other infrastructure (2 per sub county) to increase access for children in WFCL to education	No. of infrastructure rehabilitated and or newly constructed	CAO
	Support 32 schools with learning materials	No. of learning centres provided with essential materials No. of learning/teaching materials provided	World Vision, UWESO.
	Procure materials for co-curricular activities to address the needs of working children	No. of materials procured	World Vision, UWESO, DO.
	Train 160 teachers per Sub County on the dangers of child labour	No. of teachers trained	World Vision, UWESO, Living Earth
1.2. Pupil enrolment and regular school attendance increased	Create a bursary fund to provide financial support for 1,000 children per year withdrawn from or at risk of child labour	No. of children withdrawn from or at the risk of child labour receiving financial support Amount of money given to target beneficiaries	Education Dept.; District Local Council; CSOs
	Implement provisions of the Education Ordinances	No. of schools complying with the Ordinances and By-	Education Dept. District Local Council;

	Implement by-laws to address school attendance and Absenteeism	laws	CSOs
	Conduct bi-annual parents sensitisation meetings for 32 schools per annum on their roles and responsibilities in keeping children in schools	No. of parents sensitized	Education Dept. CSOs
1.3 Quality of education in target communities improved	Incorporate child labour issues in the SMC's guidelines	No. of copies of the guidelines disseminated No. of SMCs complying with the guidelines	CBS Dept. CSOs
	Build the capacity of teachers to enhance child-centred learning	No. of teachers trained in child centred learning	Education Dept.
1.4. Children at risk or withdrawn from child labour trained in formal and non formal skills	Identify and train target beneficiaries in vocational, entrepreneurial and apprenticeship skills	No. of children trained No. of trainees placed in decent work	Education Dept. CSOs

Strategic Objective 2: Increased access to social protection and social assistance services to 5,660 households affected by child labour and those at risk of the WFCL in Hoima District			
Outputs	Activities	Indicators	Responsible Actors
2.1. Access to Micro Finance services improved	Mobilize households with children at risk of child labour to form associations/cooperatives and or groups	No. of associations/cooperatives and or groups formed	Labour Officer/DCDO CSOs
	Lobby Micro Finance Institutions to extend micro credit services to	No. of households affected by child labour	Labour Officer/DCDO

	households affected by child labour	accessing micro credit	MFIs; CSOs
	Train households to start and manage sustainable household income generating activities such as poultry keeping, animal rearing, bee-keeping and honey-making etc	Number of households trained and are implementing IGAs	CBS Dept, CSOs, VCLs
2.2. Access to Reproductive Health as well as HIV and AIDS services improved	Sensitize teenage mothers, youths and HIV and AIDS affected households on availability of Reproductive Health and HIV and AIDS services	No. of teenage mothers, youths and their parents/guardians sensitized on RH services	CBS Dept of Health; CSOs, IDI, Reproductive Health Uganda.
		No. HIV and AIDS affected households receiving HIV and AIDS related care services	

Strategic Objective 3: To increase public awareness about the causes and consequences of the worst forms of child labour, the importance of education and mobilization of society into action			
Outputs	Activities	Indicators	Responsible Actors
3.1. Awareness about child labour issues increased	Conduct training for teachers in the SCREAM methodology in 32 schools	No. of schools using the SCREAM methodology	CBSD; Justice Centres; CSOs
	Translate and disseminate IEC materials on child labour	No. of translated IEC materials disseminated	
	Conduct media campaigns particularly on local FM stations on child labour	No. of media campaigns conducted	
	Form and operationalize child-rights clubs for and out of school	No. of child-rights clubs and formed and operational	
3.2. Community based initiatives and capacity on elimination of child labour enhanced	Form community mobilization groups to initiate, finance and implement programmes for elimination of child labour	Number of community groups formed and taking action on elimination of child labour	CBSD; CSOs

Strategic Objective 4: To strengthen the legal, policy and institutional frameworks to prevent entry of children into the WFCL			
Outputs	Activities	Indicators	Responsible Actors
4.1. Policy legal and framework for addressing child labour related issues strengthened	Operationalize the bye-laws to address child labour	No. of bye-laws addressing child labour operationalized	CBSD; Labour office; District Local Council; Justice Centres; CSOs
		No. of simplified versions of child labour related laws and regulations disseminated	
4.2. Human and financial	Lobby Government and development partners to	Amount of funds mobilized and allocated	District Planning Unit

resources for child labour activities increased	allocate financial resources for child labour activities		
	Provide logistical support to District Labour Office to implement elimination of child labour activities	No of equipments procured and allocated	District Planning Unit; CBS Dept
4.3.Systems and structures for elimination of child labour strengthened	Support DOVCC and SOVCCs to coordinate child activities.	DOVCC and SOVCCs strengthened	CBSD; Departmental heads; CSOs
	Conduct coordination meetings with the various actors involved in elimination of child labour activities	Number of DOVCC and SOVCC coordination meetings held No. of new actors involved in CL activities Number of joint programmes established with partners	CBSD; Departmental heads; CSOs

Strategic Objective 5: To withdraw, rehabilitate, and integrate children affected by the WFCL within their families and communities			
Outputs	Activities	Indicators	Responsible Actors
5.1. Children affected by the WFCL withdrawn, rehabilitated and integrated in communities	Disseminate guidelines for identification of WFCL in key sectors as well as mechanisms for withdrawal of children from WFCL	No. of guidelines disseminated No. of actors utilizing the guidelines	CBSD; CSOs
	Identify and map the WFCL sites and withdraw children engaged in WFCL	No. of children identified and withdrawn	CBSD; Labour office; CSOs

		No. of sites and service providers mapped	
	Train actors on preventive measures against child labour	No. of actors trained on child labour preventive measures	CBSD CSOs
	Carry out career guidance and counselling for withdrawn children	No. of children withdrawn that receive career guidance and counselling	CBSD;CSOs
	Reunite and resettle rehabilitated children with their families and communities and support partner agencies to offer integration services for withdrawn children.	No. of children withdrawn that are re-integrated with their families	CBSD; CSOs
5.2. Services to children withdrawn from the WFCL provided	Identify service providers and refer affected children withdrawn from the WFCL	No. of service providers identified No. of children withdrawn from the WFCL referred to service providers Service provider inventory in place	CBSD; CSOs
	Provide resettlement packages to children withdrawn from child labour	No. of children provided with resettlement packages	CBSD;CSOs

5.0 IMPLEMENTATION AND COORDINATION FRAMEWORK

This section presents the key stakeholders and stipulates the roles they are expected to play in implementation of the DAP. They include the Local government, the NGOs and CSOs, Development Partners, traditional leaders, Faith Based Organisations, communities, caregivers and children.

5.1.1 Hoima District Local Government

Hoima District Local Government structure composed of the District and Lower LGs as well as the Hoima Municipal Council shall play a key role in the operationalization of this Plan. The roles shall be among others to:-

- i. Raise awareness on child labour and mobilize the relevant departments, organizations and communities to prevent and /or eliminate child labour. Through partnership with some CSOs, there are radio programmes being broadcasted on local FM stations which are creating awareness on children involved in WFCL.
- ii. Integrate child labour issues within district plans, budgets and structures;
- iii. Participate in the identification of children in hazardous work and facilitate their withdrawal;

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

5.1.2 Civil Society and Faith-Based Organizations

There are a number of organizations that are reaching out to children affected by WFCL working in Hoima District. Under this action plan, they will be expected to play the following roles:

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

5.1.3 Media Houses

Hoima and Bunyoro Region as a whole are well served with local FM stations and TVs which are major sources of information and entertainment to the community. These will play a key role to disseminating information on child labour issues.

5.1.4 Communities, Traditional and Cultural Leaders

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

5.1.5 Children

The children shall participate in all activities that address child labour in their communities, attend school regularly and encourage their peers to do the same, report children involved in child labour to school authorities, local councils, community leaders and labour offices. In school children through their Child Rights clubs will be expected to

integrate issues of children in WFCL. Children are expected to report those involved in violation of child labour and children's rights.

5.1.6 Youth

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

5.1.6 Development Partners

The role of development partners shall be to provide funding, technical support and implementation of the components of the Plan.

5.2 Coordination mechanisms

Successful implementation of this Plan shall require coordinated action at all levels. In order to avoid duplication of roles, this DAP will be implemented through the already existing District OVC Committee and Sub county OVC Committees (DOVCC and SOVCC respectively). The DOVCC is a multi-sectoral body which aims at improving partnership and collaboration among stakeholders that include: District technical team, political leadership, development partners, CSOs and the private sector. The committee is chaired by the Chief Administrative Officer [CAO]; while the secretary to the committee is the Probation and Social Welfare Officer.

The DOVCC agenda includes the issues of children in WFCL. It shall ensure that this action plan is widely disseminated and understood by stakeholders at all levels. It will be expected to take lead in designing the monthly, quarterly and annually work plans that are in line with this DAP and ensure that all stakeholders comply by these plans. It will ensure that resources which are raised for WFCL by the Local Government, religious leaders or by the CSOs are optimally utilised to reach out to children in WFCL and their households. It will also be responsible for conducting joint support supervision, monitoring and evaluation of this action plan in a routine manner.

At sub county level, this structure is replicated as the multi Sectoral Sub county OVC Coordination Committee (SOVCC). Membership of this committee includes the Sub-county Planning Committee, the CSOs, private sector, Community and representatives. The focal person for OVC at this level is the Community Development Officer (CDO). This officer works with sub-county chief to coordinate the activities of all service providers at the lower levels. This DAP will also make use of structures at Parish level (Local Council II level) such as the Parish Development Committees which will bring together all the stakeholders who include the Secretary for Children Affairs, the Women Council representative, CBOs, religious leaders, cultural and traditional leaders and the child or

community representative. At Local Council 1 level, the LC 1 Chairperson will spearhead implementation of the plan at this level.

7.0. MONITORING AND EVALUATION

The implementation of this Plan shall require an effective M&E system as well as appropriate feedback mechanism. The DAP has a comprehensive logical framework below which will be used to guide in the monitoring process. The District Planner together with the District Community Development Officer will be the focal point persons who will be responsible for implementation of this M&E plan and will work in collaboration with DOVCC, SOVCCs and the line officers at sub county level - Community Development Officers. The Plan has clear indicators that form a foundation for the M&E system. These officers will be expected to develop M&E tools that will be used on monthly basis routinely collect data on the performance of the Plan. The CDOs will routinely administer the tools using various methods including interviews, focus group discussions, direct observations, documentation using pictures etc. The data from the field will then be used to prepare monthly and quarterly M&E reports. During the quarterly DOVCC and SOVCC meetings, these reports will be presented for review in order to share good practices or make revisions in case of gaps identified. It is through these reviews that our staff will make appropriate briefs for the different stakeholders.

The DOVCC shall prepare quarterly reports and make recommendations to the District Technical Planning Committee and the sectoral committee of community department which shall in turn make recommendations to the district council. Hoima DLG will produce newsletters among other approaches that will be used to keep stakeholders abreast with the DAP achievements sharing best practices with all of them.

7.1. EVALUATION

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

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

Outputs	Objectively verifiable Indicators	Means of Verification	Frequency	Assumptions/ Risks
1.1. School learning environment in areas prone to WFCL improved	1.1.1. Number of infrastructures rehabilitated and or new constructed 1.1.2. Number of learning centres provided with essential teaching materials 1.1.3. Number of materials procured 1.1.4. Number of teachers trained on the dangers of child labour	Review reports School sites inspection reports Procurement minutes Inspection /monitoring Reports Training reports/attendance sheets	Half-yearly	Availability of funds Availability and willingness to train
1.2. Pupil enrolment and regular school attendance improved	1.2.1. Number of children withdrawn from or at risk of child labour receiving financial support 1.2.2. Amount of money given to target beneficiaries 1.2.3 The number of schools complying with the ordinances and bye-laws 1.2.4. Number of parents sensitised	Financial Reports Schools' registers Inspection reports	Half -yearly	Availability of funds. Availability of trained inspection personnel

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

<p>1.3. Quality of education in target communities improved</p>	<p>1.3.1. Number of copies of the guidelines disseminated 1.3.2. Number. of SMCs using the guidelines 1.3.3. Number of teachers trained in child- centred learning and remedial methodologies</p>	<p>Dissemination reports Inspection/monitoring Reports Training Reports</p>	<p>Half -yearly</p>	<p>Availability of funds Existence of training curriculum and plan</p>
<p>1.4. Children at risk of child labour and those withdrawn from child labour trained in formal and non-formal skills</p>	<p>1.4.1. Number. of children trained . 1.4.2. Number of Tracer studies conducted</p>	<p>Inspection/monitoring reports Study reports</p>	<p>Half-yearly Annually</p>	<p>Availability of funds Study areas are identified Availability of curriculum and guidelines</p>

Strategic Objective 2: To increase access of social protection and social assistance services to households affected and those at risk of the WFCL including access to for sustainable livelihoods				
2.1. Access to micro finance services improved	2.2.1. Number of households affected by child labour accessing micro credit 2.2.2. Number of associations and or groups formed 2.2.3. Number of households trained and are implementing IGAs	Inspection and monitoring reports Monitoring reports Training reports	Half-yearly	Availability and willingness for the MFIs to provide micro-credit Willingness of vulnerable groups to form associations and establish IGAs
2.3. Access to Reproductive Health and HIV and AIDS, services improved	2.3.1. Number of teenage mothers, youths and their parents /guardians receiving RH Services 2.3.2. Number of HIV/AIDS-affected households receiving HIV and AIDS-related care services	Monitoring Reports Household surveys	Annually Twice a year	Willingness of the vulnerable groups to access the services Availability of service providers

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

<p>3.1. Awareness about child labour increased</p>	<p>3.1.1. Percentage of the population aware of child labour issues</p> <p>3.1.2 Number of schools using SCREAM methodology</p> <p>3.1.3 Number of IEC materials translated</p> <p>3.1.4 Number of media campaigns conducted</p> <p>3.1.5 Number of anti-child labour clubs formed and operational</p>	<p>KAP Survey</p>	<p>Half-yearly</p>	<p>Availability of funds</p> <p>Willingness of the schools to participate in SCREAM</p> <p>Availability of funds</p> <p>Willingness of the media houses to participate</p> <p>Availability of journalists trained in child labour issues</p> <p>Willingness of actors to establish children's clubs and parliament</p>
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Strategic Objective 3: To increase public awareness about the causes and negative consequences of the worst forms of child labour, the importance of education and mobilization of society into action

<p>3.2. Community based initiatives and capacity on elimination of child labour enhanced</p>	<p>3.2.1. Number of community groups formed</p> <p>3.2.2 Number of community initiatives on elimination of child labour undertaken</p> <p>3.2.3 Number of community groups trained on the elimination of child labour</p>	<p>District monitoring reports</p>	<p>Half-yearly</p>	<p>Availability of funds</p> <p>Willingness of the communities to participate</p>
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Strategic Objective 4: To strengthen the legal, policy and institutional frameworks to prevent entry of children into the WFCL				
Outputs	Objectively verifiable Indicators	Means of Verification	Frequency	Assumptions/Risks
4.1. Policy legal and framework for addressing child labour related issues strengthened	No. of bye-laws addressing child labour operationalized No. of simplified versions of child labour related laws and regulations disseminated	CBSD records Signed distribution lists	Annually	Willingness of LG to enact bye-laws related to WFCL
4.2. Human and financial resources for child labour activities increased	4.2.1 Amount of funds mobilized and allocated 4.2.2 Number of equipment procured and allocated to the CBSD	Planning Unit records Procurement records	Annually	Appreciation by the District about the child labour issues Availability of sources of funding
4.3. Systems and structures for elimination of child labour strengthened	4.3.1. Number of functional DOVCC and SOVCCs 4.3.2 Number of DOVCC and SOVCC coordination meetings held 4.3.3 Number of new actors involved in child labour activities 4.3.4 Number of joint programmes established with partners	Membership lists and appointment letters DOVCC and SOVCC work plans DOVCC and SOVCC minutes Sector reports Signed MoUs Joint work plans	Annually Quarterly Annually Annually	

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

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