

**Final Evaluation of ‘Eradicating Child Labour in Uganda’
Project**

FINAL REPORT

SUBMITTED TO

**Platform for Labour Action in Uganda (PLA) and Action on Poverty
(APT)**

BY

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Acronyms

APT	Action on Poverty
CAO	Chief Administrative Office(r)
CDO	Community Development Office(r)
CFPU	Child and Family Protection Unit of Police
COVID	Corona Virus Disease
FGD	Focus Group Discussion
FY	Financial Year
HH	Household
IDI	In-depth interview
ILO	International Labour Organisation
KII	Key Informant Interview
LC	Local Council
MEL	Monitoring, Evaluation and Learning
MGLSD	Ministry of Gender Labour and Social Development
NAP	National Action Plan
NGO	Non-Governmental Organisation
ODK	Open Data Kit
OECD-DAC	Organisation for Economic Cooperation and Development - Development Assistance Committee
PLA	Platform for Labour Action in Uganda
PSWO	Probation and Social Welfare Office(r)
PWD	Persons with Disability
UGX	Uganda Shillings
VHTs	Village Health Team
VSLA	Village Saving and Loans Association

Glossary

Child labour: Any work or activity that is harmful or hazardous to the child's health, physical, mental, spiritual, moral or social development. It also includes work done by a child at a time he/she should be in school or resting. Child labour also encompasses sexual exploitation of children.

Child trafficking: The act of recruiting, transporting, transferring, harbouring or receipt of a child, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over a child, for the purpose of exploitation.

Slavery: The status or condition of a child over whom a person claims/exercises the power and/or the right of ownership.

Debt bondage: Children being required to pledge personal services and labour to persons having control over them. Thus, the children are treated as debtors and required to remain in bondage until they pay/clear their debt.

Executive summary

Background

This report presents findings of a final evaluation of the project: *'Eradicating Child Labour in Uganda'*, implemented by Platform for Labour Action in Uganda (PLA) and Action on Poverty (APT) in Busoga sub-region (Iganga, Bugiri and Kaliro) and Greater Kampala metropolitan area. This is a 2 year and 9 months (April 2021 to December 2023) project implemented through a partnership between Platform for Labour Action (PLA) in Uganda and Action on Poverty (APT) in the UK, where APT is the lead partner in a longstanding partnership. The project envisioned contributing to the eradication of child labour in Uganda, protecting children in over 12,000 families in the target regions of Busoga and Greater Kampala metropolitan area. More specifically, the project intended to contribute to the reduction of all forms of Child Labour in Busoga Sub-Region and Greater Kampala area, with 3,850 families taking steps to withdraw their children from labour, and 3,200 victims of child labour withdrawn from labour activity.

The specific objectives of the evaluation were to:

- a) Assess how well the project had met its outcomes, indicators and targets;
 - a. Both the intended and unintended outcomes - positive or negative
- b) Identify key factors that have enhanced and/or inhibited the achievement of intended outcomes;
- c) Assess the overall project performance in terms of impact, relevance, effectiveness, efficiency (economy -including value for money) and sustainability (OECD-DAC Evaluation Criteria);
- d) Identify key learning and recommendations for PLA, APT and Norad, that may have a wider application for other projects.

Methods: A cross-sectional mixed methods approach was adopted. It was conducted in all project districts of Iganga, Bugiri and Kaliro (Busoga sub-region) and Kampala metropolitan areas (of Kampala, Wakiso and Mukono). The quantitative sample comprised of 290 parents/caregivers, 237 children that received school support, and 122 children/young people that benefitted from vocational training. Qualitative study participants included community champions, children (in school) withdrawn from child labour activities, children supported with vocational skills, Labour Officers, Probation and Social Welfare Officers, employers, and project officers. Quantitative data (collected using ODK software) was downloaded from the server and exported to STATA for analysis. Bivariate analysis was done. Qualitative data was analysed thematically.

Results

Project achievement under Outcome 1: Enhanced understanding on identifying, preventing and combating child labour

- a) **Improved awareness among parents/caregivers and communities about children's right to protection from all forms of child labour**

Almost all the parents/caregivers (98.9%; n=290) said they were aware about children's right to be protected from child labour. These included 99.1% female (n=229); 98.3% male (n=61) and 100% PWD (n=24). This reflects an improvement from the 70% at baseline.

A review of project data revealed that by the end of 2022, the different community sensitization and awareness creation channels had accounted for a total of 42,848 people (28,211 F, 270 PWD) that registered improved awareness of child rights with respect to all forms of child labour. This was against the End of Year 2 target of 35,000 (17500F, 17500M, and 1750PWD). Overall, the project had performed above the target by 22.4%. By end of 2022, the project performance in regard to improved awareness of child rights with respect to all forms of child labour stood at 82.4% considering the endline project target of 52,000 (26000F, 26000M, and 2600 PWD). This meant that the project was short of the end target by 17.6% with a year to go. To this end, this was a well performing project. For purposes of context, by the time of the endline evaluation conducted in August 2023, the project's endline performance was yet to be fully documented by the project's MEL system since it was scheduled to end in December 2023.

b) Families reached and supported by community activists to prevent the worst forms of child labour

A total of 74.8% (n=290) of the parents/caregivers (females 75.9%; males 70.7%; and PWDs 59.1%) self-reported that they (and/or their households) had received support from community champions towards enabling them to prevent child labour. A review of end of Year 2 progress report revealed that while by end of Year 1 the project performed at 54.0% (i.e., 1,297 families were reached and supported by community champions against the target of 2,400 families), performance exponentially improved in Year 2. By the end of Year 2, performance was at 92.9% (i.e., 6,688 families (4,227 female headed households, 75 PWD headed households) reached and supported against a target of 7,200). Having overcome the challenges of COVID-19 and its containment measures (lockdowns) that undermined the activities of community champions, the project gained momentum to deliver upon this outcome area. The approach of integrating entrepreneurship and livelihood skills training in community outreach activities was a game changer in attracting families (parents and caregivers) to participate in the project activities.

Against this backdrop, it would be expected that more or less all survey participants would report having been reached and supported by community champions to prevent the worst forms of child labour. However, only 74.8% (n=290) of the survey participants reported so. This was explained by the high material expectations that some project participants harboured. Even when the project team and the community champions clarified to the targeted project participants the scope of support the project was designed to offer, some of the project participants expected material support in the form of start-up capital for their entrepreneurship and livelihood projects. This is a mindset challenge coupled with a misconception about NGOs as providers of material aid. For such project participants, as long as they did not receive such support, they felt less supported.

Achievement under Outcome 2: Improved implementation of ILO Conventions (182 and 138) on child labour and the Uganda National Action Plan for the elimination of Child Labour 2017-2022 in targeted Districts

a) Practices by officers/duty bearers to protect children from child labour

Cases of change in legislation as a result of this project were minimal. This is partly because legal reforms take time to be effected, and a lot of stakeholder involvement is required. It was reported that where some initiatives were underway, this project aided the process. The project enabled the labour officers to engage employers, formally and informally against child labour; it helped the District and Division/Municipal Labour officers and Probation Officers to jointly undertake workplace inspection, a core function of their work but which they were often unable to carry out due to the meagre facilitation they get. The project enabled the labour officers to continuously engage the employers to change their labour recruitment practices and to enforce penalties for non-compliance by the adamant employers. The project further enhanced the functioning of the local government officials i.e., the labour officers, the local council (LC) leaders at LCI, LCII, and LCIII, the opinion leaders, the community champions, and the child change agents.

Project data accessed revealed that the project had performed well towards achieving the endline target of 440 (220 F 220 M) council officers/duty bearers implementing improved practices to protect children from child labour such as changes in legislation - child protection bye-laws; periodic workplace inspections; penalties to companies enforced for non-compliance; duty bearers putting systems in place to identify children in forced labour. End of Year 2 (2022) performance indicates that 414 (180 F, 234 M) council officers/duty bearers were implementing improved practices to protect children from child labour. Thus, with one year to the end of the project, performance stood at 94.1%. The project was thus effective.

b) 10% increase in resources allocated to addressing the worst forms of child labour in district and lower-level government budgets

The study participants contended that the project largely contributed to advocacy efforts towards local governments allocating resources to the labour office to address the worst forms of child labour. Essentially, the Labour Officers interviewed did not provide information on increases in local government budget to address child labour. When asked about the budget allocations to their offices during the financial years of 2021/22, 2022/23, and 2023/24, they did not provide this information but promised to share the information later. However, this information was not shared. Progress data reviewed (End of 2022 Progress Report) indicated some achievements in increase in budget allocation to the Labour Office in: Bugiri district in FY 2022/2023 to 2,400,000 UGX from 2,000,000 in FY 2021/2022 – a 20% increase; Wakiso district, in FY 2022/2023 to 4,000,000 UGX from 3,500,000 in FY 2021/2022 – a 14% increase. The same report also highlights cuts in budget allocation to the Labour Office in some districts such as Iganga district, in FY 2022/2023 to 2,400,000 UGX from 3,000,000 in FY 2021/2022, due to national budget cuts. Put simply, there are mixed results across targeted districts.

Achievement under Outcome 3: Improved social protection for child labourers and families in order to withdraw children from the practice of child labour

a) Beneficiaries' acquisition of livelihood skills for increased resilience

Results indicate a significant difference between baseline and endline. At baseline, only 5.4% of the households surveyed reported receiving external social support interventions while at endline, 60.8% (n=290 i.e., 64.1% female; 48.3% male and 50.0% PWD) of the surveyed parents/caregivers reported having received livelihood skills following their participation in this project. A total of 70.4% (n=176), with variations across gender and disability self-reported deploying the entrepreneurship and livelihood skills acquired.

A review of project data indicates that the project overwhelmingly performed well. Against the end of Year 2 target of 1950 people-target beneficiaries (1170F, 780 M, 98 PWD) acquiring livelihood skills to increase resilience in the face of recruitment to child labour, by the end of year 2, a total of 6,812 people (4,475 F, 167 PWD) from low-income families had acquired livelihood skills (End of Year 2 Progress Report, 2022). This implies that the project performed at a rate of 349.3% (382.5% among females, 299.6% among males 168.4% among PWDs. Compared to the endline target of 4000 people (2400 F, 1600 M, 200 PWD), the project had achieved a success rate of 170.3%. This overwhelming performance was attributed to the high value attached to these skills by the target population and thus, the high demand for the same. The high value and demand for these skills attests to the relevance of this project in addressing a pressing need of the target population.

However, there was a visible discrepancy in data on project performance as reported by endline survey participants versus project progress reports. Only 60.8% of the primary survey participants self-reported having received livelihood skills. An in-depth inquiry into why the other project participants said they did not receive these skills was very revealing. A number of these reported that the support was incomplete as long as it was not accompanied by financial support to enable them to kickstart their intended enterprises. This illustrates some project participants' lack of understanding of the project design and scope of intended support. Secondly, it alludes to the mindset challenges that development actors have to always contend with. Thirdly, it points to the dependency syndrome among some people who perceive that NGOs are synonymous with charity/material aid.

b) Families taking positive steps to withdraw their children from labour

Parents/caregivers were taking positive steps to withdraw their children from child labour. A total of 76.3% parents/caregivers (n=290; 76.4% female, 75.9% male, and 72.7% PWD) reported that their children were involved in labour activities prior to this project. However, at endline, the proportion had dropped to 25%. A total of 88.9% (n=290) of the parents/caregivers (88.6% female, 89.7% male, and 86.4% PWD) noted that they/their families were taking (had taken) positive steps to withdraw their children from and/or protect them from recruitment into child labour.

A review of end of Year 2 (2022) progress report indicated that by end of 2022, a total of 3,640 households (2,016 female headed households, 27 PWD headed households) had taken (were taking) positive steps to withdraw their children from labour. This represents a 145.6% performance rate, i.e., above the end of Year 2 target of 2500 households by 45.6%. Compared to the endline target of 3850 households, the project had achieved 94.5% of the target, one year before the end of the project. The project was thus effective.

Various factors central to the parents'/caregivers' efforts to withdraw their children from child labour and to protect them from recruitment into child labour were discerned. These included among others: knowledge on the rights of the child to protection from child labour, knowledge of the dangers of child labour to the health, and development of the child, the livelihood skills acquired courtesy of this project and in turn alternative income sources, school support by the project, vocational training support for children by the project, as well as threats by authorities to arrest the parents with children involved in labour activities.

Achievement under Outcome 4: Increased capacity and engagement of private sector actors to adopt child labour laws and practices at workplaces

a) Employers/manufacturers certified as free from the worst forms of child labour

No employer had been certified by the time of the end-line evaluation. However, the process was underway. The process of engaging the Ministry of Gender, Labour and Social Development was described as often a slow process. The project's contribution was largely in two areas: a) engaging employers against employing children; b) engaging the ministry and contributing to developing the certification criteria. The project's contribution to the change in attitude and practice of employers was evident. Some employers often invited the project team to visit the workplaces and observe the changes they had made following their earlier engagements with PLA staff and the labour officers.

A Review of the End of 2022 Progress Report revealed that by the end of 2022, nine employers had been documented as taking positive and proactive steps to reduce and eliminate child labour from their operations as well as their supply chains. The same report noted that this project contributed to critical national developments including fostering a national consensus reached by the Child Labor Secretariate under the Ministry of Gender Labour and Social Development and members of the National Steering Committee on the Elimination of Child Labor in Uganda to develop the national certification criteria for child Labour free seal which can be rolled out at national level and provide certified businesses with a seal to confirm their child labour free status. If successful, the national certification criteria would apply nationally and thus, register a wide impact beyond the target areas.

b) Reducing the number of children in the worst forms of child labour in Industrial Parks

Qualitative data obtained indicates that some achievements were registered. Following the training of up to 230 private sector actors (101 F) (as at end of Year 2022) on child labour laws and policies (End of 2022 Progress Report), followed by workplace inspection by labour officers and community development officers working with the project team, some changes were recorded. Some employers of these children were cooperative and demonstrated restraint in employing children in the worst forms of child labour. Alternative livelihood sources for the parents/caregivers, thanks to the livelihood skills training offered to them on one hand, and on the other hand, the impact of school support and vocational training all contributed to the reduction of in the number of children in the worst forms of child labour in the industrial parks in Kampala metropolitan area as well as sugar plantations, rice mills and plantations in Busoga. Children's consciousness that they can be detained for engaging in the worst forms of child labour has also made this work uncomfortable and risky for many of them.

Project impact: The project had a positive impact overall as it contributed to a reduction of all forms of child labour in Kampala Metropolitan Area and Busoga sub-region. The different project activities meaningfully led to the intended outcomes which in turn combined to contribute to the project impact at different levels-individual, family, group, community and institutional.

Project relevance: The project was very relevant in addressing the core challenge of child labour. The different interventions meaningfully addressed the needs of the target groups at the individual, family, community and institutional levels. Particularly, the project was relevant in addressing the effects of COVID-19 on child protection; enabling labour officers to perform their functions; strengthening the functional capacity of relevant structures in preventing and responding to child labour; creating awareness among the informal sector employers about their duty to prevent child labour; addressing

the training/knowledge gap among employers in regard to the minimum (child) labour standards; and addressing the livelihood capacity of parents and caregivers.

Project efficiency: The project was cost-effective considering the approach used to deliver the intervention. The approach involved the utilization of community champions as foot-soldiers that mobilized community members for sensitization and skilling. The venues where community members were mobilized were locally identified. In addition, integrating livelihood skills training for the targeted beneficiaries with sensitization activities made the intervention cost-effectiveness. One key concern related to delays in certification of employers as free from child labour. The bureaucracy involved made the project lose time.

Project sustainability: There are clear indicators that the project is largely sustainable. The community level structures whose capacity was strengthened including the community champions, child change agents and local leaders greatly contribute to sustainability. The target beneficiaries embraced the interventions with high-level uptake. The entrepreneur and livelihood interventions started by parents trained were ongoing without any external financing.

Challenges faced: Many children involved in labour activities had tasted money; the intervention of PLA/APT was relatively small relative to the magnitude of the problem; the child labour sector is cherished by many actors who are unlikely to be willing to let go of this economy; the challenge of child headed households who have no other source of income; the social norms around child labour which mean a general acceptance and normalisation of child labour; the labour-intensive nature of the economic activities carried out in Busoga (in particular: sugar cane production, rice production, gold mining, domestic food production.) means that there is always work that children can do; and the high cost of enforcing workplace inspection and compliance.

Conclusion: This was to a large extent a successful project. Notwithstanding some gap areas, it scored well against the different outcome areas and outcome indicators.

Recommendations

- In future or for similar projects, Lessons from this project on the integration of an internship component to vocational training should be taken into account
- To address the issue of unemployment among vocational training graduates, similar projects ought to integrate in their design mapping and engaging of local artisans for potential job opportunities.
- Consider integrating in the project design the provision of start-up kits for vocational skills training graduates.
- Life skills training should be integrated in the project support to the targeted children.
- There is a need to recognize the social norms around child labour and thus integrate interventions for shifting social norms into the project design.
- There is a need to be intentional in designing of friendly pocket-size simplified materials for community resource persons
- Child change agents should in future be supported with child-friendly versions of children's rights including the right to protection against all forms of child labour as enshrined in the international and national child rights frameworks
- Local government officials need to be supported with friendly pocket-size summarized materials on the ILO Conventions (138, 182) and the Uganda National Action Plan for the elimination of Child Labour 2017-2022.

- As part of strengthening the MEL arm of the project, it is recommended that:
 - Outcome and impact indicators are defined/stated using more of percentages than numbers.
 - Baseline data (with reference to the baseline report) should speak to the project outcomes and the outcome indicators tracked by the project.
 - Baseline data should be used to set project targets. Short of this, the basis for setting targets is questioned.

1. Introduction

This report presents findings of a final evaluation of the project: *'Eradicating Child Labour in Uganda'*, implemented by Platform for Labour Action in Uganda (PLA) and Action on Poverty (APT) in Busoga sub-region (Iganga, Bugiri and Kaliro) and Greater Kampala metropolitan area.

1.1 About the project

'Eradicating Child Labour in Uganda' is a 2 year and 9 months (April 2021 to December 2023) project implemented through a partnership between Platform for Labour Action (PLA) in Uganda and Action on Poverty (APT) in the UK, where APT is the lead partner in a longstanding partnership. Due to end in December 2023, the project is co-funded by Norad (Norwegian Agency for Development Cooperation). The project addresses a key challenge of child labour in two regions of Uganda that are hard-hit by child labour: Busoga sub-region and Greater Kampala metropolitan area. These areas are characterized by: a) high poverty levels that were only worsened by the effects of COVID-19; b) poor understanding of child rights and the legal framework amongst both rights holders and duty bearers. These realities expose children to greater vulnerability to child labour.

Project Goal: To contribute to the eradication of child labour in Uganda, protecting children in over 12,000 families in the target regions of Busoga and Greater Kampala metropolitan area. More specifically, the project intended to contribute to the reduction of all forms of Child Labour in Busoga Sub-Region and Greater Kampala area, with 3,850 families taking steps to withdraw their children from labour, and 3,200 victims of child labour withdrawn from labour activity. In order to achieve this goal (to address the problem of child labour), targeted interventions were delivered including among others:

- Enhancing understanding of child rights through awareness raising in the media, through community champions and with school-based campaigns;
- Training and strengthening the capacity of State duty bearers particularly at district and lower local government levels so as to improve the implementation of the International Labour Organization (ILO) Conventions on (No. 138 and 182) on child labour
- Instituting social protection measures for targeted families. These took the forms of: fostering access to income generating activities for parent groups; and support for school or vocational training costs for children.
- Engaging and increasing capacity of the private sector actors to adopt child labour laws.

Anticipated Project Outcomes

The project set out to deliver upon 4 outcome areas. These are summarized below along with their attendant outcome indicators;

Outcome area and key interventions	Indicators
Outcome 1: Enhanced understanding on identifying, preventing and combating child labour: Interventions <ul style="list-style-type: none">● Awareness raising on children's rights including the right to protection from	i. 52,000 of people with improved awareness of child rights with respect to all forms of child labour (disaggregated by gender and disability) ii. 12,000 families reached and

<p>economic exploitation (child labour)</p> <ul style="list-style-type: none"> ● Awareness rising on the relevant legal frameworks on child labour ● Building the capacity of men, women and children to prevent child labour ● Forming community taskforces to sustain advocacy and accountability. 	<p>supported by community activists to prevent the worst forms of child labour (disaggregated by gender and disability)</p>
<p>Outcome 2: Improved implementation of ILO Conventions on child labour in targeted Districts:</p> <p><u>Interventions</u></p> <ul style="list-style-type: none"> ● Building capacity of (State) duty bearers to protect children from exploitation and implement child labour laws/policies ● Strengthening the capacity of duty bearers to deliver on their roles and responsibilities in the enforcement of legal frameworks related to child labour. 	<p>i) 440 officers/duty bearers implementing improved practices to protect children from child labour (gender disaggregated) (e.g. changes in legislation - child protection bye-laws; periodic workplace inspections; penalties to companies enforced for non-compliance; duty bearers put systems in place to identify children in forced labour)</p> <p>ii) 10% increase in resources allocated to addressing the worst forms of child labour in district and lower-level government budgets</p>
<p>Outcome 3: Improved social protection for child labourers and families in order to withdraw children from the practice of child labour:</p> <p><u>Interventions</u></p> <ul style="list-style-type: none"> ● Direct support to children/families to access viable income-generating activities with links to social protection, while enrolling the children into school or in skills training. 	<p>i. 4,000 people have acquired livelihood skills to increase resilience in the face of recruitment to child labour</p> <p>ii. 3,850 families (household heads disaggregated by gender and disability) taking positive steps to begin withdrawing their children from labour</p>
<p>Outcome 4: Increased capacity and engagement of private sector actors to adopt child labour laws and practices at workplaces:</p> <p><u>Interventions</u></p> <ul style="list-style-type: none"> ● Engaging and strengthening the capacity of the private sector to prevent, identify and address child labour sustainably. 	<p>i. 100 employers/manufacturers certified as free from the worst forms of child labour</p> <p>ii. No children involved in the worst forms of child labour in UMA Industrial Park (disaggregated by gender and disability)</p>

2. Purpose of the end-line project evaluation

Overall, the end-line evaluation aimed to provide an opportunity to:

- e) Assess how well the project had met its outcomes, indicators and targets;
 - a. Both the intended and unintended outcomes - positive or negative
- f) Identify key factors that have enhanced and/or inhibited the achievement of intended

outcomes;

- g) Assess the overall project performance in terms of impact, relevance, effectiveness, efficiency (economy -including value for money) and sustainability (OECD-DAC Evaluation Criteria);
- h) Identify key learning and recommendations for PLA, APT and Norad, that may have a wider application for other projects.

In view of the OECD-DAC Evaluation criteria, the evaluation was intentional in answering the following evaluation questions:

- What is the impact of the project to date on duty bearers including:
 - ✓ Government officers;
 - ✓ Community leaders;
 - ✓ Employers;
 - ✓ Schools;
 - ✓ Individual beneficiaries (children involved in child labour and their families including children with disabilities).
- Have the rights of people with disabilities been adequately addressed by the project or have there been any barriers to their participation?
- Has the vocational training provided to young people had a sustainable impact on their livelihood and future prospects?
 - ✓ Have those involved in internships retained their placements or gained useful skills/ access to employment?
- Are the household heads skilled by the project deploying the skills acquired to increase household incomes to enable them support their children in school?
- What has been the impact of project support for parent groups?
 - ✓ Have these groups successfully implemented income generating projects or initiated social protection funds?
 - ✓ Have parents in these groups succeeded in keeping their children in school?
- Is the exit strategy well understood by different duty bearers?
 - ✓ Is there evidence that action on child labour will continue after the project ends (undertaken by community champions, child change agents and council leaders)?
 - ✓ Have different stakeholders understood the change in PLA's role to a legal service provider, rather than project implementer once the project ends?
- What has incentivised private sector employers to take action on child labour?
 - ✓ Have training sessions self-initiated by these employers been effective in cascading information to other actors?
 - ✓ What would private sector employers need to further champion business environments that are free from child labour?

3. Evaluation methodology

Study approach and design: The study employed a mixed-methods evaluation approach. It was cross-sectional and descriptive by design. Quantitatively, data was collected from both parents/caregivers and children targeted by the project electronically using hand-held computers (tablets) with the ODK

(Open Data Kit) software. The quantitative sample determined using Yamane (1967) formulae; $n = \frac{N}{1+N(e)^2}$ comprised of 290 parents/caregivers and 359 children (237 provided with school support and 122 supported with vocational training). The sample was distributed as follows;

Region	District	Freq.	%	Freq.	%	Freq.	%
		Parents/caregivers		Children that received school support		Children-vocational	
Busoga	Bugiri	44	15.2	8	3.4	40	32.8
	Iganga	46	15.9	34	14.4	28	23.0
	Kaliro	59	20.3	23	9.7	40	32.8
Kampala Metropolitan	Kampala	98	33.8	125	52.7	14	11.5
	Mukono	19	6.6	23	9.7	-	-
	Wakiso	24	8.3	24	10.1	-	-
Total		290	100.0	237	100.0	122	100.0

In addition, routinely collected project MEL data was analysed in order to assess the endline performance status of the project.

Qualitatively, primary data was collected through: separate focus group discussions (FGD) with children, parents, and community members; in-depth and key informant interviews with different project stakeholders. The table below offers a summary of the qualitative sample;

Activity	Total	Kaliro	Bugiri	Iganga	Kampala/Wakiso/Mukono
FGDs/IDI with Community champions/Community taskforces	4FGDs		1 FGD	1 FGD	2 FGDs
FGDs with Parents/caregivers	4FGDs	1FGD	1FGD		2 FGDs
FGDs with children (in school) withdrawn from child labour activities	4FGDs		1FGD	1FGD	2 FGDs
IDI with Children supported with vocational skills	6 IDIs	1 IDI		2 IDIs	3 IDIs
Local Government staff (Labour Officer)	6 KIIs	1 KII	1 KII	1 KII	3 KIIs
Local Government staff (Probation Officer)	6 KIIs	1 KII	1 KII	1 KII	3 KIIs
Local government planners					
Employers/manufacturers	8 KIIs				
Project team	2		1		1

Safeguarding standards: The study took into account safeguarding standards. The team of research assistants was trained on safeguarding of children and vulnerable adults that they would come into contact with in the course of undertaking the study. The training emphasized among other things: the

meaning of safeguarding (i.e., the obligation upon every member of the research team to do no harm of whatever kind to children, and vulnerable adults that may be a target of our assessment as well as those the team would come into contact with); what constitutes a risk of harm or safeguarding concern; the responsibility to report any safeguarding concern even when it is not as a result of the activities of the assessment team; as well as the implications of breaching safeguarding standards.

Ethical consideration: The process of undertaking this study took into account a set of ethical considerations. Consent of the study participants to take part in the study as well as having the interviews or focus group discussions recorded was sought. For the children, their teachers' consent was obtained before attaining their own assent to participate in the interviews/discussions. This followed explaining to them the purpose of the study and procedure used to select them, the benefits (direct or indirect) that would accrue to them, the likely risks involved (this was a minimal risk study), the fact that their views would be treated with utmost confidentiality and their identities kept anonymous; that their participation was voluntary and they had the right to opt out at any time.

Data analysis: Quantitative data was downloaded from the server and exported to STATA for analysis. Before any detailed analysis was done, the data was cleaned. Logical checks and frequency runs were made on all variables to further the accuracy and consistency of the data. Bivariate analysis was done.

In respect to qualitative data, audio recordings were analysed and field notes expanded. Transcripts were then analysed thematically and further interpretation done. Data analysis followed an inductive approach.

4. Results

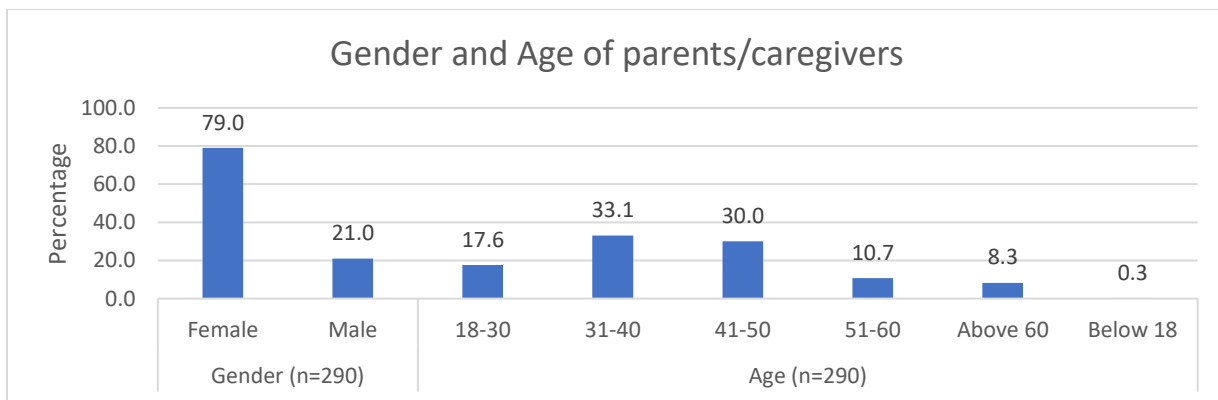
4.1 Background characteristics of survey participants

4.1.1 Background characteristics of parents/caregivers

Whilst the background characteristics of the primary study participants did not constitute an evaluation objective, they help to offer context to the understanding of the study findings. The considered characteristics of the primary study participants include: the age, gender, education attainment, marital status and disability status.

a) Age and gender of parents/caregivers

The majority of the study participants were females (79.0% i.e., 229). This is explained by the observation that more females than males participated directly in project activities. For instance, the 2022 project progress report indicated that out of the 6,812 people from low-income families that acquired livelihood skills as a social protection measure targeted at child labourers and their families, 4,475 were female while 167 were persons with disabilities. Similarly, of the 6,688 families reached and supported by community champions to prevent the worst forms of child labour (by end of 2022), 4,227 were female headed and 75 PWD headed. In the targeted communities, as earlier studies have shown (see OXFAM International, 2018¹), child care and protection are perceived to constitute one of the reproductive roles of women. It also emerged that men tend to be less involved in project activities where they do not perceive direct monetary gain. In regard to age, the majority of the surveyed participants were aged 31-50 followed by those in the age groups 18-30 and 51-60. Parents/caregivers in these age group were found to have participated in the project given the ages of their children, some of whom had been victims of child labour. The graph below highlights the gender and age distribution of the surveyed parents/caregivers;

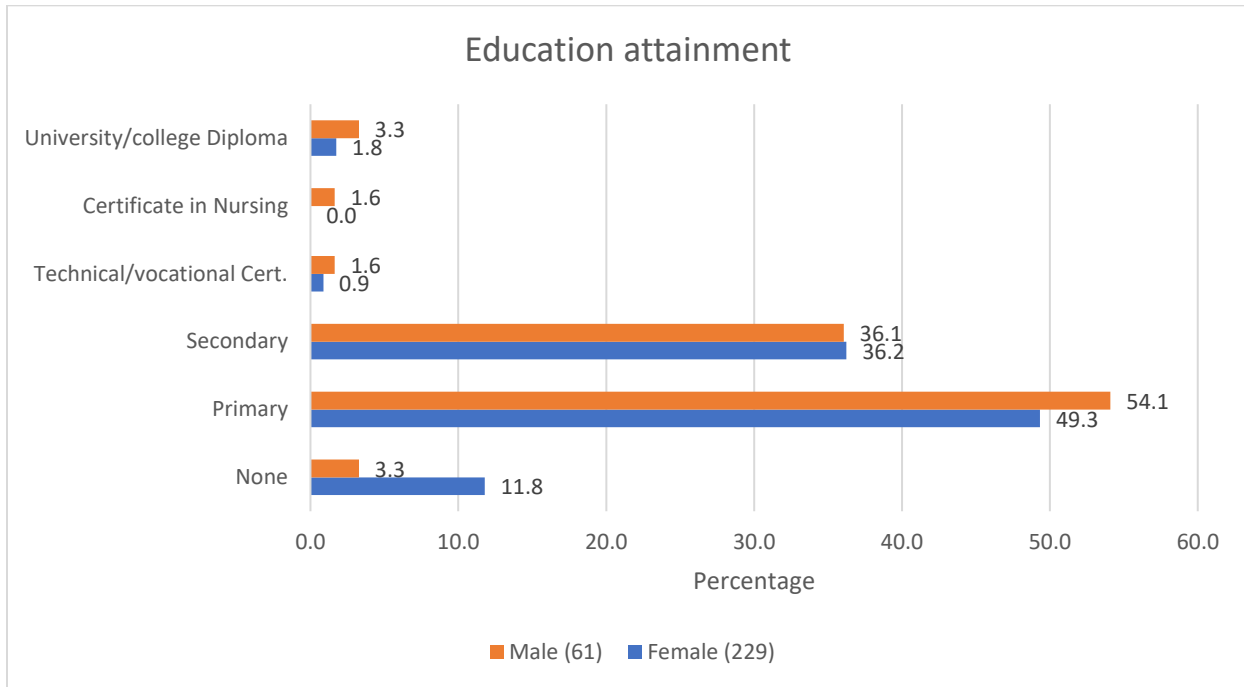


b) Highest level of education attained

Overall, the largest number of parents/caregivers had attained only primary education (50.3%), followed by secondary education (36.2%) while 10.0% had not attained any education. The proportion

¹ OXFAM International (2018). Gender Roles and the Care Economy in Ugandan Households: The case of Kaabong, Kabale and Kampala Districts. Available at: <https://oxfamilibrary.openrepository.com/bitstream/handle/10546/620532/rr-gender-roles-care-economy-uganda-130818-en.pdf;jsessionid=0D123FB8F88830F5B7CC978091248B1B?sequence=4>

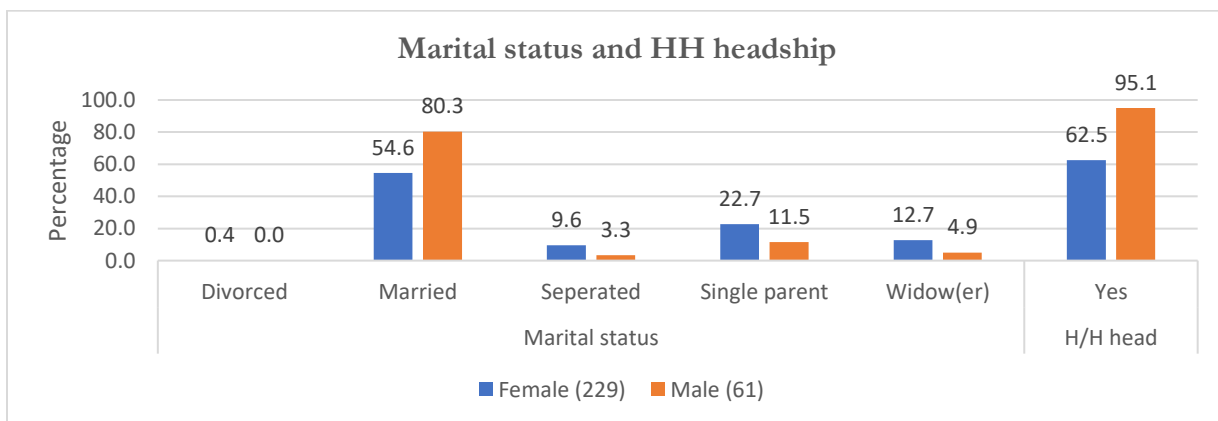
that had attained post-secondary education was very negligible. A gender disaggregation is presented in the following graph;



The low levels of education attained by the parents/caregivers attests to the relevance of the project. It is unlikely that Uganda’s primary education curriculum but also secondary level in the past (during these parents’ school days) was intentional about equipping learners with knowledge on child protection let alone protection against child labour.

c) Marital status

The marital status of the study participants reveals a lot. Whilst only slightly more than a half of the women were married, a large proportion of particularly female parents/caregivers were separated, living as single parents or widowed. This tells us a lot about the child care burden they shoulder amidst economic vulnerability.



Such care burden borne by this category of women renders insight into why the children under their care find themselves trapped into child labour. This suggests that targeting of the most

vulnerable by the project was effective. It also informs about the relevance of the project as it contributed to withdrawing the affected children from child labour, extended to them an olive branch by supporting them through formal school and/or vocational training while equipping the parents/caregivers with sustainable livelihood skills.

d) Disability status

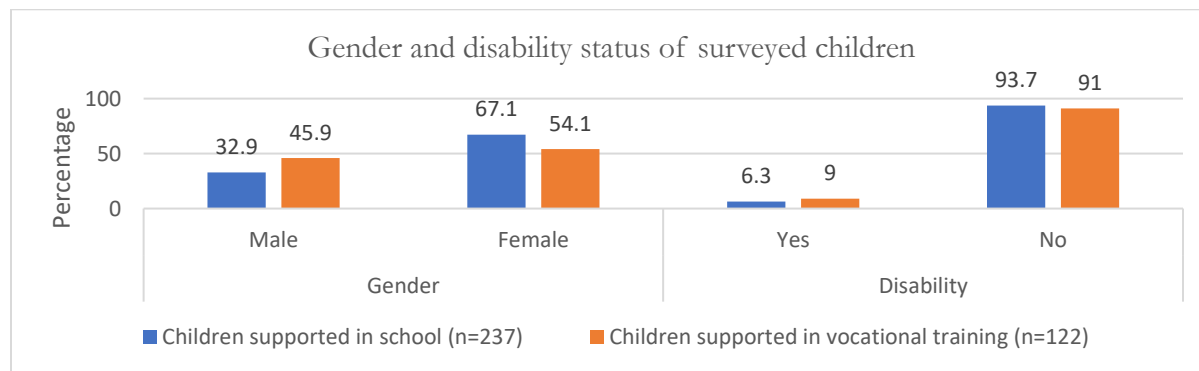
A total of 24 parents/caregivers with disability (8.3%; n=260) participated in the endline survey. Slightly more than half (13) had difficulty walking/climbing (physical disability) while others had difficulty seeing, hearing and communicating.

4.1.2 Background characteristics of children surveyed

Overall, a total of 359 children participated in the survey. Of these 237 were children that benefitted from school support while 122 had benefitted from vocational skills training. Their distribution across gender, disability status, age is summarized below;

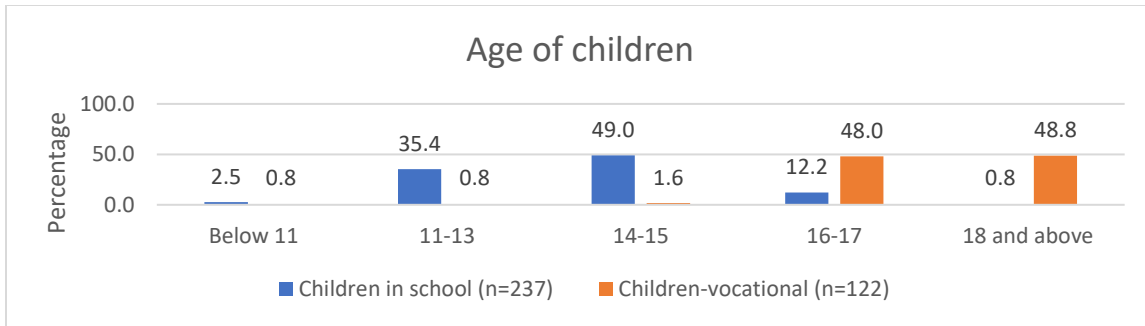
a) Gender and disability status

The distribution of children by gender across the beneficiaries of school support and vocational training was uneven. Some of the children surveyed had disabilities as presented in the following graph;



b) Age of children

While the majority of children in school were aged 14 to 17, the majority of the children supported with vocational training were aged 16 and above, with nearly one-half aged 18+ at the time of the endline evaluation. Considering that the children who benefitted from school support were at primary level, the ages of these children tell a story about them. These children had missed an opportunity to be in school at the time they ought to. This demonstrates the relevance of the project. On the other hand, the children supported to acquire vocational training were generally older children, many of whom could not enrol in primary school anymore. The diversification of options for education opportunities for children not only illustrates the project’s sensitivity to the local context but also effective targeting.

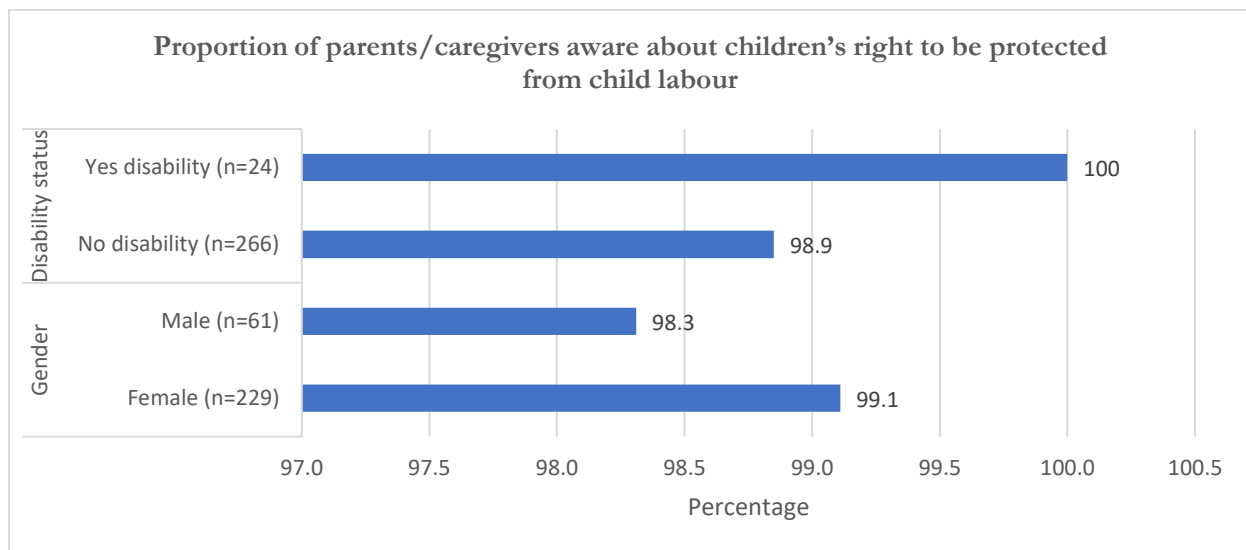


4.2 Project achievement under Outcome 1: Enhanced understanding on identifying, preventing and combating child labour

4.2.1 Improved awareness among parents/caregivers and communities about children's right to protection from all forms of child labour

a) Parents'/caregivers' awareness about children's right to protection from child labour

The parents/caregivers were asked whether they were aware about children's right to be protected from child labour. Almost all (98.9%; n=290) responded in the affirmative. This indicates an improvement from the 70% at baseline that reported having ever heard of the concept child labour but without necessarily having the right understanding of it (Baseline report, 2021). At the endline, a slightly higher proportion of females than males self-reported being aware of these children's rights. Similarly, the proportion of parents/caregivers with disabilities that responded in affirmative was slightly higher than that of their counterparts without disability as presented in the following graph;



The qualitative enquiry augmented the quantitative data as the parents/caregivers during focus group discussions cited what they knew as the rights of children to protection from child labour;

Children doing jobs that require a lot of physical energy is an abuse of their rights to health and protection. This is what I know (parent/caregiver, Kaliro)

Children have a right to be kept away from physically demanding jobs. They have the right to be protected from too much work. They have a right to go to school and they should have the freedom to communicate their needs and to be provided for (Parent/caregiver, Bugiri).

Beyond becoming aware of the children's right to protection against child labour, it emerged that the project empowered the project beneficiaries with knowledge on the reporting mechanisms (referral pathway) as noted by some of the study participants;

In case of an observed case of child abuse, first, I have the duty to act. The first reporting point is the Local Council (parent/caregiver, Bugiri).

In my case, first thing would be to talk to the parent of that child. If the parent does not take heed, I would report to the Local Council. If the Local Council does not respond fast enough, the next point would be the police in order to save that child... (Parent/caregiver, Iganga).

Sometimes reporting through the local structures can complicate the reporter's (whistle-blower's) relationship with the perpetrator. So, for me I would choose to report through the tollfree line (FGD with parents/caregivers, Bugiri).

Empowering parents/caregivers and community members with knowledge on the reporting mechanisms cannot be in vain. It serves as a critical measure towards protection of children since it promotes reporting of cases of child abuse/child labour. It ensures that child survivors access justice and other forms of support and protection services. It is also a good starting point for holding perpetrators to account for their actions. The study noted that community members were reporting cases of child labour and other forms of child rights violation to the different structures.

There are some initiatives created to report some cases such as tollfree lines. But whenever incidents of child abuse arise, we first report to the Local Council (LC) I or to the para-social workers and VHTs (FGD with parents/caregivers, Bugiri).

If the Local Council does not respond fast enough, the next point we consider is police in order to save that child. But also depending on the nature of the case, the severity of abuse, we sometimes report directly to police (FGD with parents/caregivers, Kaliro)

...the people who have been equipped with knowledge and skills advocate for the rights of their children; they can distinguish between hazardous and light work, and they also know where to report (Labour officer, Busoga)

However, reporting/referral of child abuse cases becomes effective only if the response structures are functional. Otherwise, they become nonresponsive and in turn frustrating to those that report. Data obtained indicates that these structures were indeed functional as heard from some informants;

We work with para-social workers and VHTs and we use these structures to report cases of children rights violation. Given their current capacity, once they learn of a case, they pick interest in it, handle it if it is minor or if it is in their powers to handle. Otherwise, they report to our offices at the sub county (CDO's office) or here at the district at the office of the Labour Officer or the Probation and Social Welfare Officer for further handling... (Probation Officer, Busoga).

...the para-social workers are our ambassadors. They handle cases at that level and if need arises, they report the difficult cases to us and we intervene (Labour officer, Kampala metropolitan).

The endline findings confirm the project progress data. According to the 2022 progress report, a total of 408 incidences of child labour and child exploitation were reported and handled during the year by trained champions and local leaders.

On this note, the project is credited for having identified, worked with, and built the capacity of the community champions. This structure was not newly created but it was composed of community resource persons that served in different capacities such as the local leaders at local council (LC I, and/or LC II), VHTs (village health team members), para-social workers, fit persons², etc. The composition and utilization of these structures not only assured acceptance but also sustainability. To this end, the design of the project was well thought-through.

b) Forms of child labour parents/caregivers are aware of

The parents/caregivers were asked about the forms of child labour they were aware of. The majority cited slavery and forced labour. A significant proportion also cited child trafficking and sexual exploitation and the involvement of children in pornography and pornographic production.

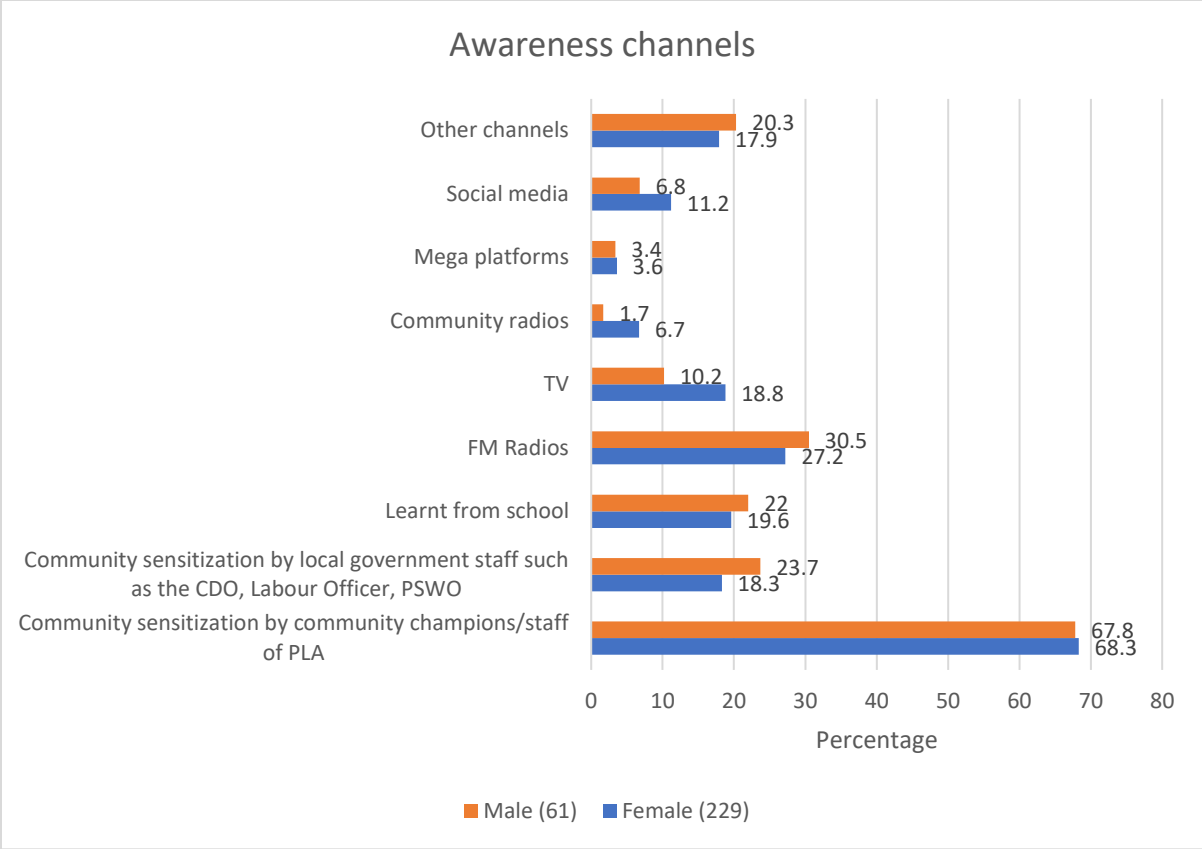
Form of child labour	Female (n=229)	Male (n=61)	Total (n=260)
	Percentage		
Slavery	72.6	70.2	72.1
Child trafficking	29.2	26.3	28.6
Debt bondage	13.7	12.3	13.4
Forced labour	66.7	66.7	66.7
Sexual exploitation	36.5	36.8	36.6
The involvement of children in pornography and pornographic production	18.3	24.6	19.6

The above data on the forms of child labour that the parents/caregivers were aware of speak to the common forms of child labour experienced by children in Busoga and Kampala metropolitan. For instance, subjection of children to rice growing in water logged fields, scaring birds in rice plantations, cutting and loading sugar canes, and mining gold in Busoga are typical cases of slavery, forced labour and child trafficking. While in Kampala, the use of children in restaurants, bars, grain value chains, as well as sexual exploitation of children constitute forced labour, trafficking and slavery.

c) Mechanisms through which parents/caregivers became aware of the children’s right to protection from child labour

Whilst a number of channels through which the parents/caregivers became aware of the children’s right to protection against child labour were identified, the majority of study participants (68.2%; 68.3% female and 67.8% male) cited community sensitization by community champions/PLA staff. A range of other sensitization/awareness creation platforms used by this project were alluded to by varying proportions of parents/caregivers. A summary is presented in the following graph;

² A fit person is a community level child protection structure provided for under the Uganda’s Children Act (amended) 2016. A fit person is a community member identified and vetted by community members as worthy and able to take temporary custody of a child that is in need of protection from abuse for instance by the parents/caregivers, employer, etc. A fit person offers a place of safety temporarily as medium-term and long-term plans are being made for the care and protection of the affected child.



The project did a lot to conscientize people about child labour. The District Labour Officers, working with sub county CDOs and the project staff identified the most affected communities such as those involved in rice growing, gold mining, sugar cane growing, and trading centres. Community dialogues on child labour and sensitization activities helped the target communities to appreciate the message against child labour and gradually buy-in. Both physical dialogues and sensitization via local radio stations were used. This helped to target different audiences through different sensitization channels. The approach used was very key. The communities did not feel necessarily judged. Thus, they rarely became defensive but cooperated.

...we have been engaged in a number of radio programs where we sensitize the community. Issues of child labour have become part of us... (Probation Officer, Busoga).

Whenever we visit with colleagues from the Platform, we do more of sensitizing on round platforms and engaging with parents and employers. Parents claim there is no father in the home and therefore they have to use the children to support the home. We are not able to enforce yet but we are trying to involve the parents and even the management committees in the markets are reached out to, to sensitize their members against child labor. The same has been done in stone quarries because they have leadership. We therefore sensitize the operators and the leadership. At first you would find up to 40 but now there are just a few so there has been progress (KII-Nansana Municipal Council).

Sensitization has also raised awareness about the toll-free line for reporting child labour and other child protection cases

There is a toll-free line that people call to report any cases and this arrangement helps (KII, Bugiri).

The voices of the parents/caregivers attest to the different channels through which they learnt about children’s right to protection, including protection against child labour;

I started learning about children’s rights about a year ago from the Platform (PLA) (parent/caregiver, Iganga).

The Platform has taught us about children’s rights and freedoms. We are taught about children’s right to be free from hard work (Parent/caregiver, Kaliro).

I knew about children’s rights. However, because of some inevitable circumstances, I was not able to fulfil them. But the Platform has enabled us get the opportunity to meet some of these rights because of the support they gave us (parent/caregiver, Bugiri)

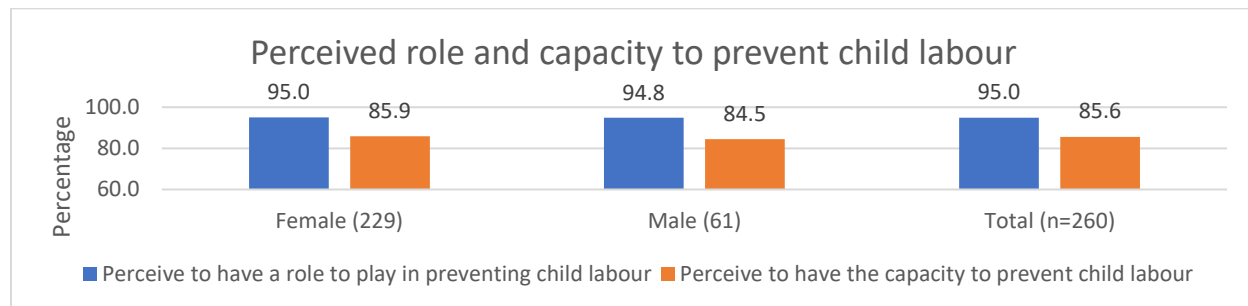
I learnt from the radio and TV. We were taught about children’s rights and we learnt that children have rights and should not be mistreated. They have the right to go to school even if you want them to go sell items and make money. We thank the organizations because they have saved some children from prostitution and other such vices (Parent/caregiver, Bugiri).

Project performance against end target

A review of project data revealed that by the end of 2022, the different community sensitization and awareness creation channels had accounted for a total of 42,848 people (28,211 F, 270 PWD) that registered improved awareness of child rights with respect to all forms of child labour. This was against the End of Year 2 target of 35,000 (17500F, 17500M, and 1750PWD). Overall, the project had performed above the target by 22.4%. By end of 2022, the project performance in regard to improved awareness of child rights with respect to all forms of child labour stood at 82.4% considering the endline project target of 52,000 (26000F, 26000M, and 2600 PWD). This meant that the project was short of the end target by 17.6% with a year to go. To this end, this was a performing project. For purposes of context, by the time of the endline evaluation conducted in August 2023, the project’s endline performance was yet to be fully documented by the project’s MEL system since it was scheduled to end in December 2023.

d) Perception of role and capacity in preventing child labour

Parents/caregivers were asked whether they perceived themselves to have a role to play as well as capacity in preventing child labour following their interface with this project. Overall, 95% of the participants (n=290) responded in the affirmative to having a role to play while 85.6% (n=290) said they had the capacity. Slight variations were registered across gender, with more females than male responding in affirmative as seen in the following graph;



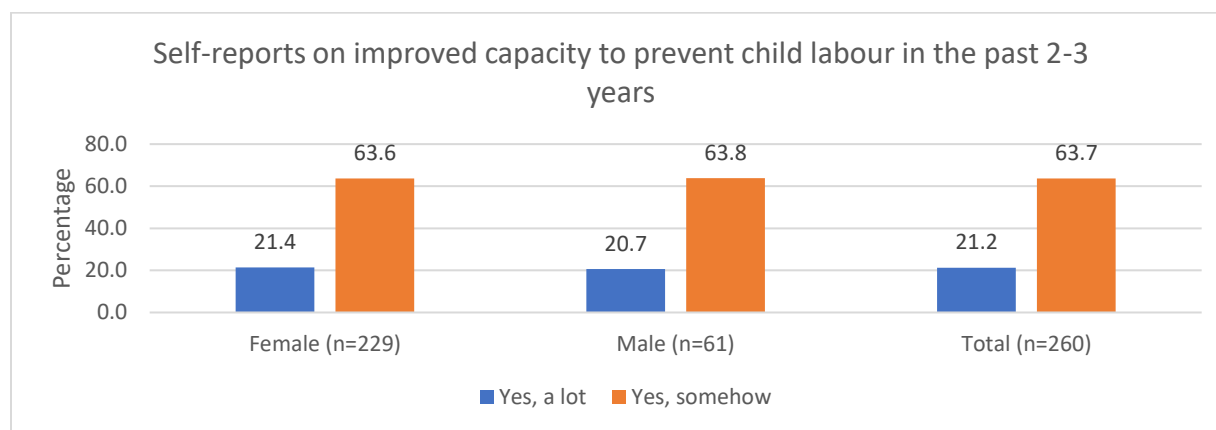
The parents/caregivers cited a number of roles they perceive themselves to have to play in regard to preventing child labour. The most cited role was providing for the child's basic needs followed by taking to/keeping their children in school as presented in the following table;

Roles of parents/caregivers in preventing child labour	Proportion that perceives having a role to play		
	Female (n=218)	Male (n=57)	Total (275)
Providing for the child's basic needs	84.2	81.8	83.7
Taking/keeping the child/ren to school	73.7	85.5	76.1
Respecting the child's right to protection from child labour	33.5	29.1	32.6
Respecting the child's right to education	41.6	36.4	40.5
Reporting any cases of child labour in the community	23.9	29.1	25

Through qualitative enquiry, the parents/caregivers noted that it is their role to keep good relationships and open communication channels with their children if they are to ably protect them from being exposed to bad practices such as commercial sexual exploitation. Others cited their responsibility as parents to ensure their children are in school and during holidays, to ensure the children are engaged in productive domestic work.

A synthesis of the findings above in part explains that efforts to address child labour ought to empower the parents to perform these roles among others.

Participants self-reported an improvement in capacity to prevent child labour courtesy of this project. Overall, 84.9% (n=290) stated so. Out of these, 21.2% said their capacity had improved a lot while 63.7% said it had somewhat improved. The variations across gender were negligible.



The improvement in capacity was largely attributed to the sensitization about the role of parents and community to prevent child labour by the community champions; sensitization about the referral points/offices for child labour cases, and the livelihood skills gained from the project.

However, there were some dissenting voices among parents/caregivers when asked about their capacity to prevent child labour. Some argued that while they may have gained the capacity to prevent their individual children from falling into child labour, this capacity may not apply at the community level. This was premised on what they described as: a) growing individualistic tendencies among

community members; b) inability to provide alternative sources of livelihood for the households in their communities that are currently surviving through gains from child labour; c) lack of authority to enforce prevention measures. On this note, they argued the local leaders would be the best placed to prevent child labour at community level while the project beneficiaries back them up with their change stories. The training offered to the local leaders was thus relevant in addressing the challenge of child labour at the community level.

Overall, the sensitization impacted on the attitude and practices of parents/caregivers, community members, and community leaders towards child labour.

Since I am the chairman of timber dealers in this area and having seen many underage children doing heavy jobs, I will endeavour to challenge this practice, at least among timber dealers. And also, whenever there is an opening such as this, I will always reach out to these children and bring them so that they are helped (Local leader, Bugiri).

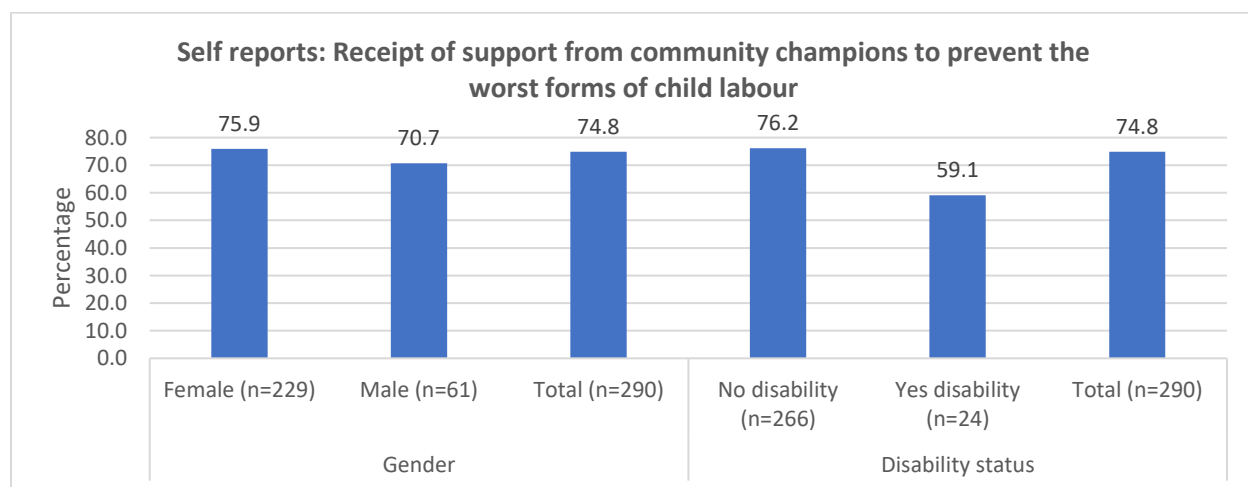
In our community, we now encourage fellow parents to raise their children well because all our children interact and can learn bad vices from one other (FGD with parents/caregivers, Iganga).

My neighbor was using a child of 12years as a maid. Since I was sensitized that child labour is bad, I talked to my neighbor about it and this girl is one the children who were selected to do vocational courses and she studied hair dressing (Parent/caregiver, Kampala)

Discerned from the foregoing, the project participants have embraced a shared responsibility to keep children safe. They do appreciate that it is in the best interest of everyone to keep children safe. Thus, to them, the responsibility to address the practice of child labour is one that they shoulder.

4.2.2 Families reached and supported by community activists to prevent the worst forms of child labour

A proportion of the survey participants submitted that they (and/or their households) had received support from community champions towards enabling them to prevent child labour. Overall, a total of 74.8% (n=290) self-reported so. A slightly higher proportion of female (75.9%) than male (70.7%) participants and a higher proportion of participants without (76.2%) than their counterparts with disability (59.1%) self-reported having received a given form of support. A summary is presented on the graph that follows;



The support extended to the parents/caregivers (their families) by the community champions took different forms. Varying proportions of study participants reported having benefitted from different forms of support as portrayed in the following table;

Form of support	Gender		Disability status		Total (n=217)
	Female (n=174)	Male (n=43)	No (n=266)	Yes (n=24)	
Sensitization (awareness raising) on all forms of child labour and child rights; and the roles of parents in the protection of children from exploitation and abuse	92.8	82.9	90.8	92.3	90.9
Counselling and guidance to families facing challenges	47.9	56.1	47.7	76.9	49.5
Skilling women/men targeted in making liquid and bar soap, snacks and confectioneries, and making books	57.5	48.8	54.9	69.2	55.8
Capacity to identify and refer child labour cases to local authorities	31.7	24.4	29.7	38.5	30.3
Skills of identifying children engaged in child labour	38.3	24.4	35.4	38.5	35.6
Capacity to withdraw children from child labour	23.4	22	22.1	38.5	23.1

The proportion of study participants that cited having benefitted from sensitization (awareness raising) on all forms of child labour and child rights; and the roles of parents in the protection of children from exploitation and abuse attests to the awareness/knowledge gap addressed by this project. Similarly, the significant proportions of women and men that self-reported having benefitted from skilling in making liquid and bar soap, snacks and confectioneries, and making books tells a story about the livelihood insecurity addressed by the project. To this end, the project was relevant to the target beneficiaries and their families in many ways.

Notably, prior to this project, the community champions lacked the necessary knowledge about child labour as a violation of children’s rights, their role in preventing it, and certainly did not have the capacity to engage parents/caregivers and community members against child labour. This is not withstanding the fact that some of the community champions were local leaders, VHTs, para-social workers, etc. This tells how much child labour was a neglected subject. The project thus, logically enhanced the capacity of the community champions as a key resource structure to drive the change at the community level. Some community champions shared their stories;

...this project has done a good work in me. I didn't know anything about child labour but right now I know quite a lot. I know many things about child labour which I didn't know. I have come to appreciate that child labour in its different forms is with us in our communities where we live. You find a young girl calling her boss Aunt. So, if you do not have the lenses of child protection, you may take it for granted that indeed this is an aunt helping her niece yet in actual sense she is exploiting her and they may have no blood relationship. But also, you find that this boss has no idea that she is abusing the child, committing a crime. Rather, she perceives that she is helping. Those are some of the cases we identify and intervene by advising, cautioning the employer against child economic exploitation. Sometimes we may have to report. So, by the nature of this project, I have been able to know many things... I have also learned that children below age 16 are not allowed to work

(engage in employment) but above 16, he or she can go ahead to work under the supervision of an adult...
(Community champion, Makindye-Kampala).

We thank Platform for sensitizing us on the laws on child labor. Many of us didn't know these laws but we have learnt them and our communities have also learnt. We used to subject these children to labour activities without ever thinking that it was not only bad but also illegal. Since Platform empowered us, we have also gone to the communities to sensitize fellow parents and they have really appreciated the message and changed for the better (Community Champion, Kampala).

The above remark speaks to the contribution of the project to fostering targeted communities' understanding of child labour, identifying, preventing and combating it.

Project performance against end target

A synthesis of project performance against end target (based on a review of secondary project data) revealed that the performance was promising. Whilst at the time of the endline evaluation (August 2023) the project MEL system was yet to document project performance (number of families reached and supported by community champions to prevent the worst forms of child labour) on account that the project was yet to end in December 2023, data available indicated that project performance was on course. A review of end of Year 2 progress report revealed that while by end of Year 1 the project performed at 54.0% (i.e., 1,297 families were reached and supported by community champions against the target of 2,400 families), performance exponentially improved in Year 2. By the end of Year 2, performance was at 92.9% (i.e., 6,688 families (4,227 female headed households, 75 PWD headed households) reached and supported against a target of 7,200). Having overcome the challenges of COVID-19 and its containment measures (lockdowns) that undermined the activities of community champions, the project gained momentum to deliver upon this outcome area. The approach of integrating entrepreneurship and livelihood skills training in community outreach activities was a game changer in attracting families (parents and caregivers) to participate in the project activities.

Against this backdrop, it would be expected that more or less all survey participants would report having been reached and supported by community champions to prevent the worst forms of child labour. However, only 74.8% (n=290) of the survey participants reported so. This was explained by the high material expectations that some project participants harboured. Even when the project team and the community champions clarified to the targeted project participants the scope of support the project was designed to offer, some of the project participants expected material support in form of start-up capital for their entrepreneurship and livelihood projects. This is a mindset challenge coupled with a misconception about NGOs as providers of material aid. For such project participants, as long as they did not receive such support, they felt less supported.

4.3 Project achievement under Outcome 2: Improved implementation of ILO Conventions (182 and 138) on child labour and the Uganda National Action Plan for the elimination of Child Labour 2017-2022 in targeted Districts

4.3.1 Practices by officers/duty bearers to protect children from child labour

A) Changes in legislation

Overall, there were minimal cases reported regarding local governments changing legislation as a result of this project. This is partly because legal reforms take time to be effected, and a lot of stakeholder

involvement is required. That said, it was reported that where some initiatives were underway, this project aided the process. A case in point, it was reported in Bugiri district that the process of developing a Child Protection Ordinance was underway but had stalled. This project reawakened the process in addition to influencing the inclusion of local child labour issues in the draft Ordinance as reported by one of the district officials:

Platform for Labour Action supported the processes of enacting the District Child Protection Ordinance. Its development went through a number of stages and was approved by the district technical planning committee and also approved by the district executive committee and the District Council. It then went to the Solicitor General and that is where it is now. A number of issues affecting children specifically from the district were identified and incorporated in there. For example, the stone quarrying, children involved in agriculture and child prostitution, among others. They (PLA/APT) supported the process. We are now just waiting for a response from the Solicitor General (District Official, Bugiri)

B) Engaging employers

The project enabled the labour officers to engage employers, formally and informally against child labour.

Then we have successfully engaged the sugar factory that we have in Kaliro town. We engaged the HR and the managers against child labour. We also engaged people around the factory against child labour. These were sensitized about children's right to protection against child labour and their right to education and health. They also got to know that it is criminal to confine a child in child labour... I think we have registered success in this regard(KII, Kaliro District).

Besides formal employers, informal employers such as farmers and business owners such as restaurants owners, truck owners and operators were engaged. The project was appreciated by labour officers across all study sites for creating an avenue for them to engage employers more regularly.

C) Workplace inspection

District and Division/Municipal Labour officers and Probation Officers spoke fondly about the opportunity that this project accorded them to undertake workplace inspection. Whilst they knew that workplace inspection is their core function, the meagre facilitation they get often undermined their capacity to perform the inspections. This however changed with the support from this project.

We have inspected betting joints, the sugar factory, the rice plantations; then we have inspected restaurants, we have inspected a number of places (KII, Kaliro)

...we have been working with the Platform for Labor Action, moving in communities and several areas where there are children being involved in harmful/hazardous labour activities. We have conducted several visits to such places specifically market areas because this is where these activities are rampant. We concentrate on the stone quarries in Nansana because there is a lot of child Labor there (Municipal Labour Officer).

We have been capacitated to do inspections and sensitizations. Yes, the inspections have added so much value because our inspections have always been limited by funding but the Platform has been able to facilitate us [with transport and SDA-safari day allowance] to inspect workplaces. They have precisely made these inspections possible (KII-Nansana Municipal Council).

It also emerged that the different stakeholders for the first time were brought together around a common cause—preventing and responding to child labour. Having been retrained about

international standards and national laws/policies on child labour, they did workplace inspections together. They also jointly visited locations red flagged as sites of worst forms of child labour.

We participated in carrying out inspections together with the labour officers, police, child and family protection and the district leadership. We also visited gold mines together, courtesy of this project. When this project came, we did not only focus on the mines. We started being engaged in workplace inspection. We inspected the markets and hotels. We have a factory in Kibimba which produces rice. We also inspected it. This was a rare opportunity (KII, Bugiri).

We have been doing quarterly workplace inspections and we move as a team. Probation team, CAO, Labour officer, CFPU (Child and Family Protection Unit of Police), office of the District Chairman and others (KII, Bugiri)

Reportedly, the regularity of monitoring and inspecting workplaces by the Probation officers, labour officers and police increased.

Bringing stakeholders together around a common cause was not an end in itself. It was argued to lay the ground for these stakeholders having a common and louder voice particularly before the local government planning and budgeting teams/committees.

According to the labour officers, follow-up visits to the inspected sites often indicated some improvements in their practices. The number of children declined. In more formal workplaces such as the sugar factory in Kaliro, the message against child labour was welcomed. IEC materials on child labour were pinned on the walls.

D) Enforcing penalties for non-compliance

It emerged that rather than enforcing penalties, some labour officers prioritized continuous engagement with the employers to change their labour recruitment practices. This was believed to have paid off more. Employers such as restaurant owners, bars and pubs, tended to comply. This friendly approach helped to minimize possibilities of the accused becoming defensive.

However, where employers were engaged but remained adamant, the local government officials resorted to enforcing the law as reported by some;

When we find you employing children, we caution you and encourage you to stop with immediate effect. So we watch to make sure that they are implementing the actions agreed on... We have tried to enforce the law to address the worst forms like gold mining, child prostitution and others. There are some bars that recruit children. We have tried to arrest them and have them face the law (Probation officer, Busoga).

We engage the employers and if they do not comply, the law takes its course. We know the legal provisions which we invoke in such cases... We have the industrial court where we usually report when employers do not comply (Labour Officer, Municipal Council in Wakiso).

In other project locations however, Labour officers argued that much of the work has been sensitization as opposed to enforcement. This was attributed to the view that enforcement is more demanding in terms of resources and necessary facilities such as reception centres where to temporarily keep the rescued children.

We are less able to enforce yet because enforcing involves several stakeholders such as police, Probation Officer, Local leaders, etc. and the element of funding comes in because sometimes the children need to be

withdrawn/rescued. You cannot withdraw these children without a pre-arrangement of where to place them as you engage their parents (KII-Nanasna Municipal Council).

It was also reported that where the employers and the parents of the affected children were cooperative, there was less/no need to invoke the high-handedness of the law to enforce compliance.

The good thing is that the employers and parents are cooperative. Thus, the component of enforcement was not a priority (KII-Nanasna Municipal Council).

E) Institution of systems to identify children in labour activities

Local government officials (labour officers) indicated that they were working with the local council (LC) leaders at LCI, LCII, and LCIII as well as opinion leaders, and the sensitized community members to identify cases of child labour. The community champions formed an indispensable structure integral to the local system for identifying children in labour activities. Children (more so the child agents) also constitute part of the loose structure as they support in identifying and reporting cases of peers involved in child labour. They also report to their teachers their peers that miss days of school and thus are suspected of involvement in labour activities.

Attribution: The changes in practices by local governments was attributed to the engagement with the project team. The project teams in the two project locations (Busoga and Kampala metropolitan) addressed the logistical gaps (transport facilitation and safari day allowances) faced by local governments. The project also impacted on their technical capacity through training in technical areas of the worst forms of child labour from the international and national legal and policy framework point of view. The child protection structures were also coordinated and enabled by this project to work together around the issue of child labour.

Project performance against end target

Project data accessed revealed that the project had performed well towards achieving the endline target of 440 (220 F 220 M) council officers/duty bearers implementing improved practices to protect children from child labour such as changes in legislation - child protection bye-laws; periodic workplace inspections; penalties to companies enforced for non-compliance; duty bearers putting systems in place to identify children in forced labour. End of Year 2 (2022) performance indicates that 414 (180 F, 234 M) council officers/duty bearers were implementing improved practices to protect children from child labour. Thus, with one year to the end of the project, performance stood at 94.1%. The project was thus effective.

4.3.2 10% increase in resources allocated to addressing the worst forms of child labour in district and lower-level government budgets

This study noted that the change resulting from this project intervention lies in concerted advocacy. The labour officers together with the probation officers committed to advocating for increased resource allocation for combating child labour. This however was yet to translate into tangible increment in the budget for the Labour Office for the purpose of fighting child labour. Key informants across all local governments maintained that registering an increase in budget allocation is always a tall order since local governments are always grappling with resource challenges.

We have tried to sensitize but also to do advocacy. For a long time, the probation office was almost not funded at all. Our total budget for the Probation office around 2008 and the years that followed was one million Uganda

shillings a year (£215) despite the number of cases that we handle. The community and the district were not so much bothered about issues of child protection and child labour in particular. Secondly, they did not understand the meaning and importance of supporting child protection interventions. When Platform for Labour Action came, the organisation started pushing through the district leaders and that is how we got our increment. Along the way they (local government leaders) realized the importance of child protection including preventing and addressing child labour... We receive two million per quarter so that is about 8 million a year (Staff of the Probation Office, Bugiri)

Essentially, the Labour Officers that participated in the study did not provide information on increase in local government budget to address child labour. When asked about the budget allocations to their offices during the financial years of 2021/22, 2022/23, and 2023/24, they did not provide this information but promised to share the information later. However, this information was not shared.

That said, progress data as at end of 2022 rendered insights into some progress registered as highlighted in the following excerpt below;

Change in budget allocation (UGX) to District Labour Office

Excerpt from the End of 2022 Project Progress Report

District	Financial Year		Percentage change	Comment
	2021/22	2022/23		
Bugiri	2,000,000	2,400,000	20%	Bugiri District Council passed a resolution in July 2022 to allocate 5% of the sector conditional grant to address child labour issues.
Wakiso	3,500,000	4,000,000	14%	
Iganga	3,000,000	2,400,000	-20%	Cuts attributed to national budget cuts. The Council however passed a resolution to allocate an additional 500,000 UGX to the Labour Office on a quarterly basis from local revenue (although the full amount had not been realised from local revenue). This at least demonstrates the willingness of District Leadership to support the Labour Office.

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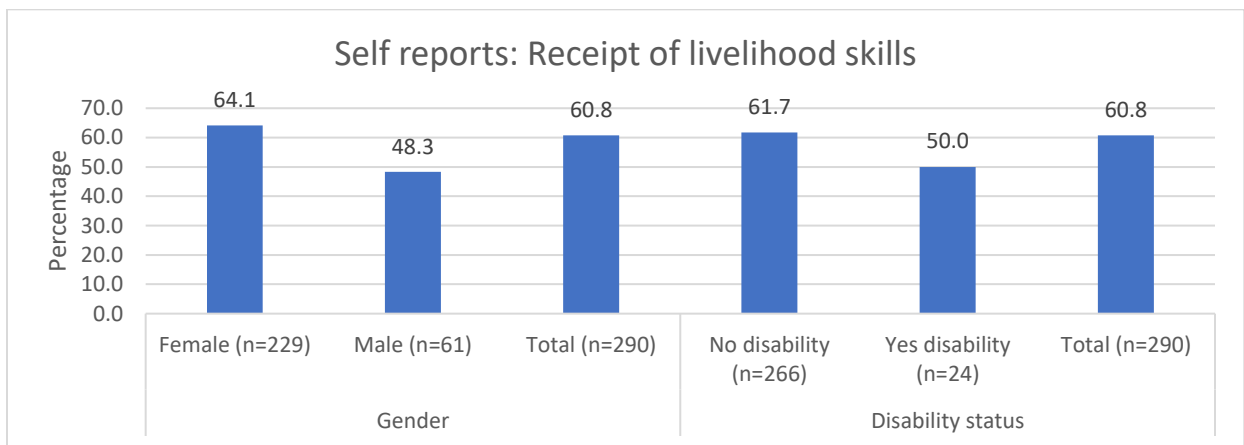
According to the End of 2022 Project Progress Report, the increased budget allocations in FY 2022/23 in Bugiri and Wakiso districts, as well as the resolution passed in Iganga, can be linked to the engagements with district technical and political officials to present the findings of the Rapid Assessment on the impact of the absence and non-facilitation of Labour Officers. These findings made a clear case for increased resourcing of the Labour Offices. However, some districts noted that the funds released for the Labour Office are in reality lower than the budget allocation, which is a reflection of the resourcing challenges for local governments throughout the country

Put simply, there are mixed results across targeted districts.

4.4 Project achievement under Outcome 3: Improved social protection for child labourers and families in order to withdraw children from the practice of child labour

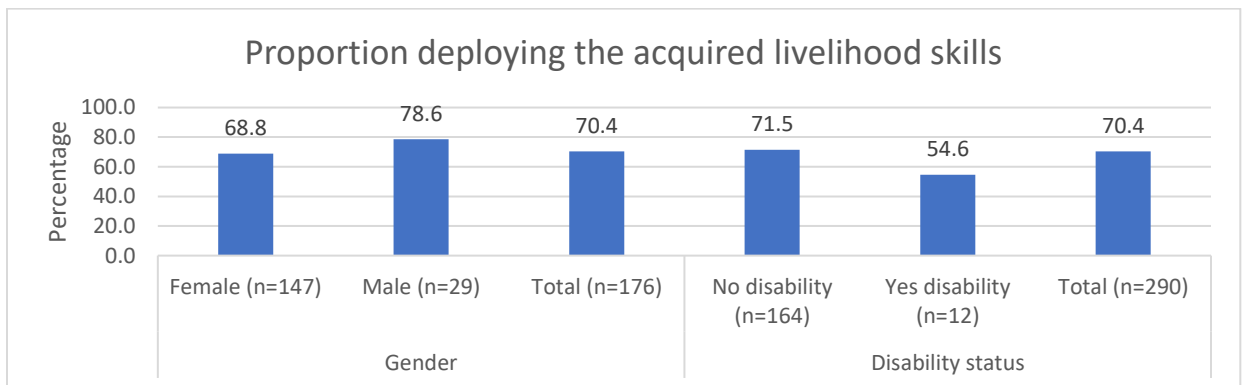
4.4.1 Beneficiaries' acquisition of livelihood skills for increased resilience

A comparison between baseline and endline data reveals a significant difference. At baseline, only 5.4% of the households surveyed reported receiving external social support interventions. This moreover was in form of food relief (by outsiders), with implications for sustainability. At endline, overall, 60.8% of the surveyed parents/caregivers reported having received livelihood skills following their participation in this project. However, a higher proportion of female than male participants reported having received these skills. Disaggregated by disability status, a higher proportion without disability reported having received the livelihood skills compared to those with disability.



Among other skills, the participants noted having received the following livelihood skills: saving, income diversification, entrepreneurship skills, financial literacy, baking/confectionery, soap making, crafts making, and making books.

A total of 70.4% (n=176), with variations across gender and disability self-reported deploying the entrepreneurship and livelihood skills acquired as seen in the graph below;



The acquired livelihood skills were not an end in themselves. The beneficiaries of these skills noted that they (the skills) had enabled them to enhance their families' capacity to protect children from recruitment into labour. A total of 78.7% (n=176) i.e., 78.0% female (n=147) and 82.1% male (n=29) attested to utilizing the livelihood capacities acquired to take/keep children in school, and to provide

for the family economically without requiring the children to complement family income. Some of the voices of the beneficiaries attest to the contribution of the project in this regard;

...I also want to thank the Platform (PLA) because as a single mother I had a huge burden on my shoulder. Even scholastic materials were a challenge but this burden has been lifted. I want to thank them for teaching us how to make liquid soap. The ingredients are a bit expensive now but we have been lucky that we received a grant that provides us with some money (FGD with parents/ caregivers, Bugiri)

I want to thank the Platform (PLA) for supporting our children... and I have benefited greatly because we have been able to do something of our own and make some money to sustain ourselves. We have been helped to save a lot and also buy equipment and tools for our business... (FGD with parents, Kaliro)

On my part, I joined the saving group and I started to save and the minimum amount was UGX 2000 every Thursday and after a year my savings had accumulated. Because of my big saving portfolio, I was able to borrow some money which I used to start a snacks business thereby deploying the acquired livelihood skills. Since I started making snacks, the business has performed well. It has enhanced my saving capacity while at the same time repaid the loan. My business has also helped to get exposure to different people at different levels. It has improved my children's wellbeing, education and health because I can now buy for them that I wouldn't afford before. In addition to the above I managed to buy two goats for myself/ household. I am very happy for PLA (Female beneficiary, Wakiso).

My income has been enhanced as a result (Parent/caregiver, Wakiso)

We were taught how to make liquid soap, bar soap, book, and daddies (mandazi) and now I do make my liquid soap and sell it. I also make some daddies and sell to my neighbors. This has increased my household income. When I add on the money, I make from the market selling matooke, it makes a significant difference (Parent/caregiver, Kampala)

I learnt that a person should have some money saved aside for eventualities because this helps to meet for example school fees for the child and the child does not dropout because of lack of money (Parent/caregiver, Kampala)

From the time I started engaging with Platform, I have seen a great change because my child has now gone to S1 and I have been able to pay for her (Parent/caregiver, Bugiri).

The orientation of parents towards saving was associated with opportunities for parents to start saving as well as access credit at affordable interest rates far below the market rate, moreover without necessarily having to present collateral but social capital (social network and reciprocal relationship with other members serves as collateral). Moreover, this is not an end in itself. According to some study participants, membership to village savings and loans associations (VSLAs) has given them the confidence to keep their children in school. They can borrow at the beginning of the term and by the end of the term, they have repaid the loans, and thus be eligible for a loan for the subsequent term.

Because we have accessible credit services through VSLAs, it is easy for us to take and keep our children in school without worrying (FGD with parents, Bugiri).

Project performance against end target

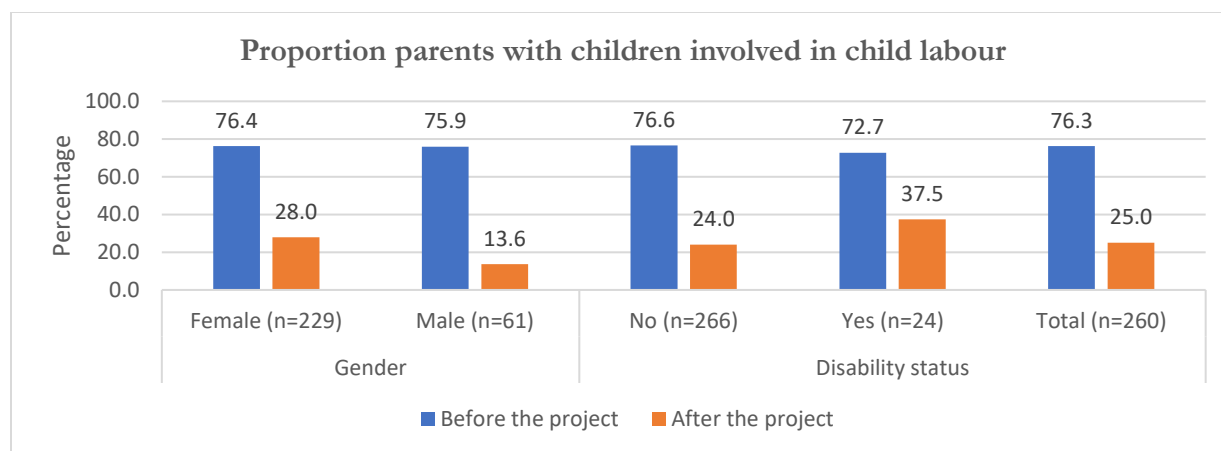
A review of project data indicates that the project overwhelmingly performed well. It was a success. Against the end of Year 2 target of 1950 people-target beneficiaries (1170F, 780 M, 98 PWD) acquiring livelihood skills to increase resilience in the face of recruitment to child labour, by the end of year 2, a total of 6,812 people (4,475 F, 167 PWD) from low-income families had acquired livelihood skills

(End of Year 2 Progress Report, 2022). This implies that the project performed at a rate of 349.3% (382.5% among females, 299.6% among males 168.4% among PWDs. Compared to the endline target of 4000 people (2400 F, 1600 M, 200 PWD), the project had achieved a success rate of 170.3%. This overwhelming performance was attributed to the high value attached to these skills by the target population and thus, the high demand for the same. The high value and demand for these skills attests to the relevance of this project in addressing a pressing need of the target population.

However, there was a visible discrepancy in data on project performance as reported by endline survey participants versus project progress reports. Only 60.8% of the primary survey participants self-reported having received livelihood skills. An in-depth inquiry into why the other project participants said they did not receive these skills was very revealing. A number of these reported that the support was incomplete as long as it was not accompanied by financial support to enable them kickstart their intended/planned enterprises. This illustrates some project participants' lack of understanding of the project design and scope of intended support. Secondly, it alludes to the mindset challenges that development actors have to always contend with. Thirdly, it points to the dependency syndrome among some people who perceive that NGOs are synonymous with charity/material aid.

4.4.2 Families taking positive steps to withdraw their children from labour

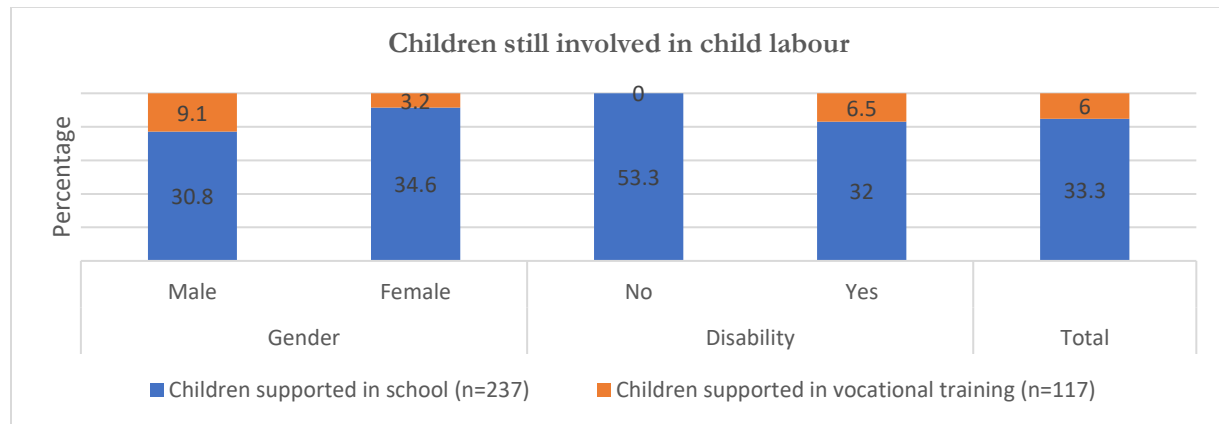
Evidence generated by this study suggests that parents/caregivers were taking positive steps to withdraw their children from child labour. When asked whether they had any of their children involved in labour activities prior to this project, a total of 76.3% responded in the affirmative, with slight variations across gender. However, at endline, the proportion had dropped to 25% but with a significant difference between female and male parents/caregivers. In regard to disability, there was a greater reduction in proportion of parents/caregivers without disability compared to their counterparts with disability whose children were involved in child labour as shown in the following graph;



The gender difference in the proportion of parents/caregivers that self-reported having children involved in child labour at end-line further attests to the contextual realities that make the children under the care of women more vulnerable. For instance, single parenthood, and livelihood insecurity is rife among women than men in the study areas. The same can be said of the vulnerability of children under the care of parents/caregivers with disability. Secondly, the high percentage (25%) of parents that interfaced with this project but still had their children involved in child labour attests to the challenges involved in addressing the vice. Some of these were way beyond the scope/capacity of the project to address. For instance, the economic activities in Busoga which by their nature are

labour intensive barely spare children despite the project efforts to address the vice. Secondly, while the project was implemented in specific districts, labour mobility across target and non-target districts/divisions is real. In addition, gaps in enforcement alongside politicization of enforcement activities³ serve to obstruct the efforts to eradicate child labour. That said, the contribution of the project was clear-cut.

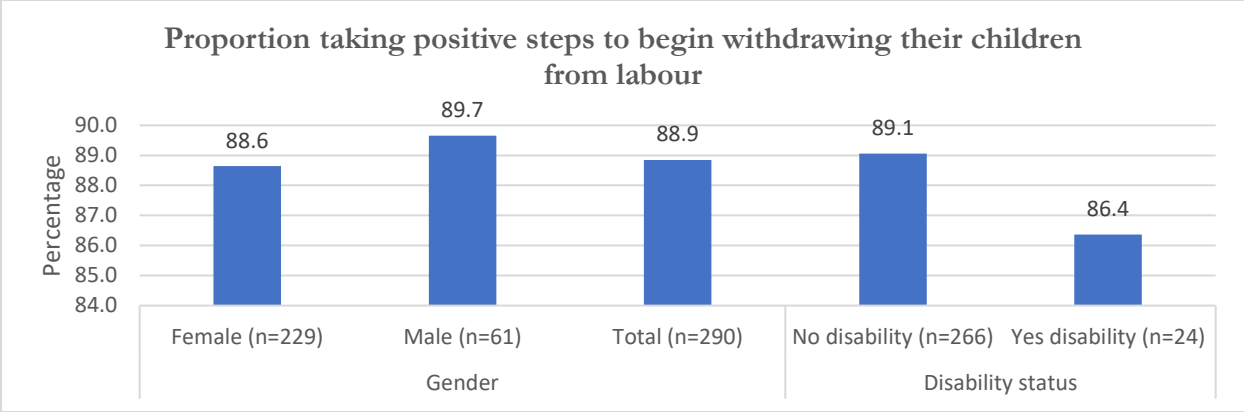
The above factors explain why a relatively high proportion of children more so those supported in school self-reported being involved in child labour notwithstanding the support they received from the project.



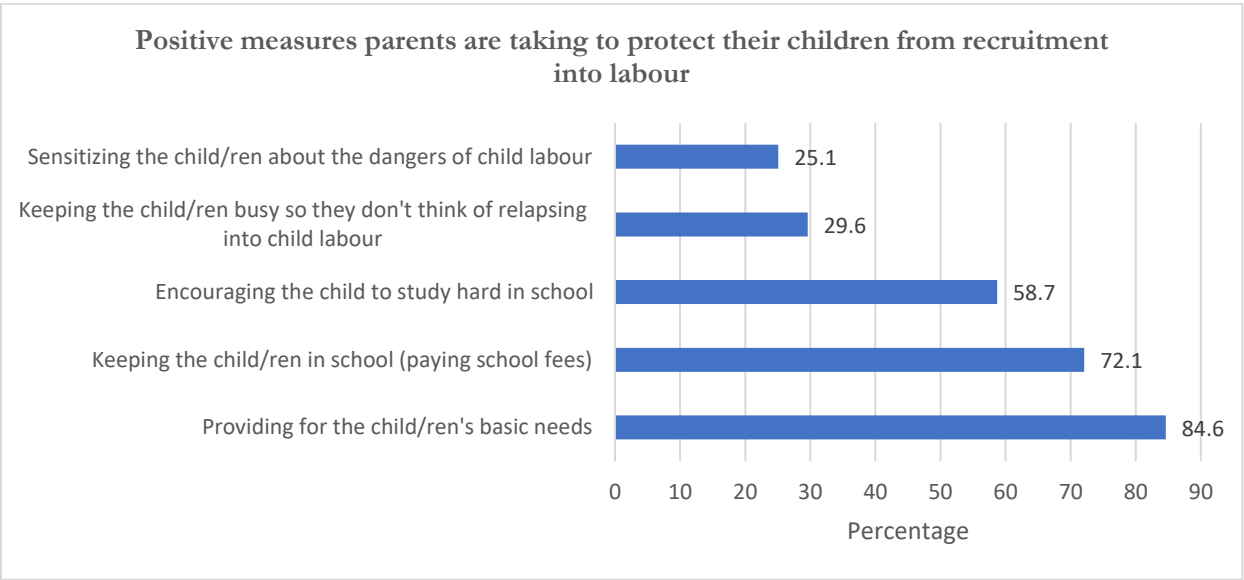
The data in the graph above indicates that a higher proportion of children supported in school than those supported with vocational training were still involved in child labour activities. This partly explains the direct (more immediate) impact of vocational training on rescuing children from child labour. Some of the beneficiaries of vocational training that relapsed back into child labour explained that the lack of start-up capital left them with no immediate option but to find something that could guarantee them survival for the time being. In addition, failure to be retained following the internship placement meant that upon completing the internship, the affected children/youth returned home. This would have been addressed had the project had an integral component of start-up capital. For instance, out of the 121 children/youth beneficiaries of vocational training that were surveyed, 36.4% (36.4% male; 36.4% female; 18.2% PWD) said they had neither found employment nor became self-employed. These attributed their unemployment at the time to a number of factors including: lack of start-up kit (capital) (81.8%; n=44); Limited opportunity for jobs (36.4%; n=44); limited capacity of their parents to acquire for them start-up kits (13.6%; n=44).

Overall, 88.9% of the parents/caregivers noted that they/their families were taking (had taken) positive steps to withdraw their children from and/or protect them from recruitment into child labour.

³ Politicisation of enforcement activities takes forms such as political interference by political leaders in the activities of labour officers. Some non-compliant employers face arrest, they call their political god fathers who step in to neutralise the potential or actual arrests, referring to these errant employers as their voters, job creators or even investors that should not be disturbed. Sometimes, labour officers are intimidated, threatened and asked to back off.



When asked about the positive measures they were taking, the majority of the parents indicated that they were providing their children with basic needs, keeping their children in school, and encouraging them to study hard. The graph that follows summarizes parents’/caregivers’ self-reports.



Project performance against end target

A review of end of Year 2 (2022) progress report indicated that by end of 2022, a total of 3,640 households (2,016 female headed households, 27 PWD headed households) had taken (were taking) positive steps to withdraw their children from labour. This represents a 145.6% performance rate, i.e., above the end of Year 2 target of 2500 households by 45.6%. Compared to the endline target of 3850 households, the project had achieved 94.5% of the target, one year before the end of the project. The project was thus effective.

Attribution

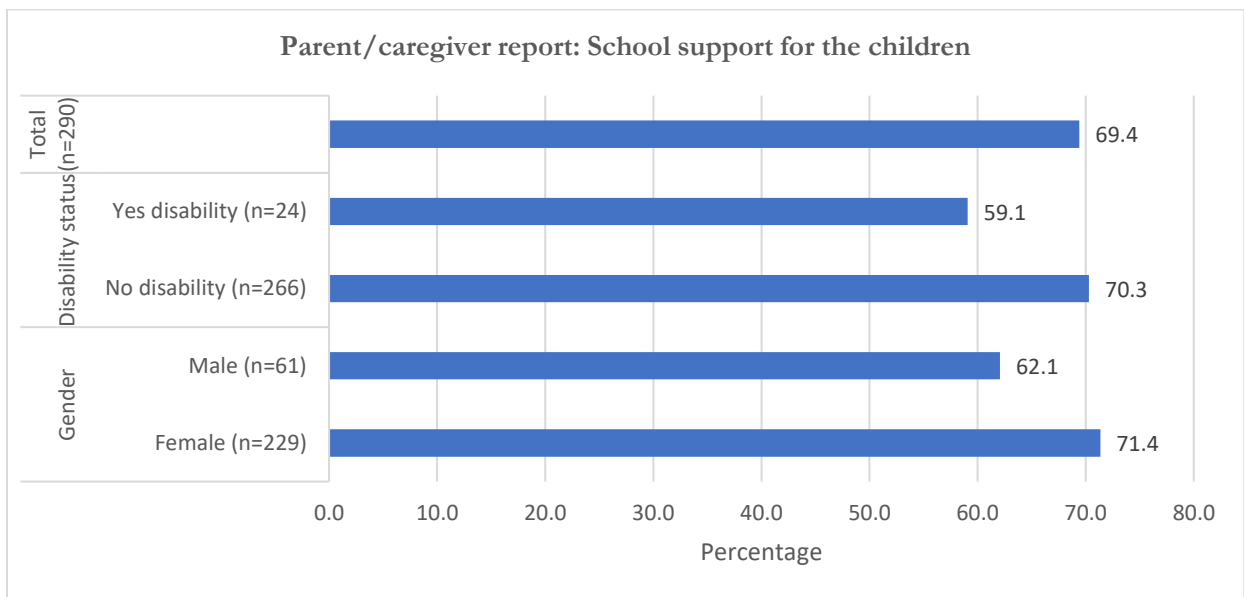
Various factors central to the parents’/caregivers’ efforts to withdraw their children from child labour and to protect them from recruitment into child labour were discerned. These included among others: knowledge on the rights of the child to protection from child labour, knowledge of the dangers of child labour to the health, and development of the child, the livelihood skills acquired courtesy of this project and in turn alternative income sources, school support by the project,

vocational training support for children by the project, as well as threats by authorities to arrest the parents with children involved in labour activities.

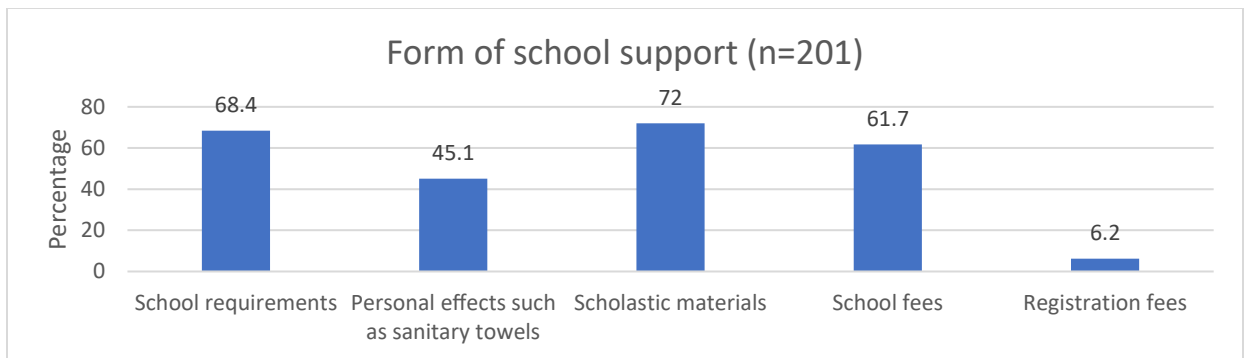
A) School support for children

According to the End of Year 2022 Progress Report, 1001 children and young people (601 F, 23 PWD) – previous child labour victims or children vulnerable to child labour – were identified and enrolled in school or vocational training according to their age, needs and situation.

The parents/caregivers surveyed were asked about access to school support for their children. A total of 69.4% parents (n=290) reported that their children had received support for school. Relatively more female than male parents/caregivers reported their children to have received the school support. Variations were also recorded across disability status of the parents/caregivers. A summary is provided in the following graph;



The forms that the school support took as reported by the parents/caregivers included: school requirements, personal effects, scholastic materials, school fees and registration fees (for the children in Primary Seven at the time of support).



Data obtained from the children that benefitted from school support offered a testimony of the effectiveness of the project in addressing child labour. Out of the 237 children surveyed, 233 (98.3%) reported that they were in school and had settled in. In addition, 158 out of the 237 (66.7%) indicated

that they were no longer involved in child labour activities at all while the other one-third indicated that they normally do some child labour activities over the weekend. These children attributed their rescue or reduced involvement in child labour to the school support they received, their parents' shift in attitude towards child labour and improved economic situation of their parents.

As heard from the parents, the school support was timely cognizant of the livelihood struggles they were going through amidst school demands.

I want to thank the Platform because they have helped us to support our children by providing us with scholastic materials. This has enabled our children keep in school uninterrupted (FGD with parents/caregivers, Iganga).

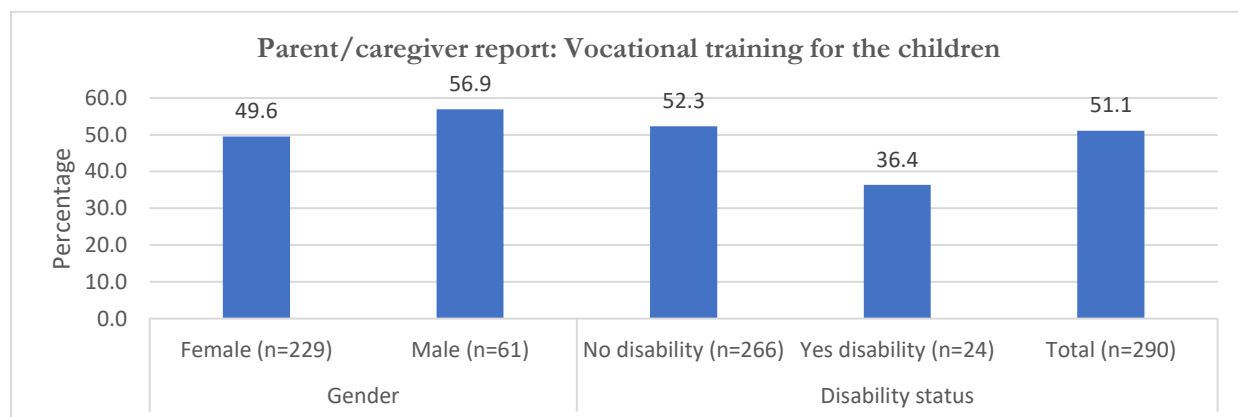
I am grateful to the Platform and Mr Kizito (Community champion). I had a child in primary school but I did not have the means to provide all the requirements because my parent was sick. When Mr Kizito and his wife visited, they asked my child and she explained to them... They provided the requirements and school fees to her and they also taught me some skills like soap making and samosa and mandazi making. The only thing we lack now are tools and supplies but we are very grateful to them for their help (Parent/caregiver, Bugiri).

The father of these children abandoned us, I didn't know how to take care of these three children but when people from Platform came, they registered Joy, bought her books, pens, pencils, toilet papers, paid school fees and P.7 registration fee, they paid for everything! I am a single mother and this help brought much difference in my life (Parent/Caregiver, Kampala)

My children used to work with me in the market selling tomatoes and peas but when Platform sensitized us that children should not work during school time, I took them back to school and Platform helped me with support for one child (Parent/Caregiver, Kampala)

B) Vocational skills training

Parents/caregivers were asked about their children benefiting from vocational training. A total of 51.1% of the surveyed parents reported that their children benefited from vocational skills training under this project. Variations across parents' gender and disability status were observed.



Out of the 122 children who benefitted from vocational training that were surveyed (54.1% female and 45.9% male), 118 (96.7%; 93.9% female, 100% male, and 81.8% PWD) indicated that at the time they got the project support, they had been involved in child labour. However, at the time of the survey, 110 (93.2%; 96.8% female, 90.9% male, and 100% PWDs) self-reported that they were no longer involved in child labour activities.

This component of the project was very relevant to the extent that it offered an appropriate livelihood alternative to children that had been trapped in child labour for years. Moreover, reintegration into the formal school system for this category of children was not an option on account of the fact that for many, they had been out of school for a relatively long time; they could not easily fit in the school system characterized by rules and routines that these children were totally detached from. These children had also tasted independence, including financial independence. Thus, taking them back to primary or secondary school system would be counterproductive.

The parents whose children benefitted from vocational skills training and the children themselves alike fondly shared the difference this intervention made and meant in their lives;

I would like to thank the Platform (PLA) for helping our children where we had failed. We did not have the ability but Platform helped to take them back to school and train them in vocational skills. As a parent with a disability, my child was selling fish to support us. The opportunity arose I was lucky that my child was selected to be among these few. Now he has learnt hairdressing and this is a big burden off my shoulder... (Parent, Bugiri).

I also want to thank the Platform for supporting us. My child used to wash clothes for other people and that is how we survived after their father abandoned us. She has since learnt the skill of hairdressing and this has helped us to improve our income. I am grateful for that (Parent/caregiver, Iganga).

I am also grateful to the platform for teaching our children vocational skills. One of my nephews has a disability and I was employing him in the timber workshop. When I was asked to bring some children to vocational school, I took him and today he is in the garage repairing automobiles. My request is that in addition to the skills, we should be provided with the tools and equipment we need so that beneficiaries are able to start their own shops (Parent/caregiver, Bugiri)

My son is a mechanic so they took the burden from me. They supported him up to completion (parent/caregiver, Mukono).

My daughter was taken to study catering course, and now she is working in a good restaurant and she can now buy her own basic needs like pads, Vaseline/lotion, etc. Am very grateful to Platform, thank you so much! (Parent/caregiver, Wakiso)

When my husband died during the 1st wave of COVID, I didn't know what to do with my son who had completed Primary Seven (P.7) but Platform came and took him to study motor vehicle mechanics. Now he works with a certain garage and earns some money. He now reasons like a mature person with good plans (Parent/caregiver, Kampala)

A synthesis of the above data speaks to a number of things including: a) effective targeting by the project (targeted vulnerable parents/caregivers and their families that needed the intervention most); and b) relevance of the project to addressing the needs to the target beneficiaries within their context.

Both school support and vocational training saved children from various forms of child labour as reported by some children;

Children's stories during an FGD in Kampala

My friends and I used to work at a construction site and they would pay us according to the work done. We used to carry jerrycan of sand from the ground to upstairs

I worked as a porter on a building site and they were paying me UGX 15,000 a day.

I used to do the work of unblocking the latrines but when information about child labor came, I learnt the risks and I do not do it anymore.

I used to do some work during the lockdown, helping my mother to sell charcoal. Right now, I do not do any work.

Case narrations by some beneficiaries of vocational training from are summarized below;

Male youth aged 20, no disability (Kaliro)

I was born in this area (Kaliro). I lost my mother and school became difficult because my father said he did not have money to see me through school. I was always chased from school. I tried to get money from selling sugarcane for fees and survival. But then sugarcanes were often on and off season. I later dropped out of school at around age 14 because of lack of funds. I desired to get a sponsor to take me through school and eventually an opportunity came through Madam Racheal (Project staff) who registered us during the COVID-19 period. When the list of successful candidates was out, I was among the lucky ones. I was admitted at Pioneer technical institute to study building. I am now 20 years old, I was 18 years old when I enrolled. I am currently done with the training and I am doing apprenticeship/ internship up to December when I will become independent of my mentor or maybe he will employ me. I am now able to build. He has given me different skills such as lining bricks and plastering. Although I am still under my boss, I am paid some money, so I earn. When I work, I am paid UGX 20,000 a day. My mentor advised me to remain humble and work hard. Platform changed my life. I am not a nuisance in the village and it is a good thing. I am no longer at loggerheads with my step mother; I am also able to support and give something to my relatives even though they were not kind to me when I was young. I have had my life renewed. I am able to make right decisions, and avoid bad habits like alcoholism. I see that my life has generally changed and I am not a bitter and resentful young man anymore. I am optimistic that the skills I have acquired and the networks I am making will be very helpful in future when I become independent and start looking for my own jobs. The only challenge is that I do not have tools of my own yet.

Female caregiver of a beneficiary of vocational training (Wakiso)

Before the PLA Child Labour project, I was just waiting for my husband to provide. My children were working for somebody during the weekend. The oldest daughter (not in school) was working in someone's home as a house help and she was being paid peanuts. But due to the poor economic situation we were living in, she had to keep working since she was not only earning some money, little as it was but also free food. But when PLA came, the project officers came with Nabakyala (community champion) in my home and told me about the project. I was advised to join a certain group with other parents. Then after joining it, they started to sensitize us about children's rights, child labor, counseling skills, skills in making liquid Soap, bar soap, snacks and books but in my case, my preference was snacks. So that is what the line of livelihood I took. After, we were told about the opportunity to withdraw our children from child labour so they could benefit from a vocational training opportunity. I did not think twice. I told my daughter to come back home and I register her for hair dressing. She thus joined a vocational training institute in Gayaza and she successfully completed her training. She is now working, employed by someone in a saloon in Wakiso. Since she started working, she is more independent, she earns better from a more respected job and her future is bright.

Female beneficiary of vocational beneficially from Bugiri

I am (name withheld), from Bugiri, aged 18. I am the family breadwinner for a family of 4. The story of our parents is a long story. Before PLA project, I was working in Busia as a housemaid for UGX 40,000 (approx. 11\$) every

month and that was our family income in general, a family of 4 members i.e., the grandmother, 2 siblings and myself. At the time, none of my siblings was schooling due to financial struggles. In 2022, one day the community champion went home and found grandmother, asked her about me whether I could quit my work and take up an opportunity for vocational training courtesy of the PLA protect. Through my grandmother, the community champion called me on phone, told me about the opportunity and asked whether I was interest in taking it up. I remember telling him to first give me 2days so I would first discuss the issue with my grandmother because it wasn't easy for me to take a decision since I was at least getting some money which was serving as the lifeline for the family. After a deep discussion with my grandma, I decided to leave the job. I came back and I was registered with PLA to pursue vocational training course in tailoring. After the training, I was able to get employed. I am now working with my boss (Artisan). I am earning better. So, I can now at least buy food, clothes and afford medication for my family and my siblings can now attend school regularly. So, thank you PLA again, thank you so much.

During a group interview with three female beneficiaries of vocational skills training at Ridar Hotel Seeta-Mukono, they shared their stories. Based on these stories, the beneficiaries stood the chance to gain access to employment at Ridar hotel or any other hotel;

Respondent 1: I am 18 years old; I am female. I studied up to S2. At the time Platform found me, I was doing odd jobs in a restaurant with my friends. This was complimenting my garden work. I was living in Bugiri. They took me up. Together with others, we were taken for vocational skills training at Pioneer Training Institute in Iganga. After 6 months of training, we came for industrial training here at Ridar hotel. We got this internship opportunity through one of our tutors. We gained key skills of how to cook, how to handle guests and other skills.

Respondent 2: I am also 18 years old. I had completed S4 but there was no more money to take me to the next level. Some sponsors had supported me from S2 to S4. I had to go and start fending for myself. I was living in Kaliro. One lady approached me with the chairman and asked if I wanted to pursue vocational skills training. I told them I was interested, specifically in catering. They took my details and after a month or so, they took me to a vocational training institute in Iganga. It was from there that one of our tutors linked us to this hotel for internship. We are in the department of food and beverages and we work as waitresses. We are given an allowance on top of accommodation and food.

Respondent 3: I am also 18 years old, from Bugiri. I studied up to S2. After dropping out of school due to financial challenges, I went to the village and started growing sugarcane. I was also digging for people for money. The community champions came to my neighbourhood and my neighbor told me about them. They got to know about me. They asked for my details and any relevant background information, they took our pictures and came back after a while, after about three months and took me for vocational training in catering. We studied for 6 months and then we were brought here for industrial training. Through Platform, we got knowledge, hands-on skills and hope.

4.5 Project achievement under Outcome 4: Increased capacity and engagement of private sector actors to adopt child labour laws and practices at workplaces

4.5.1 Employers/manufacturers certified as free from the worst forms of child labour

According to the project team, no employer had been certified by the time of the end-line evaluation. However, the project team reported that this was underway. The process of engaging the Ministry of Gender, Labour and Social Development was described as often a slow process. However, it was envisaged that by the time the project comes to a close in December 2023, the ministry would have

certified some employers. The project's contribution was largely in two areas: a) engaging employers against employing children; b) engaging the ministry and contributing to developing the certification criteria.

This evaluation revealed that the employers' knowledge about child labour as an illegal activity but also as detrimental to the health, development and wellbeing of the affected children was enhanced. For many, this was not an area they paid attention to in the past as some noted;

As a cooperative, we had some children sorting rice because we thought that this was not intense work but since the coming of Platform, we are even more strict... we have become the champions teaching parents in the communities about child abuse (key informant, Busoga traders and farmers' cooperative)

The project team noted that the change in attitude and practice of employers was often evident when some employers often invited the project team to visit the workplaces and observe the changes they had made following their earlier engagements with PLA staff and the labour officers.

A Review of the End of 2022 Progress Report revealed that by the end of 2022, **nine employers** had been documented as taking positive and proactive steps to reduce and eliminate child labour from their operations as well as their supply chains. This report highlighted the employers and the respective measures that were undertaken:

- A) Kaliro Sugar and Allied Industries Ltd - SAIL,
 - i. Included child labour issues in their engagement with outgrower farmers,
 - ii. Holding awareness session on the topic.
- B) Kasokwe Rice Millers in Kaliro
 - i. Stopped the employment of children at the mill
 - ii. Engaged parents of these children to explain the reasons for the decision/action of stopping the employment of their children
 - iii. Explained to the parents and the children the dangers of child labour
 - iv. Called on the parents themselves to take up the jobs at the mill. The parents responded positively.
- C) Busowa Rice Farmers' Cooperative in Bugiri
 - i. Organised several sensitisation meetings to sensitive members on child labour and the need to prevent and reduce it by the farmers.
 - ii. Planned to develop codes of conduct for members.

The same report noted that this project contributed to critical national developments. In particular, it is documented that “by close of 2022, a national consensus had been reached by the Child Labor Secretariate under the Ministry of Gender Labour and Social Development and members of the National Steering Committee on the Elimination of Child Labor in Uganda to develop the national certification criteria for child Labor free seal which can be rolled out at national level and provide certified businesses with a seal to confirm their child labour free status”. If successful, the national certification criteria would apply nationally and thus, register a wide impact beyond the target areas. While achieving the national certification criteria was a priority for the Project in 2023, by the time of the evaluation, this was yet to be achieved given the bureaucracy involved.

4.5.2 Reducing the number of children in the worst forms of child labour in Industrial Parks

This project was intentional in reducing the number of children involved in the worst forms of child labour in industrial parks. Qualitative data obtained indicates that some achievements were registered. Following the training of up to 230 private sector actors (101 F) (as at end of Year 2022) on child labour laws and policies (End of 2022 Progress Report), followed by workplace inspection by labour officers and community development officers working with the project team, some changes were recorded. Some employers of these children were cooperative and demonstrated restraint in employing children in the worst forms of child labour. Alternative livelihood sources for the parents/caregivers, thanks to the livelihood skills training offered to them on one hand, and on the other hand, the impact of school support and vocational training all contributed to the reduction of in the number of children in the worst forms of child labour in the industrial parks in Kampala metropolitan area as well as sugar plantations, rice mills and plantations in Busoga. Children's consciousness that they can be detained for engaging in the worst forms of child labour has also made this work uncomfortable and risky for many of them.

However, the efforts to reduce the number of children involved in the worst forms of child labour were met with a number of limiting factors. A number of these are external to this project including among others: the social norms around child labour that require a lot of time to shift; child labour as a way of life; widespread economic vulnerability; challenges with enforcing compliance, to mention just a few. These challenges are highlighted in the subsequent section on challenges.

Overall, the proportion by which the number of children involved in the worst forms of child labour between baseline and endline was hard to document for various reasons. First, the number of these children was unknown (undocumented) right from the beginning. Secondly, unlike other forms of child rights violation where the victim can easily accept to be accessed, many children involved in the worst forms of child labour are hidden by their employers and coached not to show up to strangers. It is thus not surprising that the project MEL system did not routinely capture data on children involved in the worst forms of child labour in the industrial parks.

4.6 Project impact

The project was found to have had a positive impact overall. It contributed to a reduction of all forms of child labour in Kampala Metropolitan Area and Busoga sub-region. The improved support and protection extended to the vulnerable men and women in the targeted communities, ignited a new livelihood chapter in their lives. Many changed the way they look at children i.e., from contributors to household breadwinning through child labour to a population that needs protection from all forms of child labour and who ought to enjoy their childhood years. Enrollment of children into school courtesy of a positive shift in parent and caregiver attitude combined with school support for these children as well as vocational training helped to reduce the number of children involved in labour activities. The training of private sector actors and engagement of the same towards certification as free from child labour served to impact on the number of children affected by child labour. Although by the time of the endline evaluation, certification of employers was yet to happen, their engagement by the project team and labour officers to comply with labour standards was found to have also made a positive difference.

The project was found to have impacted on the different target participants in different ways. The government officials (labour officers) were able to perform their duties with relative ease; they were

able to conduct joint operations, thereby forming a formidable force to challenge the child labour status quo. Through this project, their advocacy for the eradication of child labour and commitment of resources to this cause was made possible though the latter is yet to be realised. The project contributed to popularizing the Labour office and the mandate of labour officers.

To the local leaders, the project has contributed to making their communities relatively child safe, with a number of ‘converts’ (parents, community members and community leaders) that have demonstrated commitment to continue with the fight against child labour. To some local leaders, their communities are more easily governed unlike in the past where child labour was the norm.

The project’s impact on the employers relates to the opportunity they got to understand the rights of the children including the right to protection from all forms of economic exploitation. The employers that bought in to the messages (complied) felt that they are now free and safe from the long arm of the law; they felt they were on good terms with the labour officers, and they have become points of reference.

At community level, the project contributed to a positive shift in community members’ attitude towards child labour. The sensitization activities by community champions, local leaders, district leaders and project team improved the community members’ knowledge about child labour and the effects of the same on the health and wellbeing of the affected children. The knowledge gained combined with the alternative sources of livelihood were central to the community members’ shift in attitude.

The schools benefitted from the sensitization activities organised by the project staff. They also benefitted from a structure of change agents (pupils) in school that routinely engaged and supported fellow learners affected by child labour. This way, the project has contributed to a safe school environment where learners are able to identify and report cases of child rights violation. As reported in the End of Year 2 Progress report, the impact of child change agents was not limited to the school community. The 118 children (67 F, 7 PWD) trained as agents of change in their schools and communities reached out to their peer groups, teachers, parents/caregivers and other community members. By the end of 2022, they had “reached out to 935 community members with information on child rights and child labour, using their voices to powerfully raise awareness on the worst forms of child labour, its wider impact, the related rights abuses and risks” (End of 2022 Progress Report).

The individual beneficiaries (children involved in child labour and their families including children with disabilities) as already demonstrated, benefitted in various ways. Children that enrolled in school and vocational training were saved from pre-occupation with working on rice farms, sugarcane plantations, rice mills, sugar factories, hawking vegetables and other merchandise, and carrying heavy loads. In Kampala metropolitan area, children were saved from child labour in the informal sector following the school support and vocational training received. Children whose parent’s attitude towards involving children in child labour changed were equally saved from child labour.

4.7 Project relevance

This project was very relevant at different levels as unpacked below;

- In some local governments, the project to address child labour was the first of its kind, for example in Kaliro as reported by local government officials. The district had not had any project addressing the challenge of child labour. It thus addressed a core need.
- The project was very timely in the wake of the effects of COVID-19 on child protection.

The effects of the pandemic led to a role reversal where children had to switch to become complementary breadwinners and in some cases the main breadwinners for their families. They took up jobs such as hawking petty commodities and working in grain mills in the industrial areas in the different targeted districts. The project aided in challenging this situation.

...when it was during covid time and children all over our country used to hawk small, small things/ merchandize. Then some of them would work overtime and that was a special concern. But we went to different communities, and to the trading centers talking to people including those running mills in the industrial area in town. We talked to people to guard against child labor (KII, Kaliro district official).

- The project enabled district labour officers to get out of their offices and get into the communities where child labour is practiced. Cognizant that the Department of Community Development is marginalized in terms of budgeting for various reasons, the labour officers intimated that they rarely afford to move out of their offices to carry out community sensitization about the dangers of child labour, the rights of children in general and carry out regular labour inspection. This project addressed this critical gap. Essentially, it has enabled the labour officers to perform their job.
- The project was relevant in making particularly informal sector employers aware about their duty to prevent child labour. These employers hardly ever get training on the duties of an employer and the minimum standards they must adhere to. This project was relevant in addressing this gap.
- The project helped to reawaken the labour officers and to keep them in check in regard to keeping themselves abreast with legal knowledge on child labour as well as ensuring that their actions/practices such as labour inspections are informed by relevant laws and policies
- The project helped the labour officers to rethink and appreciate the scope of their work. For some, their focus had always been formal settings. Moreover, in these settings, the focus had always been on safety and health of workers as opposed to preventing child labour and enforcing minimum standards on minimum age and worst forms of child labour. In addition, informal workplaces were barely prioritized yet these constitute an epicenter for child labour since the employers in these settings barely know anything about child labour let alone appreciate the negative effects of the same. The project was an eye opener to the labour officers as they added informal workplaces including rice and sugarcane plantations, restaurants, etc. to the workplaces for their inspection.

I liked inspecting with the project staff a lot. It has influenced me. For example, the work place inspections I usually make target, for example, the schools we have. These are already organized places. So, I go to tell them how to guard against certain things (health and safety risks) before they happen. But working with Platform for Labor Action exposed me to workplaces like the plantations that I wouldn't have ever thought of (KII, Labour Officer)

- Child labour had meant role reversal in terms of care of protection. The children had assumed the care role while the parents were being cared for. This had exposed children to loss of their childhood years, with untold consequences to the individual children, their families, communities and nation at large. Moreover, the cost of inaction is immeasurable. This project helped to address this phenomenon.
- At community level, the project was very relevant in creating awareness about the reporting

mechanisms (referral pathway), as well as challenging community members about their obligation to report any such cases of child protection concern.

- The project's relevance was traced beyond the individual, household, community and institutional level to the national level. This project contributed to the national human capital goal as articulated in the National Development Plan III (2020/21 – 2024/25). The government of Uganda's under Chapter 16 of the NDP III (2020/21 – 2024/25) recognizes investing in human capital as a precondition for its secure future and sustainable development. The government in particular underscores investing in basic education and tackling vulnerabilities among other issues as a critical foundation for the required human capital. The government further recognizes human capital development as contributory to the NDPIII goal of increased household incomes and quality of life through increasing productivity, inclusiveness and well-being of the population. This project was relevant as it aligned with one of the key human capital results (highlighted in NDP III) to be achieved over the period 2020/21 – 2024/25, that is, increased proportion of labour force transitioning into decent employment from 34.5 percent to 55 percent. Access to jobs for young graduate of vocational training assured them of transitioning into decent employment.

4.8 Project efficiency

Whilst this evaluation did not delve into budget spent on individual project activities, it acknowledges the cost-effectiveness of the approach used to cause the desired change. The approach of community champions made the delivery of the project cheaper. This structure is community-based and voluntary in nature (notwithstanding the challenges of voluntarism). The community champions then became the foot-soldiers that mobilized community members for sensitization and skilling, backed by the project team members. The venues where community members were mobilized were locally identified and did not have to be paid for necessarily. In addition, integrating livelihood skills training for the targeted beneficiaries with sensitization activities about child labour added to the cost-effectiveness of the project.

On the other hand, there were observed concerns. For instance, some of the project activities were not timely. For example, engaging the Ministry of Gender to certify employers as free from child labour had not happened for any single employer by the time of the endline evaluation.

4.9 Project sustainability

Based on the evidence gathered, there are critical indicators of project sustainability.

- The community champions are community based. This structure was composed of already serving community resources. Some of these were local council leaders, VHTs, and para-social workers. These have the capacity to integrate child labour messages in other activities such as immunisation/health talks, community meetings (for the local leaders), etc. Thus, their status and characteristics makes the structure and their contributions sustainable.
- The child change agents in school were identified as a key structure that can help sustain the change at school level. These however, need the support of the school patrons.
- The local leaders and technical staff of the local government whose capacity was built have the technical potential to carry on with community sensitizations, engagement of employers, and enforcing compliance.
- Livelihood skills and capacity are sustainable. Through livelihoods built by beneficiary

households, children rescued and enrolled into school can be supported by their parents through their education cycle. This is premised on the observed positive shift in attitude among parents/caregivers about child labour.

- Children that were supported through vocational training are well placed to carry on with the acquired skills, more so those that have been able to get self-employed or have been taken on by employers.
- The training manuals/guides for the local leaders and community champions can contribute to sustainability of knowledge and skills transfer in many ways. First, they aid in standardising the training content/materials across sites; secondly, these materials can be used by the local government stakeholders and community volunteers to cascade the training to other members of the target audience. Thirdly, they can serve as reference point for the beneficiaries.
- The employers that have been motivated to change their practices because they currently understand the legal requirements on recruitment but also understand the dangers of child labour on the children and the legality of their businesses, are more likely to sustain the changes in practice.

4.10 Coherence

This project by and large was compatible with and in support of the national agenda on the elimination of child labour, starting with the worst forms of child labour. Reference is made to the country's agenda as enshrined in the the Children Act (amended) 2016; The Second National Action Plan against Child Labour launched on 1st May 2021; and the National Child Labour Policy (2006).

- Uganda's National Child Labour Policy (2006) is underpinned by the overall policy objective: to guide and promote sustainable action aimed at the progressive elimination of child labour, starting with the worst forms. This policy proposed a range of strategies measures needed to be implemented in order to achieve this policy objective. These include preventive, protective and rehabilitative strategies. The preventive measures include; advocacy and awareness raising, addressing poverty, access to education and vocational training; protective strategies include legislation and enforcement; while rehabilitative strategies are withdrawal, rehabilitation and alternatives for livelihoods for the children and their families.
- The National Action Plan against Child Labour II (2021) provides a framework for the prevention, withdrawal, rehabilitation and integration of children from child labour. It aims to achieve the following five objectives: 1) To strengthen the legal, policy and institutional framework for addressing child labour; 2) To enhance partnerships and coordination for elimination of child labour; 3) To increase access to social protection, education, skills development and social assistance services for children, households and communities affected or at risk of child labour; 4) To enhance research and advocacy on child labour issues for increased public awareness and required actions; and 5) To strengthen the Monitoring and Evaluation System for the elimination of Child Labour.
- Section 8 of the Children Act (amended 2016), prohibits and outlaws the harmful employment of children. It sets the minimum age for admission into employment at age 16. For children aged 16 and 17, the law outlaws their employment in work that is hazardous and/or constitutes a worst form of child labour.

4.11 Challenges faced

Notwithstanding the performance of the project, its implementation was not void of challenges. Some of the challenges encountered are summarized below;

- Many children involved in labour activities had tasted money and thus convincing them to leave was not easy. Change in some cases was gradual. This accounts for some children supported to return to school still being involved in child labour.
- For older children without birth certificates, distinguishing them from adults was hard. Thus, enforcing non-employment of such children at the edge of childhood and adulthood was problematic.
- The intervention of PLA/APT was relatively small relative to the magnitude of the problem. This was a single project, targeting a few districts, over a short period of time.
- The child labour sector is cherished by many actors who are unlikely to be willing to let go of this economy. These sustain the demand for child labourers.

The culprits are the business people because they buy scrap from the children. The parents who are not responsible encourage the children to go work (KII, Bugiri)

- The challenge of child headed households

There are homes which are headed by children. You find that the mother went to Saudi Arabia and the father went to Kiryandongo and the children are left to take care of their grandmother. It then becomes a very complex scenario (KII, Bugiri)

- The social norms around child labour mean there is a general acceptance and normalisation of child labour.
- The labour-intensive nature of the economic activities carried out in Busoga (in particular: sugar cane production, rice production, gold mining, domestic food production.) means that there is always work that children can do.

When you move around town on the market day you will see a lot of children doing child labour. When it is planting season, so many children will be planting maize and rice and groundnuts at the behest of their parents. So as much as we have sensitized, there are so many cases that are not complying (KII, Bugiri)

- High cost of enforcing workplace inspection and compliance

The rate of enforcement is low and even if we arrest them, we have to release them because we have nowhere to put them. Secondly, money is needed to enforce the law, to fuel pickups and support the campaign (KII, Bugiri)

- The absence of reception centres where to temporarily keep the rescued children. This undermined enforcement
- Delay of the National Steering Committee for the Elimination of Child Labour to discuss the national certification criteria and certification on child labor-free zones

5. Key observations and lessons

- Multi-stakeholder involvement/engagement: The project is credited for identifying and engaging different stakeholders (the children, parents, community members, school

community, local leaders, and local government staff, etc.). As such, targeted interventions were tailored to the respective stakeholder groups. This contributed to greater reach, relevance, effectiveness and ownership of the interventions.

- The multi-level approach to the delivery of this project intervention enabled the project to register impact at all the levels of project intervention i.e., individual, family, group, community, and institutional levels.
- The livelihood (entrepreneur and livelihood skills training) component of this project was an indispensable game changer. This is premised on the observation that livelihood insecurity accounts for the parents sending their children into labour activities and pleading with the employers to offer jobs to their children. Thus, strengthening the livelihood capacity of vulnerable households adds value to the efforts to address child labour.
- When community sensitization and awareness creation activities have something to offer to the attendees beyond the message on child labour, such activities are more valued and found more appealing. In this case, integrating livelihood skills training in sensitization activities attracted targeted project participants to listen to and embrace the sensitization messages. Otherwise, it was unlikely that community members, particularly in urban and peri-urban locations, would ever attend sensitization meetings that take a conventional approach. The approach of integrating livelihood skills training with community sensitization indeed enabled the project to meet its target of the number of people with improved awareness of child rights with respect to all forms of child labour.
- Child labour is entrenched in social norms. For instance, there are widely held beliefs that: children should be prepared early enough for independent adulthood; hard labour including the worst forms of child labour does not necessarily kill the child but rather hardens him/her for any future eventualities; children who contribute to breadwinning are more valued than those that do not; etc. To this end, child labour prevention and response interventions ought to take these norms into account. Deliberate interventions on shifting social norms around child labour ought to be integrated in future projects that address child labour.
- Vocational training is very essential for granting particularly the older children independence. Some of these children that have tasted money and independence can hardly fit in the families and look upon their parents as their providers. Secondly, some of these children can hardly fit into formal primary or secondary schools. Thus, vocational training is the best option for this category of children.
- Vocational training greatly contributed to saving relatively older children from child labour activities. However, it would make a greater difference if the graduates were supported with start-up kits and/or were retained upon completing the internship program. These two (start-up kits and retention after completing internship) have a great potential for access to employment or becoming self-employed.
- The consideration to offer survivors of child labour the opportunity to undertake vocational training for a six-month period at accredited vocational training institutes, followed by national examinations creates more opportunities for the beneficiaries beyond employment. In regard to employment, the national certificate issued by the Directorate of Industrial Training (DIT) makes the graduates trusted by potential employers. Beyond employment, this certificate opens the window for further training in future. This nationally recognized certificate is foundational to further studies.
- Integrating a three-month internship at local businesses or with local artisans enabled trainees not only to put their skills into practice in a practical setting but also get the opportunity to learn the ethos of their work.

- Integrating in its design deliberate pause-reflect-and learn activities helps assures continuous learning and adaptation (redesign) of the project in real time. This project incidentally missed integrating the pause-reflect-and learn activities with the respective project stakeholders including the community champions, local government officials, employers, vocational skills graduates, etc. Through the pause-reflect and learn activities, the project team could for instance have been able to address some of the challenges in real-time.
- Effective targeting ensures project relevance, effectiveness, and sustainability.
- Designing of pocket-size simplified materials for community resource persons, in this case the community champions not only empowers them but also offers them with accessible point of reference. This complements the large-size IEC materials for pinning on the wall.
- Local government officials can better be empowered with pocket-size summarized materials on the ILO Conventions (138, 182) and the Uganda National Action Plan for the elimination of Child Labour 2017-2022. This can make their work easy with dependable reference materials rather than expecting them to work with hard or soft copies of these conventions and the NAP in their original formats.

6. Study limitations

Accessing employed beneficiaries of vocational training so as to capture their experiences was complicated by the fact that some were not working in the local communities where the project was implemented and therefore where the evaluation was conducted. Thus, the evaluation team was basically able to capture the stories of employed vocational training beneficiaries that were accessible at the time of the evaluation. For some that were not accessible, the evaluation team relied on the accounts of their caregivers.

7. Conclusion

Overall, this was a successful project. To a great extent, it performed well against the set outcomes. The areas where the project performed well included creating awareness about child labour among community members, addressing the drivers of child labour that is, household economic vulnerability, and creating alternatives for children withdrawn from child labour through the two streams of (re)enrolment into formal primary school (coupled with school support) and vocational training for relatively older children that were assessed as unlikely to fit in or benefit from (re)enrolment into school. Addressing the demand side of the child labour economy (the employers) was paramount, although a lot still needs to be done given the magnitude of the problem. Targeting the local government by retraining them in the international and national labour standards relevant to their work was effective and relevant given that for many, once they get employed, they relax since they are 'permanent and pensionable' with many paying less attention to the quality of their work. Moreover, the facilitation towards carrying on workplace inspection made them more effective in their functioning.

That said, in some areas, the project fell short of achieving its intended outcomes such as realising the 10% increase in resources allocated to addressing the worst forms of child labour in district and lower-level government budgets as well as certification of employers as free from child labour. These outcomes were hard to achieve since they required the cooperation of national government faced by budgetary restraints.

8. Recommendation

Based on the findings of the study, the following recommendations are advanced. Notably, given that the project under evaluation has ended, these recommendations may apply to future or similar projects but also for the internal organisation systems:

- For future or for similar projects, the positive lessons learned from this project in regard to integrating an internship component to the vocational training component should be carried forward. Internship not only enables the trainees to get hands-on work experience—thereby putting theory to practice, but also serves as a potential gateway to employment. Beyond the benefits of internship, lessons on arrangement of internships ought to be integrated in future/similar project designs. The internship arm of vocational training is better achieved when the supporting organisation (in this case PLA/APT) takes up the responsibility to support the trainee to secure an internship placement, as the case was in this project.
- For an internship program to fully serve its purpose, a simple internship manual/guide is necessary. This manual guides on orientation of trainees (on the purpose, goals/objectives to achieve, learning outcomes, soft skills, etc.); and supervision (learning areas for emphasis by the supervisor, regularity of contact with the supervisor, review of progress, etc.). This is premised on the understanding that some local businesses that take on trainees for internship have never supervised interns and thus, may not know the kind of learning support to offer to the interns.
- To address the issue of unemployment among vocational training graduates, similar projects ought to integrate in their design mapping and engaging of local artisans for potential job opportunities. Engaging the artisans can help the children get embraced into work. Otherwise, when the graduates are left to engage the artisans on their own, they may find it difficult to afford the amount of money they are asked for to gain entry into the workshops, hotels etc. in order to practice.
- Life skills training should be integrated in the project support to the targeted children. Whilst for many children that end up in child labour, household economic vulnerability is a key factor, deficit in life skills cannot be entirely ruled out. Some children basically lack the capacity to make informed decisions, they cannot think critically, they are poor at withstanding peer pressure, their relationship with the parents/caregivers is shaky, and they lack problem solving skills. Such factors not only pave the way for easy entry into child labour but also may make the supported children fail to keep in school or benefit from vocational training at the end of the day. The life skills training component would serve to prepare the children for the life realities including boosting their resilience.
- Start-up kits should be provided for vocational skills training graduates. These can go a long way in addressing the barriers to self-employment and employment in general as well as insulating the graduates against relapsing into child labour. In order to ensure start up kits are used correctly, vocational training graduates that should be considered eligible for the start-up kits should as a minimum have: a) completed internship and thus proven readiness for self-employment or being employed; b) drafted a simple proposal that highlights the plans to which they will put to use the start-up kit. As part of the project design, the project team should commit some months of following up the beneficiaries of the start-up kits. During this period, the project team journeys with the beneficiaries while they prepare them for independence.
- There is a need to recognize the social norms around child labour and thus integrate interventions for shifting social norms into the project design.

- There is a need to be intentional in designing friendly pocket-size simplified materials for community resource persons that they can use as empowerment tools as well as reference materials whenever they engage the target communities. These should complement the large-size IEC materials that are pinned on the wall.
- Similarly, child change agents should in future be supported with child-friendly versions of children's rights including the right to protection against all forms of child labour as enshrined in the UN CRC, The Optional Protocol to the CRC on the Involvement of Children in Armed Conflict, Optional Protocol to the CRC on the Sale of Children, Child Prostitution and Child Pornography, the African Charter on the Rights and Welfare of the Child, ILO Conventions No. 182 and 138, The Constitution of the Republic of Uganda Article 34(4 and 5); the Children Act (amended) 2016 Section 8; The National Child Labour Policy (2006); and the National Action Plan against Child Labour II (2021).
- For local government officials, future projects should consider developing for them friendly pocket-size summarized materials on the ILO Conventions (138, 182) and the Uganda National Action Plan for the elimination of Child Labour 2017-2022.
- As part of strengthening the MEL arm of the project, it is recommended that:
 - Outcome and impact indicators are defined/stated using more of percentages than numbers. Over time, numbers do not tell a definite story of change.
 - Baseline data (with reference to the baseline report) should speak to the project outcomes and the outcome indicators tracked by the project. Once the baseline data speaks to outcome indicators, this makes it possible to compare the baseline, mid-term and endline performance, thereby determining the amount and direction of change. This project missed the opportunity of systematically comparing the baseline status with performance at midline and endline since the baseline evaluation was not aligned with project outcomes and outcome indicators.
 - Baseline data should be used to set project targets. Short of this, the basis for setting targets is questioned.

Appendices

Data collection tools

Tool_Parents questionnaire

Final Evaluation of ‘Eradicating Child Labour in Uganda’ Project

CONSENT/INTRODUCTION

Good morning/afternoon Madam/Sir. My name is _____. I am part of a team conducting the final evaluation for the project: ‘Eradicating Child Labour in Uganda’. This is a 2 year and 8 months (April 2021 to December 2023) project implemented through a partnership between Platform for Labour Action (PLA) in Uganda and Action on Poverty (APT) in the UK, where APT is the lead partner in a longstanding partnership. The project addresses a key challenge of child labour in two regions of Uganda that are hard-hit by child labour: Busoga sub-region and Greater Kampala metropolitan area.

This evaluation exercise will provide an information that will help to assess the performance of the project as it comes to an end. We are talking to different categories of people that can help us to understand the project performance, including among others: the parents/caregivers of children supported to prevent and address child labour, children, community members and leaders, school authorities, local government staff at district, subcounty, town council/division levels, employers/manufacturers, and project implementation team among others. Given your stake in this project, I am requesting for your participation in this study. The information gathered from you will remain confidential. I will not write down your name or any information that can identify where you live or who you are. Your participation in this study is voluntary and feel free not to answer any questions you feel uncomfortable with.

I am asking if you agree to be interviewed.

Note: *The interviewee must give his or her informed consent by agreeing to be interviewed. If participation refuses, **thank the respondent** and go to the next sampled person.*

Is it okay I go ahead and ask you some questions?

1. Yes (proceed with the interview)
2. No (**thank the respondent** and go to the next sampled person)

SECTION 1: IDENTIFICATION QUESTIONS

100 Date of interview	DD-MM-YYYY: [__ __]-[_0_ __]-[_2_ _0_ _2_ _3_]
101a Interviewer’s name:	
Time started	[__ __]:[__ __]
Time completed:	[__ __]:[__ __]
District	<ol style="list-style-type: none">1. Kaliro2. Bugiri3. Iganga4. Kampala5. Wakiso6. Mukono

		7. Other (Specify)
SECTION 2: Background Characteristics		
201.	Sex of respondent <i>(Observe and circle the appropriate response code)</i>	<ol style="list-style-type: none"> 1. Male 2. Female
202.	How old are you?	<ol style="list-style-type: none"> 1. Below 18 2. 18-30 3. 31-40 4. 41-50 5. 51-60 6. Above 60
203	Highest level of education attained	<ol style="list-style-type: none"> 1. None 2. Primary 3. Secondary GRADE/FORM __ __ <ol style="list-style-type: none"> 4. Technical/vocational Cert. 5. University/college Diploma 6. University/college Degree 7. Other (Specify):
204	What is your marital status?	<ol style="list-style-type: none"> 1. Married 2. Separated 3. Widowed 4. Single 5. Divorced 6. Other, specify:
205	Are you the head of the household in which you live?	<ol style="list-style-type: none"> 1. Yes 2. No
206	Do you have a disability?	<ol style="list-style-type: none"> 1. Yes 2. No
207	What is the type of disability?	<ol style="list-style-type: none"> 1. Difficulty seeing 2. Difficulty hearing 3. Difficulty walking/climbing (physical) 4. Difficulty communicating 5. Difficulty remembering 6. Difficulty self-care
SECTION 3: Outcome 1 - Enhanced understanding on identifying, preventing and combating child labour		
301	<p>What are some of the rights of children you know?</p> <p><i>Multiple responses allowed</i></p>	<ol style="list-style-type: none"> 1. Right to food 2. Right to life 3. Right to education 4. Right to health and medical care 5. Right to protection from child labour and all forms of economic exploitation 6. Right to participation 7. Right to information 8. Other (specify)

302	When did you become aware of these children's rights?	<ol style="list-style-type: none"> 1. In 2023 2. In 2022 3. In 2021 4. Before 2021 		
303	Are you aware of the children's right to be protected from child labour?	<ol style="list-style-type: none"> 1. Yes 2. No 		
304	When did you become aware of children's right to be protected from child labour?	<ol style="list-style-type: none"> 1. In 2023 2. In 2022 3. In 2021 4. Before 2021 		
305	How did you come to learn about children's rights? <i>Multiple responses allowed</i>	<ol style="list-style-type: none"> 1. Through community sensitization by community champions/staff of Platform for Labour Action 2. Through community sensitization by local government staff such as: the CDO, Labour officer, Probation Officer 3. Through sensitization by other NGO than Platform for Labour Action 4. From school 5. Other (specify) 		
306	Do you perceive yourselves to have a role to play in preventing child labour?	<ol style="list-style-type: none"> 1. Yes 2. No 		
307	What role do you perceive to have in preventing child labour? <i>Multiple responses allowed</i>	<ol style="list-style-type: none"> 1. Providing for the child's basic needs 2. Taking/keeping the child/ren to school 3. Respecting the child's right to protection from child labour 4. Respecting the child's right to education 5. Reporting any cases of child labour in my community 6. Withdrawing children from child labour 7. Other (specify) 		
308	Do you perceive yourselves to have the capacity to prevent child labour?	<ol style="list-style-type: none"> 1. Yes 2. No 		
309	What capacity do you have? <i>Multiple responses allowed</i>	Codes	Yes (1)	No (2)
		Able to identify a case of child labour	1	2
		Know where to report cases of child labour	1	2
		Able to report cases of child labour	1	2
		Able to withdraw a child from labour activities	1	2
		Able to network with other community members to prevent child labour	1	2
Other (specify)	1	2		

310	Has your capacity to prevent child labour improved in the past 2-3 years	<ol style="list-style-type: none"> 1. Yes, some how 2. Yes, a lot 3. No 		
311	What has helped you improve your capacity to prevent child labour improved in the past 2-3 years <i>Multiple responses allowed</i>	Codes	Yes (1)	No (2)
		Sensitization about the role of parents and community to prevent child labour by the community champions	1	2
		Sensitization about the offices to report cases of child labour to	1	2
		IGA support by PLA (Platform for Labour Action)	1	2
		Livelihood skills gained from the project by PLA	1	2
	Other (specify)	1	2	
312	Have you received any support from community activists (community champions) to prevent the worst forms of child labour?	<ol style="list-style-type: none"> 1. Yes 2. No 		
313	What is the nature of support you (your family) received from community champions to enable you prevent the worst forms of child labour? <i>Multiple responses allowed</i>	Codes	Yes (1)	No (2)
		Sensitization (awareness raising) on all forms of child labour and child rights, roles of parents in the protection of children from exploitation and abuse and parenting skills	1	2
		Providing counselling and guidance to families facing challenges	1	2
		Skilling me/us in making liquid and bar soap, snacks and confectioneries, and making books	1	2
		Identifying and referring child labour cases to local authorities	1	2
		Equipped me/us with skills of Identifying children engaged in child labour	1	2
		Equipped me/us with capacity to withdraw children from child labour	1	2
		Others (specify)	1	2
Section 4: Outcome 3 - Improved social protection for targeted child labourers and families				
401	Did you receive any IGA support from PLA?	<ol style="list-style-type: none"> 1. Yes 2. No 		
402	What was the form of IGA received?			
403	Did you receive it as an individual household or as a group?	<ol style="list-style-type: none"> 1. As an individual household 2. As a group 		
404	What livelihood skills have you	Codes	Yes (1)	No (2)
		Form savings groups	1	2

	acquired following your participation in the PLA project? <i>Multiple responses allowed</i>	Income diversification (engaging in different activities that bring in income)	1	2
		Entrepreneurship skills (skills to start and run business or income generating activities)	1	2
		Financial literacy (book keeping, basic accounting, monitoring income and expenditures, etc.)	1	2
		Other (specify)	1	2
405	Are (have) you deployed the acquired skills?	1. Yes 2. No		
406	Have the acquired livelihood skills in any way helped you enhance your families' capacity to protect children from recruitment into labour?	1. Yes 2. No		
407	Question	Codes	Yes (1)	No (2)
	How have the acquired livelihood skills helped you enhance your families' capacity to protect children from recruitment into labour? <i>Multiple responses allowed</i>	I/We (the family) are able to take/keep children in school i.e., able to meet school fees and other requirements	1	2
		I/We (the family) are able to provide for the family economically without requiring the children to complement family income	1	2
		Other (specify)	1	2
408	Are you currently doing anything to protect your children from recruitment into labour?	1. Yes 2. No		
409	Question	Codes	Yes (1)	No (2)
	What exactly are you doing to protect your children from recruitment into labour? <i>Multiple responses allowed</i>	I am providing for the child/ren's basic needs	1	2
		I am keeping the child/ren in school (paying school fees)	1	2
		I am encouraging my child to study hard in school	1	2
		I am keeping my child/ren busy so he/she (they) don't think of getting into labour activities.	1	2
		I have (do) sensitize my child/ren about the dangers of child labour	1	2
		Other (specify)	1	2
410	In the past 2-3 years, was any of your children involved in labour activities?	1. Yes 2. No		

411	Is he or she currently involved in labour activities?	1. Yes 2. No		
412	Did you make efforts to withdraw (have you withdrawn) the child from child labour?	1. Yes 2. No		
413	When did you withdraw him or her from child labour?	1. In 2023 2. In 2022 3. In 2021		
414	Question	Codes	Yes (1)	No (2)
	What enabled you to withdraw him/her from child labour?	Knowledge on the rights of the child to protection from child labour	1	2
		Knowledge of the dangers of child labour to the health, and development of the child	1	2
		IGA support from the PLA project	1	2
		School support by the PLA project	1	2
		Vocational training support by the PLA project	1	2
		Threats by authorities to arrest the parents with children involved in labour activities	1	2
		Other (specify)	1	2
415	Has any of your children been offered support for school by the PLA project?	1. Yes 2. No		
416	Question	Codes	Yes (1)	No (2)
	What form of school support was offered? <i>Multiple responses allowed</i>	Support to enroll in school	1	2
		School requirements (e.g., rolls of toilet	1	2
		Personal effects such as sanitary towels	1	2
		Scholastic materials including books, reams of photocopying papers, mathematical set, pens, rubbers, rulers, etc.	1	2
		School fees	1	2
		Registration fees for p.7 candidates	1	2
417	Has any of your children been supported with vocational skills training under the PLA project?	1. Yes 2. No		
418	What vocations did the child take?	1. Tailoring and fashion design 2. Carpentry and joinery 3. Welding (metal fabrication) 4. Plumbing 5. Electrical installation 6. Catering		

		<ul style="list-style-type: none"> 7. Hair dressing 8. Cosmetology 9. Motor vehicle mechanics 10. Building and concrete practice 11. Other (specify)
419	Did you as a caregiver participate in deciding the vocational trade that your child was supported to undertake?	<ul style="list-style-type: none"> 1. Yes 2. No
420	Did your child participate in deciding the vocational trade that he/she was supported to undertake?	<ul style="list-style-type: none"> 1. Yes 2. No

Thank you very much for your time

Age bracket (11-17)

Final Evaluation of ‘Eradicating Child Labour in Uganda’ Project

CONSENT/INTRODUCTION

- **To be given by the school administrator/teacher or caregiver**

Good morning/afternoon Madam/Sir. My name is _____. I am part of a team conducting the final evaluation for the project: ‘Eradicating Child Labour in Uganda’. This is a 2 year and 8 months (April 2021 to December 2023) project implemented through a partnership between Platform for Labour Action (PLA) in Uganda and Action on Poverty (APT) in the UK, where APT is the lead partner in a longstanding partnership. The project addresses a key challenge of child labour in two regions of Uganda that are hard-hit by child labour: Busoga sub-region and Greater Kampala metropolitan area.

This evaluation exercise will provide an information that will help to assess the performance of the project as it comes to an end. We are talking to different categories of people that can help us to understand the project performance, including among others: the parents/caregivers of children supported to prevent and address child labour, children that were prevented or rescued from child labour activities, community members and leaders, school authorities, local government staff at district, subcounty, town council/division levels, employers/manufacturers, and project implementation team among others. We would like to talk to some children in your school whose parents were supported by this project or who themselves were withdrawn from child labour activities.

The information gathered from these children will remain confidential. I will not write down the child’s name or any information that can identify where they live or who they are. Their participation in this study is voluntary and they are at liberty not to answer any questions they may feel uncomfortable with. They also have the right to withdraw their participation in the interview at any point without facing any consequences to themselves or their families.

I am asking if you are okay with my request so I get to interview the child/ren.

Note: *The interviewee must give his or her informed consent by agreeing to be interviewed. If participation refuses, **thank the respondent** and go to the next sampled person.*

Is it okay?

3. Yes (proceed with the meet the child/ren, obtain their assent and interview)
4. No (**thank the caregiver/school administrator** and go to the next sampled person)

SECTION 1: IDENTIFICATION QUESTIONS

100 Date of interview	DD-MM-YYYY: [__ __]-[_0_ __]-[_2_ _0_ _2_ _3_]
101a Interviewer’s name:	
Time started	[__ __]:__ __]
Time completed:	[__ __]:__ __]
District	8. Kaliro 9. Bugiri 10. Iganga

		11. Kampala 12. Wakiso 13. Mukono 14. Other (Specify)
SECTION 2: Background Characteristics		
201.	Sex of respondent (<i>Observe and circle the appropriate response code</i>)	3. Male 4. Female
202.	How old are you?	7. Below 11 8. 11-13 9. 14-15 10. 16-17
203	Are you currently in school? Instruction: Ask if the child is found at home or anywhere else than school	1. Yes 2. No
204	Education level	8. Primary 9. Secondary GRADE/FORM __ __ 10. Other (Specify):
205	Are you the head of the household in which you live?	1. Yes 2. No
206	Do you have a disability?	3. Yes 4. No
207	What is the type of disability?	7. Difficulty seeing 8. Difficulty hearing 9. Difficulty walking/climbing (physical) 10. Difficulty communicating 11. Difficulty remembering 12. Difficulty self-care
Section 3: Experience of child labour		
301	Are you currently involved in any work that earns you or your family income?	1. Yes 2. No
302	What kind of work are you currently involved in	1. Fishing 2. Working on sugarcane plantation (planting, weeding, cutting, loading) 3. Working on rice plantations 4. Petty trade 5. Stone quarrying 6. Fetching water 7. Other specify
303	How long have you been involved in this work?	1. Less than one year 2. One to two years 3. Three to five years 4. More than 5 years
304	If you are currently not involved in any work that earns you or your	1. Yes 2. No

	family income, have you ever been involved in such work?			
305	What kind of work were you involved in?		<ol style="list-style-type: none"> 1. Fishing 2. Working on sugarcane plantation (planting, weeding, cutting, loading) 3. Working on rice plantations 4. Petty trade 5. Stone quarrying 6. Fetching water 7. Other specify 	
306	When did you stop doing that work?		<ol style="list-style-type: none"> 1. In 2021 2. In 2022 3. In 2023 4. Can't remember 	
307	At the time you were doing that work, were you also attending school?		<ol style="list-style-type: none"> 1. Yes 2. No 	
308		Codes	Yes (1)	No (2)
	What enabled you to stop doing that work?	My parents stopped me	1	2
		I had to return to school	1	2
		My parent's economic situation improved so I did not have to continue working (breadwinning for the family)	1	2
		I got support from a project (by PLA) that provided me with school fees and/or scholastic materials	1	2
		Other reasons (specify)	1	2
309	Do you find school enjoyable or unenjoyable?		<ol style="list-style-type: none"> 1. I do find it enjoyable 2. I don't find it enjoyable 	
310		Codes	Yes (1)	No (2)
	What do you enjoy/like about school?	I do not have to work anymore	1	2
		Friends	1	2
		My teachers	1	2
		Playing	1	2
		Class work		
		Hopes for a better future		
		Other (specify)		
311	What do you dislike about school?	Corporal punishment		
		Hunger (no meals at school)		
		Over pumped with classwork		
		Missed opportunity to work		
		Unfriendly staff (teachers, cooks, security guards, etc.)		
		No/inadequate time to play		
		Limited freedom		
		Others (specify)		
Section 4: Ask only children that received vocational support				
401	When did you enroll for vocational training?		<ol style="list-style-type: none"> 1. In 2023 2. In 2022 3. In 2021 	

		4. Before 2021
402	What vocational training did you offer?	12. Tailoring and fashion design 13. Carpentry and joinery 14. Welding (metal fabrication) 15. Plumbing 16. Electrical installation 17. Catering 18. Hair dressing 19. Cosmetology 20. Motor vehicle mechanics 21. Building and concrete practice 22. Other (specify)
403	Who decided that you take that vocational trade?	1. Myself 2. My parents 3. Both my parents and myself 4. The supporting organization 5. Other (specify)
404	Have you already completed the vocational training?	1. Yes 2. No
405	Have you been able to find employment (employment by another person or self-employment)?	1. Yes, self-employment 2. Yes, employed by another person 3. No
406	If you have not found/started employment, why? What are the barriers faced?	1. Lack of start-up kit (capital) 2. The vocational trade offered is overcrowded, no market for the products 3. Limited opportunity for jobs 4. Lost/lack interest in the vocational trade 5. Lack of parental support 6. Other (specify)

Tool 3_Community Champions

Welcome!

1. Comment on your participation in the PLA/APT project to eradicate child labour in Busoga and metropolitan Kampala
2. What is your mandate?
3. Did you exist as a structure of community champions (community taskforce) prior to this project? Or was this structure created by this project?
4. What is your composition?
5. What is your level of functionality?
6. Comment on your capacity to sustain advocacy and accountability in regard to protecting children from child labour?
7. What are you doing to reach and support families to prevent the worst forms of child labour?
 - o Comment on your capacity to reach and support families to prevent the worst forms of child labour
8. In your view, what are your strengths and weakness? For instance:
 - o How strong is your voice?
 - o To what extent does their composition represent different interest groups including children and women, disability, etc.?
 - o Do feel trusted and believed in by your target population- e.g. the families that you support to

prevent the worst forms of child labour?

9. To what extent has the project built your capacity (enhanced your functionality)?

10. Sustainability:

- How sustainable are your activities/services?
- How does your work link with (feed into) that of local government officers with a duty to prevent and respond to child labour? How do you work with them?

Tool 4_FGD with parents

Welcome!

1. Comment on your participation in the PLA/APT project to eradicate child labour

Outcome 1: Enhanced understanding on identifying, preventing and combating child labour

1. I would like to ask you something about children's rights. Please tell me some of the child rights you know.
2. Since when did you know these rights?
3. Has your participation in this project in anyway helped you become (more) aware of any child rights?
 - If not mentioned, probe for the right to be protected from child labour.
4. Do you perceive yourselves to have a role to play in preventing child labour?
 - What role?
5. Do you perceive yourselves to have the capacity to prevent child labour?
 - What capacity do you have? (e.g., ability to identify a case of child labour; knowledge of where to report cases of child labour; ability to report; ability to withdraw a child from labour activities; ability to network with other community members; etc.)
 - What are you doing to minimize children's entry into child labour?
 - What are you doing to withdraw children from labour activities?
6. Has your capacity to prevent child labour improved in the past 2 years?
 - Please elaborate how it has improved.
 - Has your participation in this project in anyway helped you improve your capacity to prevent child labour? How?
7. To what specific project interventions do you attribute the improvement in your capacity to prevent the worst forms of child labour attributed?
8. Have you received any support from community activists to prevent the worst forms of child labour?
9. What is the opinion on the support received from community activists to prevent the worst forms of child labour?
 - Has it been helpful in building your capacity to prevent child labour?

Outcome 3: Improved social protection for targeted child labourers and families

1. I would like to ask you about livelihood support to some families (parent groups) as well as school support and vocational skills training support for your children by this project
2. Did you receive any IGA support?
 - What form/type of IGAs support did you receive?
3. How did the livelihood support helped you boost your livelihood capacity/skills?
 - What livelihood skills have you acquired courtesy of this project?
 - To what extent are you acting upon these livelihood skills (translating them into practice)?
4. What factors have enabled or deterred you from adopting/deploying the acquired livelihood skills?
5. Have the acquired livelihood skills in any way built/enhanced your families' capacity to protect children from recruitment into labour? Please explain.
6. Prior to acquiring the livelihood skills under this project, what was your families' capacity to protect their children from recruitment into labour?
7. Are you currently doing anything to different to protect your children from recruitment into labour?
 - What is it that you are currently doing?
8. Are you taking (have taken) any positive steps to begin withdrawing their children from labour? Please explain.
9. What is your motivation to withdraw the children from labour? How sustainable are the attempted steps?
10. What alternatives have you provided to keep the children withdrawn from child labour from relapse (falling back) into child labour? Probe for enrolling of these children into school.

Support for school or vocational training for children:

1. Have some children in this community been offered support for school by this project?
2. What form did 'support for school' take?
3. What about vocational training, have some of your children or children in this community been supported with vocational skills training under this project?
4. What are the profiles of children that were supported in vocational training vis-à-vis school support?
5. What vocations did the children take?
 - a. How were these determined?
 - b. Did the children/ and their caregivers have a say in deciding the vocational trade to be supported in?
 - c. Did the children have the opportunity to choose between vocational training and apprenticeship?
6. Did the project offer a start-up kit to the trainees upon graduation?

Overall;

- To what extent has the project contributed to eradicating child labour in Busoga and Greater Kampala metropolitan area?
- To what specific project interventions is the contribution to the eradication of child labour in each of the target regions attributed?
- What interventions have had the most impact? Why?
- What interventions have had the least impact? Why?
- What do we learn from the interventions to eradicate child labour in Busoga and Greater Kampala metropolitan area?
- Sustainable: Where do you see yourselves once the project comes to an end?
 - What are the chances of continuing with (sustaining) the changes brought about by the project?
 - What plans/measures do you have for continuity?
-

Tool 5_Employers and manufacturers

Welcome!

11. Comment on your participation in the PLA/APT project to eradicate child labour in Busoga and metropolitan Kampala

Outcome 4: Increased capacity of private sector actors to adopt child labour laws and practices at workplaces

1. Is child labour an issue in your company? Why or why not?
2. Have you in the past employed children? What about presently?
3. Is your company certified as free from the worst forms of child labour?
 - When were you certified?
4. Did your engagement with this project in any way help you towards certification as free from the worst forms of child labour? Please explain how.
5. What factors facilitated your certification?
6. What are your current practices following certification? What are you doing differently now that you are certified as free from child labour?
7. What measures have you put in place to prevent child labour in your company now and in the future?
 - Are there any specific child labour laws/policies that you (your company) has adopted? What are these?
 - What is your company's motivation for the adoption of child labour laws?
8. What factors have enabled/inhibited the increase in capacity of private sectors to adopt child labour laws and practices?

Children involved in the worst forms of child labour at UMA Industrial Park

1. What is the magnitude of the problem?
 - Are the children many? Are they few? Is the number reducing/increasing?
 - What are the gender representations?
2. What are the worst forms of child labour evidenced at UNA Industrial Park?
3. What are the experiences of children involved in the worst forms of child labour at UMA Industrial Park?
4. What measures (if at all) have actors at UMA Industrial Park instituted to address the worst forms of child labour?
5. What factors have accounted for the reduction (or lack thereof) in the number of children involved in the worst forms of child labour in UMA Industrial Park?
6. How sustainable are the efforts to address child labour at UMA Industrial Park?

Tool 6_Local government staff

Welcome!

1. Comment on your participation in the PLA/APT project to eradicate child labour in Busoga and metropolitan Kampala
2. Were you part of the capacity building interventions by the project targeting district and lower local government officials?
3. What form did the capacity building interventions take?
4. Please comment on your current capacity as a duty bearer to protect children from exploitation and to implement child labour laws/policies?
5. Has your capacity to protect children from exploitation and to implement child labour laws/policies in any way improved following your participation in this project? Please explain.
6. What exactly are you able to do:
7. To protect children from exploitation and to implement child labour laws/policies?
8. Following your participation in this project, have you or are you doing anything in regard to:
 - i. Changing legislation – drafting/enacting child protection bye-laws;
 - ii. Periodic workplace inspections;
 - iii. Enforcing penalties to companies for non-compliance;
 - iv. Instituting of systems to identify children in forced labour
9. What legal frameworks related to child labour are you better placed to enforce?
10. Have you heard (do you know) of the ILO Minimum Age Convention (138)?
11. Have you heard (do you know) of national laws/policies on the minimum age of admission into employment?
 - b. Have you heard about the minimum age of admission into employment? Please explain.
 - c. Are you able to enforce the minimum age of admission into employment?
1. Have you heard of (do you know) the ILO Convention on the Worst Forms of Child Labour (182)?
2. Have you heard (do you know) of national laws/policies on the worst forms of child labour?
 - d. Do you what constitutes the worst forms of child labour? Please share some of these.
 - e. Are you able to enforce laws on the prevention of the worst forms of child labour?
1. What factors have influenced the improvement (or lack thereof) in your capacity to protect children from exploitation and to implement child labour laws/policies?
2. What project interventions have had the most influence on your capacity enhancement? Why?
3. What interventions have had the least influence? Why?
4. What lessons do we learn from the interventions to build the capacity of state duty bearers to protect children from exploitation and to implement child labour laws/policies?

Budgets

- What is the proportion of your local government (district, sub county, division or town council) budget was committed to addressing child labour in the following financial years: 2021/22, 2022/23, and 2023/24?
- What is the proportion of the allocated budget that was actually realized and spent on addressing child labour? On what specific activities was it spent/allocated?
- What was the motivation of the local government(s) to allocate budgets on addressing child labour?

Tool 7_Child Change Agent

1. Why are you referred to as child change agents?
2. What is your role in school? What about out of school?
 - a. Probe for their role in awareness creation on child labour to other children
 - b. Probe for identification of and reporting cases of child labour
 - c. Probe for where (to whom) they report cases of child labour
3. What avenues/platforms do you use to reach your message against child labour to fellow children in school?
 - a. What about out of school?
4. How effective are these avenues/platforms for creating awareness on child labour?
5. What support (if at all) do you give to your fellow children affected by child labour?
6. As child change agents, do you meet?
 - a. How often?
 - b. What do you normally discuss when you meet?
7. Do you have a patron?
 - a. How does he/she support you perform your functions as child change agents?

Tool 8: FGD for children withdrawn from labour activities i.e., in school or vocational trade

1. Introduction and welcome

Background information of children:

- Gender
- Age
- Education level/class
- Disability status

2. Have you ever been involved in labour activities (work for pay)? What kind of work?
3. Were you in school at the time you were involved in labour activities?
4. Please tell me a story of how you got out of the work you were doing?
5. What helped you get out of that work?
 - a. Probe for project support
6. Do you miss anything about the work you were doing?
7. Are you currently in school?

Ask only children in school

8. What factors have enabled you to return to or keep in school
 - a. Probe for: support from the project
9. Please share with me your experience in school.
 - a. Do you find school enjoyable/unenjoyable?
 - b. What do you like/dislike about school?
 - c. What makes you like or dislike school?
 - d. Are there any factors that make you feel uncomfortable in school?

Ask only children that got vocational support

1. How did you get enrolled into vocational training?
2. How was your training financed?
3. What were you doing before you got enrolled in vocational training?
4. What vocational trade were you trained in?
5. How was the vocational trade decided upon?
 - a. By who?
6. Did you have the opportunity to choose between one or more vocational trades?
7. Have you already completed the vocational training?
8. Have you been able to find employment?
9. Have boys and girls had different opportunities in finding employment?
 - a. Provide details of employment
 - b. If not, why? What are the barriers to finding employment? Probe for lack of start up kit.
 - c. Do the barriers differ for girls vs. boys?
 - d. What about children with disabilities?

Welcome and introduction!

Outcome 1: Enhanced understanding on identifying, preventing and combating child labour

10. Please comment on the contribution of this project to increasing awareness about child rights among targeted men, women and community members?
 - What in your opinion is the current level of awareness about child rights among the targeted community members?
 - What project activities can the current level of awareness about child rights be attributed?
11. What was the contribution of the project to building the capacity of men, women and children to prevent child labour?
12. What is the current capacity of men, women and children to prevent child labour? In particular,
 - What are they able to do differently compared to the baseline status?
 - What are families doing to minimize children's entry into child labour?
 - What are they doing to withdraw children from labour activities?
 - What are their capacity strengths? What are the gaps?
 - How does capacity differ between women, men and children?
 - To what specific project interventions is the improvement in capacity of men, women and children to prevent the worst forms of child labour attributed?
 - How sustainable is the capacity built?
13. Please briefly explain the mandate of community taskforces (community champions)
14. Please comment on the capacity of community taskforces (community champions) to deliver upon their mandate.
15. Please appraise their capacity to undertake and sustain advocacy and accountability?
16. What is their composition?
17. What is their level of functionality?
18. What are they doing to reach and support families to prevent the worst forms of child labour?
19. What are the strengths and weaknesses of this structure? For instance:
 - How strong is their voice?
 - To what extent does their composition represent different interest groups including children and women, disability, etc.?
20. To what extent has the project built their capacity (enhanced their functionality)?
21. How sustainable are these taskforces?

Outcome 2: Improved implementation of ILO conventions (138, 182) on child labour and the Uganda National Action Plan for the Elimination of Child Labour 2017-2022 in targeted Districts

1. What capacity building interventions has the project implemented targeting district and lower local government officials?
2. What is the current capacity (compared to baseline) of duty bearers to protect children from exploitation and to implement child labour laws/policies?
3. What are they able to do differently?
4. What are their current practices as far as protecting children from child labour is concerned? What have they done (are they doing) in relation to:
 - v. Changing in legislation - child protection bye-laws;
 - vi. Periodic workplace inspections;
 - vii. Enforcing penalties to companies for non-compliance;
 - viii. Instituting of systems to identify children in forced labour
5. What legal frameworks related to child labour are they better placed to enforce?
6. In your view, do you feel the local government officials have the capacity to:

- Interpret the ILO Minimum Age Convention (138); ILO Convention on the Worst Forms of Child Labour (182);
 - Interpret the national laws on child labour e.g., Article 34(4 and 5) of the Constitution of the Republic of Uganda; Sections 7 and 8 of the Children (amendment) Act 2016?
7. What factors have influenced the improvement (or lack thereof) in capacity of these duty bearers?
 8. What interventions have had the most influence on stakeholder capacity enhancement? Why?
 9. What interventions have had the least influence? Why?
 10. What lessons do we learn from the interventions to build the capacity of state duty bearers?

Budgets

11. How if at all, has this project influenced the local government (district, sub county, division or town council) to allocate/commit resources/budgets to addressing child labour in 2021/22, 2022/23, and 2023/24?
 - Was there a budget allocated to addressing child labour in any of these financial years?
 - Was the proportion allocated in the budget was actually realized and spent on addressing child labour? On what specific activities was it spent/allocated?
12. What was the motivation of the local government(s) to allocate budgets on addressing child labour?

Outcome 3: Improved social protection for targeted child labourers and families

1. Please shed some light about the parent groups supported with IGAs in Busoga and Kampala
 - What form/type did the IGAs take?
 - Eligibility (inclusion/exclusion criteria)
2. Comment on the livelihood skills imparted among parents/caregivers to increase their resilience in the face of recruitment into child labour
 - What kind of livelihood skills were imparted?
 - What livelihood skills have they acquired courtesy of this project?
 - To what extent are they acting upon these livelihood skills?
3. What factors influence adoption/deployment of the acquired livelihood skills?
4. To what extent have the acquired livelihood skills built/enhanced the capacity of families to protect children from recruitment into labour?
5. What are they currently doing differently following the acquisition of these livelihood skills? Probe for:
 - Preventing children from entry into labour activities
 - Taking (have taken) positive steps to begin withdrawing their children from labour?
 - Enrolling/keeping children in school
6. How adequate are the acquired livelihood skills in guaranteeing their resilience in the face of recruitment into child labour?
7. What alternatives have been provided to keep the children withdrawn from child labour to keep engaged so they do not relapse into child labour?

In regard to support for school or vocational training costs for children:

8. What are the profiles of children that were supported in vocational training vis-à-vis school support?
9. What vocations did the children take?
 - How were these determined?
 - Did the children/ and their caregivers have a say in deciding the vocational trade to be supported in?
 - Did the children have the opportunity to choose between vocational training and apprenticeship?
10. Did the project have a component of offering a start-up kit to the trainees upon graduation?

Outcome 4: Increased capacity of private sector actors to adopt child labour laws and practices at workplaces

1. What are the specific employers per district/region did you intend to engage?
 - Who exactly were you able to engage?
 - How were they engaged?
2. The project planned to contribute to the certification of employers/manufacturers as free from the worst forms of child labour:
 - Why didn't this happen? What factors inhibited their certification?
 - How did the failure to support the certification of employers/manufacturers affect the project outcomes?
3. What are the current practices of employers/manufacturers that were engaged by this project? What are they doing differently?
4. What factors have influenced/motivated or hindered the employers/ manufacturers from adopting child labour laws?

Children involved in the worst forms of child labour at UMA/district Industrial Park

5. What is the magnitude of the problem? Are the children involved in the worst forms of child labour at UMA/district Industrial Parks many or few?
6. What are the worst forms of child labour involved in by the trapped children?
7. What are the gender representations?
8. What measures (if at all) have actors at UMA/district Industrial Parks instituted to address the worst forms of child labour?
9. What factors have accounted for the reduction (or lack thereof) in the number of children involved in the worst forms of child labour in UMA/district Industrial Parks?

Overall:

- What interventions have had the most impact (contribution to) eradicating child labour in Busoga and Greater Kampala metropolitan area? Why?
- What interventions have had the least impact? Why?
- How has the project differently affected: boys, girls, and persons with disability?
- Comment on the relevance of the project interventions to the individual families, children, community, local governments, employers/manufactures, and the country at large.
 - How has it helped to address the pressing needs of these different subgroups?
 - Would you say the interventions were timely? Why/why not?
- What do we learn from the interventions to eradicate child labour in Busoga and Greater Kampala metropolitan area?
- Sustainability:
 - Where do we see the different target groups once the project comes to an end?
 - What are the chances of continuing with (sustaining) the changes brought about by the project?
 - What plans/measures for continuity/sustainability of change?
 - By the local governments

- By the employers
- By the community champions
- By the individual families
- By children withdrawn from labour activities, supported in school or vocational training?