 

**Guidance Framework**

**Private Sector Engagement to eradicate Child Labour through Children’s Rights and Business Principles**

Busia, Moroto, Nakapiripirit Districts in Uganda

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| **Project Name** | Formulation of a Training manual and Guidance document for applying responsible business conduct through the application of the CRBPs in the formal and informal gold mining sector in Karamoja and Busia districts, with intentions of eliminating/reducing child labour in the gold value chain in Uganda and other WNCB implementing countries. |
| **Document Title** | Guidance Framework: Private Sector Engagement to eradicate Child Labour through CRBPs in Busia, Moroto, Nakapiripirit districts in Uganda**.** |
| **Presented By** | Blue Edge Marketing |
| **Presented To** | WNCB Management |
| **Presented On** | January 2024 |
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List of Acronyms

|  |  |
| --- | --- |
| ASM | Artisanal and Small-scale Mining |
| CBAs | Community-Based Approaches |
| CBOs | Community-Based Organizations |
| CRBPs | Children's Rights and Business Principles |
| CRC | UN Convention on the Rights of the Child |
| CSOs | Civil Society Organizations |
| CSR | Corporate Social Responsibility |
| DLG | District Local Government |
| EWAD | Environmental Women in Action and Development |
| EU | European Union |
| GBA+ | Gender-Based Analysis Plus |
| GoU | Government of Uganda |
| HIVOS | Humanist Institute for Co-operation with Developing Countries (Dutch: "Humanistisch Instituut voor Ontwikkelingssamenwerking") |
| IGAs | Income Generating Activities |
| ILO | International Laboure Organization |
| IUEA | International University of East Africa |
| KPIs | Key Performance Indicators |
| NGOs | Non-Governmental Organizations |
| NRDO | Nascent Research and Development Organization |
| OECD | Organisation for Economic Co-operation and Development |
| PPE | Personal Protective Equipment |
| SDG | Sustainable Development Goals |
| UN | United Nations |
| UNATU | Uganda National Teachers Union |
| UNDP | United Nations Development Program |
| UNICEF | United Nations Children's Fund |
| VSLAs | Village Savings and Loan Associations |
| WNCB | Work: No Child’s Business |

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Executive Summary

This document aims to provide a framework for implementing responsible business conduct in the gold mining sector in Uganda's Busia, Nakapiripirit and Moroto districts, in order to address the persistent issue of child labour in these regions. The gold mining industry in Uganda is characterized by a mix of formal and informal miners, with artisanal mining constituting a significant (80 per cent) portion of the sector. The involvement of children in these mining activities is a major concern, as it not only deprives them of their basic rights to education and safety but also exposes them to hazardous working conditions.

To tackle this challenge effectively, the document outlines the necessity of integrating the Children’s Rights and Business Principles (CRBPs) into the mining sector's operations. These principles serve as a guideline for businesses to ensure that their activities do not infringe upon the rights and well-being of children. The approach advocated in the document is a multi-stakeholder one, bringing together the private sector, NGOs, local government authorities, and community members. While each of these groups plays a pivotal role in creating a conducive environment for the eradication of child labour, the private sector's direct influence on the mining communities’ positions is key as a player in driving change and promoting responsible business practices.

The Work No Child’s Business (WNCB) program, an alliance of international organizations including UNICEF, Save the Children International (SCI), and Stop Child Labour (SCL) Coalition, further underscores the importance of a collaborative effort. The program identifies distinct pathways of change, emphasizing the significant role the private sector must play alongside community efforts, government initiatives, and international governance to eliminate child labour.

In-depth strategies to combat the root causes of child labour in these mining communities are discussed. These include tackling poverty and economic pressures; managing effects of in-migration; resolving resettlement and land disputes; mitigating conflicts between mining companies and communities; and addressing unsafe mining practices. Each of these present unique challenges and require interventions tailored to their local context. For instance, poverty alleviation and economic empowerment strategies need to be culturally sensitive, while efforts to improve mining practices must prioritize safety and health standards.

The engagement strategies outlined in the document focus on promoting collaboration among stakeholders. This includes conducting workshops with mining executives to align business objectives and policies with child labour eradication goals; empowering local communities through capacity-building programs; advocating policy changes with government bodies; and partnering with NGOs to leverage their expertise and on-ground support.

A monitoring and evaluation framework is integral to this approach. It ensures that the strategies implemented are effective and allows for adjustments based on feedback and changing circumstances. Additionally, the document identifies potential risks such as resistance from the private sector, community scepticism, and challenges in government and NGO collaboration, as well as proposing mitigation strategies for each.

In conclusion, the guidance document serves as a blueprint for applying responsible business conduct, referencing the gold mining sectors of Uganda's Busia, Moroto and Nakapiripirit districts. Its emphasis on integrating CRBPs and promoting multi-stakeholder approaches provides a strategic direction towards reducing and ultimately eliminating child labour in the gold value chain, not only in Uganda but also in other countries implementing the program.

Introduction

Child labour remains a persistent issue in gold mining communities, compromising the well-being of children, and impeding their access to education, safety, and overall development. Eradicating child labour in these communities requires a concerted effort from multiple stakeholders, including the private sector, NGOs, local governments, and community members. The private sector, including formal and informal mining companies, can play a leading role in addressing this concern – as they directly and indirectly have an impact on the depth of child labour within the communities.

This document outlines strategies, solutions, and collaborative approaches to engage the private sector in eradicating child labour, referencing the gold mining districts of Busia, Moroto and Nakapiripirit in Uganda. It aims to serve as a blueprint for engaging the private sector in combating child labour within gold mining communities, emphasizing the collective responsibility of all stakeholders in ensuring a safer, healthier, and more nurturing environment for children, away from child labour

**The context of Gold mining in Busia, Nakapiripirit and Moroto districts**

According to a 2015 baseline study (OECD, 2015) , Busia, Nakapiripirit and Moroto serve as one of the major gold trading hubs in Uganda, constituting over 90% of the gold mined and sold out of Uganda, exported through informal channels, with much of it smuggled across the border to Kenya, where it is sold to dealers from Dubai and India.

The mining companies in Busia, Nakapiripirit and Moroto constitute both formal and informal miners, with 80 per cent of the mining activity largely driven by artisanal miners according to an article (How middlemen fleece gold miners in Busia, Karamoja, 2021), hence constituting the dominant component of economic activity within these regions.

Unsafe mining practices, unregulated labour systems, as well as ignorance about the rights of children in the communities, means children are vulnerable to exploitation for cheap labour in the mining and marketing of gold within these districts.

International, national, and community-based non-governmental organizations (NGOs), civil society organizations (CSOs), and community-based organizations (CBOs) have collaborated with local government and national policy leaders to combat and eliminate child labour, utilizing recognized tools such as Children’s Rights and Business Principles (CRBPs), Community-Based Approach (CBA), Gender Based Analysis (GBA+) to programming, and various socio-ecological models. These efforts aim to positively influence behaviours, ensuring children's rights are upheld and discouraging engagement in child labour.

This report expands upon existing knowledge by introducing a new stakeholder group, the Private sector, to lead and take responsibility for eliminating child labour within their communities and areas of influence.

**Work No Child’s Business**

Work No Child’s Business (WNCB), an Alliance of three international partners (UNICEF, Save the Children and Stop Child Labour) is designed to contribute to concerted global efforts to end all forms of child labour by 2025 in six focus countries (Mali, Côte d'Ivoire, India, Jordan, Mali, Viet Nam, and Uganda).

In Uganda, the WNCB program constitutes a partnership of HIVOS, Save the Children, Uganda National Teachers Union (UNATU), Nascent Research and Development Organization (NRDO) and Environmental Women in Action and Development (EWAD), targeting children 05–18 years in Nakapiripirit, Moroto and Busia districts.

The Alliance has identified four pathways of change to address the interventions required to take place to eliminate child labour i.e., *within the communities* (pathway 1), *by governments* (pathway 2), *by the private sector* (pathway 3), and *at international governance level* (pathway 4). The program aims to ensure that children and youth are free from child labour and enjoy their rights to quality education and (future) decent work hereby contributing to SDG 8.7. In order to achieve SDG 8.7, the Alliance recognizes that it is imperative that the accountability for the eradication of this issue also involves the private sector, in a collaborative manner that will deliver high-impact and accelerated interventions. By doing so, the program aligns with WNCB’s Pathway 3 goal i.e., *“the private sector takes full responsibility for preventing and addressing child labour”.*

**The Terminologies**

**Who is a Child?**

A child, as per international conventions such as the UN Convention on the Rights of the Child (CRC), is an individual under the age of 18. This definition outlines the age limit until which individuals are entitled to special protection and care.

**What is the difference between child labour and light work?**

Child labour, according to the International Labour Organization (ILO) (www.ilo.org, n.d.)and other UN Agencies, refers to work that deprives children of their childhood, potential, and dignity, and is harmful to their physical and mental development. It involves tasks that are mentally, physically, socially, or morally dangerous or harmful to children, and interferes with their schooling by depriving them of the opportunity to attend school, obliging them to leave school prematurely, or requiring them to attempt to combine school attendance with excessively long and heavy work.

Light work, on the other hand, according to ILO (www.ilo.org, n.d.), refers to employment or work that is permissible for individuals aged 13 to 15 years, however should not harm their health or development, and should not interfere with their school attendance, vocational orientation or training programs, or their ability to benefit from instruction. This definition also aligns with ILO Convention No. 138, which aims to abolish child labour by prohibiting work that is hazardous to children's health, safety, or morals and interferes with compulsory education. Therefore, light work for children aged 13-15 should be non-harmful and supportive of their overall well-being, ensuring that they can still access education and develop appropriately for their age.

**What constitutes Children’s Rights?**

Children's Rights, as defined by the CRC refer to the entitlements and protections guaranteed to children under international law. They encompass various aspects such as the right to survival, development, participation, protection, and the right to a safe and nurturing environment (UNICEF: The UN Convention on the Rights of the Child , n.d.).

**Why should businesses care about children?**

Upholding children's rights, according to a UNICEF report (Child Labour and Responsible Business Conduct: A Guidance Note for Action) goes beyond legal compliance; it is a moral imperative that reflects ethical responsibility. By prioritizing the well-being of children, businesses contribute to a more sustainable and equitable world. Businesses therefore have a responsibility to respect children's rights as a part of and beyond their corporate social responsibility. They should care about children to ensure that their operations do not infringe upon children's rights to development, survival, participation and protection. In addition, investing in children positively impacts future societies and markets.

Within the supply chains, businesses also have a crucial role to play in safeguarding children's rights. The Due Diligence (OECD, 2019) and OECD guidelines (Child labour risks in global supply chains) reinforce this commitment, providing comprehensive frameworks for responsible business conduct. These guidelines emphasize the importance of identifying, preventing, and mitigating child labour risks throughout the supply chains. Key actions include conducting thorough risk assessments, mapping supply chains to promote transparency, and implementing robust due diligence processes. Collaboration with stakeholders and transparent reporting further strengthens these efforts. By integrating considerations for children's rights into their operations, businesses not only fulfil their ethical obligations but also promotes long-term sustainability and societal well-being.

It should also be noted that Uganda’s demographic profile is notably youthful with approximately 76 percent of the population (35 million Ugandans), are under the age of 30 according to a World Bank report (Rural poulation (% of total population) - Uganda). Furthermore, 77 percent of this youthful demographic (over 26 million individuals) reside in rural communities according to a 2014 Census data (Uganda Bureau of Statistics), presenting a significant demographic of children and youth whose welfare should be protected for the future well-being of these communities and the country.

**What are Children’s Rights and Business Principles (CRBPs)?**

(Children's Rights and Business Principles) CRBPs are a set of principles designed to guide businesses in ensuring that they do not infringe upon children's rights in the course of their operations. They provide a framework for businesses to integrate child rights considerations into their policies, strategies and practices, emphasizing the importance of respecting and supporting children's rights across their business activities in the marketplace, environment, and workplace.

Private Sector-led Approach

**The WNCB Approach**

WNCB has aimed for a collaborative approach in tackling child labour in Uganda. The process began by framing the child labour issues at grassroots level through research and stakeholder mapping, engaging various stakeholders, including members of the private sector and their influencers. WNCB identified key areas of influence to address the child labour concerns.

WNCB then convened private, government and community stakeholders in a 5-day workshop per district. These workshops aimed to initiate multi-sectoral discussions and encourage collaborative solutions applicable across sectors facing child labour issues. It is recommended that when implementing these solutions, a consultative approach is adopted to ensure customization to each community's specific interpretation of the problem.

Based on the discussions, it was apparent that: lack of engagement, transparency, and communication among community stakeholders and the private sector members represent the root causes of child labour within these communities. The desired outcome of these discussions therefore is to drive towards a joint platform involving government, community, and private sector stakeholders in a collective effort for accountability and positive outcomes. Formalizing this platform with a clear mandate is crucial, preferably integrating it into existing local government and community structures to ensure immediate and sustained implementation.

Below is the WNCB Uganda approach and methodology detailed further:

*Step 1:* **Needs Assessment and Stakeholder mapping**

This constitutes assessments in the targeted gold mining communities of Busia, Nakapiripirit, and Moroto to understand the regional dynamics and depth of child labour prevalence. Stakeholders were mapped involved in mining, governance, and child welfare. This provided a holistic understanding of the problem and identified key actors for further targeted engagement within the communities.

Appendices: include Key Summary Findings and Stakeholder Engagement Plan

*Step 2:* **Orientation workshops and focus group discussions**

Involves organizing orientation workshops and focus group discussions with stakeholders, including mining companies, local government bodies, NGOs, community leaders, and affected families. These workshops introduce models for children’s rights and businesses like CRBPs, CBAs, and GBA tools, and share findings from the Key Summary Findings report. They facilitate information sharing and focus group discussions to develop community-targeted solutions. Participants also share case studies to highlight unique challenges and cultural contexts impacting child labour, aiding in tailored interventions.

Appendices include logistical plans, agendas, training modules, and reports.

Core themes triggering child-labour across the communities

While there are commonalities in themes representing the causes and impacts of child labour across the communities, their translations across global, national and community perspectives always takes on localized interpretation. It is therefore important to ensure that the causes and impacts of child labour are interrogated at the community level through market consultations and direct multi-stakeholder workshops, as was the case through the WNCB CRBP Private Sector training workshops. This ensures that the recommended interventions are community-specific, and consider local realities, within the framework of global and regional dynamics.

Below are the cross-cutting private-sector led themes arising from the community engagements – their causes impact and recommended solutions.

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| Theme 1:**Poverty and Economic Pressures** |

**Cause and Impact**

While poverty is identified as a trigger for child labour, further discussion at the community level revealed that poverty is amplified by behavioural factors. In Nakapiripirit and Moroto for example, while economic instability persists, poverty is not the sole cause of child labour. Behavioural factors that are deeply rooted in the local culture significantly perpetuate this cycle, with children being exploited to fill family financial gaps, as illustrated in the case study of Nakapiripirit and Moroto below:

Figure 1: Cultural norms and poverty: Moroto and Nakapiripit perspective

***Cultural norms and poverty: Moroto and Nakapiripirit perspective***

Local beliefs in Nakapiripirit place distinct values on traditions like cattle ownership and early marriages. A child’s worth is equated to the number of cows they can contribute to their family. Girls are therefore married off early, trading their education for bride-price in the form of cattle, while boys are forced to engage in cattle rustling as a means of increasing the herd of family cattle.

In Moroto, the community holds the perspective where children are perceived as not only contributors but replacements for their parents in generating income. Testimonies of children as young as 4 years old selling firewood, washing dishes from dawn to dusk, with meagre pay, are widespread.

Education is discouraged because it is believed to decrease the bride-price for girls and detract from opportunities for boys in cattle-related activities.

Where meagre earnings are then realised, these are also mismanaged by adults, largely spent on alcohol. This misappropriation of already limited resources impacts the well-being of children directly. The funds that could have been utilized for basic necessities or children's education are often squandered on alcohol, and also contribute to the breakdown of the family’s structure and well-being.

These cultural practices therefore not only maintain the cycle of poverty but are perpetuating the cycle of child labour as children are exploited for “cheap” labour.

**A Case Study: Tackling poverty-led child labour in West Nile, Uganda**

Below is a case study that exemplifies community-driven efforts to combat poverty-driven child labour, in West Nile region of Uganda (Stop Child Labour) where a collaborative initiative known as the Child labour Free Zone (CLFZ) was implemented (Rainforest Alliance, 2021). This program aimed to eradicate child labour by addressing its root causes and empowering communities. Here are the key insights from this case study:

Figure 2: A comprehensive approach to tackling Child labour in West Nile, Uganda by SCL Coalition

*Context and Problem statement:* In the West Nile region of Uganda, the Child labour Free Zone (CLFZ) initiative worked to combat poverty-driven child labour, led by the Stop Child Labour Coalition and including partners such as HIVOS, NGO CEFORD, Kyagalanyi Coffee Limited (KCL), UNATU, and the Rainforest Alliance (RA). The program aimed to eradicate child labour by addressing root causes and empowering communities.

*Problem Statement:* In the West Nile region of Uganda, child labour has been a prevalent problem, especially in the coffee sector, with children frequently subjected to dangerous work, denying them their right to education and a secure childhood. The absence of economic opportunities and social support systems exacerbates this issue, creating a cycle of poverty and exploitation.

*Interventions:* Through partnerships and collaborations:The Stop Child Labour Coalition, led by HIVOS, worked closely with several organizations, including the NGO CEFORD, Kyagalanyi Coffee Limited (KCL), UNATU, and the Rainforest Alliance (RA). For over five years, the CLFZ strategy involved creating zones where child labour would be eliminated, using a multi-pronged approach including: i) improving household income through Village Savings and Loan Associations (VSLAs), which helped families become less reliant on child labour. ii) Community child labour committees (CLCs) were established to change social norms and attitudes iii) the program addressed the quality of education available to children, iv) and strengthened child labour policies and enforcement through advocacy efforts.

*Results, Impact, Learnings:* The CLFZ initiative demonstrates succes in tackling child labour, highlighting the importance of sustained efforts, continued collaboration, and targeted interventions for long-term success.

**Recommendations for addressing poverty-led child labour causes:**

Their aim is to gradually shift behaviors and perceptions, promote an environment that prioritizes education and child rights, and ultimately break the cycle of child labour driven by poverty. This approach recognizes the need for community-based solutions that empower individuals and address behavioral issues linked to poverty with the following strategies:

* 1. **Reshape traditional practices into economic activities** Beyond financial aid or support, targeted programs should be designed to offer alternative economic avenues that align with local cultural values. For instance, establishing community-driven initiatives centred around cattle rearing but with an educational focus, or providing resources and mentorship to engage youth in cattle management while ensuring continued education. This approach aims to reshape traditional practices, incorporating education as an intrinsic part of economic activities.
	2. **Cultural sensitization and behavioural change programs:** Localized intervention strategies should prioritize cultural sensitivity, aimed at sensitizing families about the impact of these cultural norms on children’s development and rights. These interventions should be aimed at parents, to highlight their crucial role in the children and community’s futures, and should advance discussions on positive parenting practices, emphasizing the significance of education and children's rights.

Redefining cultural perceptions will seek to empower parents to make choices that break the cycle of poverty-driven child labour while honouring community values, thereby promoting a nurturing environment for children's development and aspirations.

* 1. **Family empowerment and Resource management:** The goal is to redirect limited resources towards essential needs and children's education rather than alcohol, promoting a healthier family environment. Interventions would include: Engaging families in financial literacy courses, guiding them on effective resource utilization strategies, and introducing community-based support groups or counselling services to discourage excessive alcohol consumption.
	2. **Alternative livelihood opportunities:** Diversifying the local economy and creating alternative livelihood opportunities would help in reducing the reliance on mining and thereby the prevalence of child labour. It is recommended that family support programs are implemented, including financial literacy courses and vocational training for adults, to improve family income without resorting to child labour. In addition, provide adults with alternative income sources beyond mining, such as VSLAs. This will help create ownership and self-reliance, rather than waiting for money to set up Income Generating Activities (IGAs).
	3. **Collaborative educational initiatives** Strengthening educational infrastructures and opportunities while respecting cultural values is crucial. Initiatives should involve designing culturally sensitive educational programs that address local perceptions about education, showcasing its value without compromising cultural beliefs. This will involve collaboration between local authorities, educational institutions, and community leaders to encourage school attendance, create conducive learning environments, and promote educational aspirations
	4. **Community-led awareness and engagement:** Encouraging active community involvement through consistent dialogue, engaging local leaders, community elders, and parents. This engagement ensures continuous awareness programs tailored to community norms and beliefs, advocating for children’s rights and emphasizing the role of education in breaking the poverty cycle. Encouraging a bottom-up approach where community-driven solutions supplement broader policy interventions.
	5. **Empower children’s participation:** Promote the establishment of children's clubs within schools and communities to create a platform for children to express their concerns, offer recommendations, and contribute to addressing cultural practices that impact their well-being and development.

**Stakeholders to involve in addressing poverty-led child labour causes:**

**Traditional and community leaders** play a pivotal role in reshaping cultural norms impacting child labour. Their active involvement is important for successful cultural sensitization programs. Engaging these leaders can shift perceptions, making education a cultural priority over child labour. Their influence and grassroot authority can redefine practices, fostering an environment where prioritizing education is culturally celebrated.

**Community Influencers:** Their role as communicators and influencers is instrumental in reshaping cultural perceptions and promoting positive change by raising awareness, advocating for education and children's rights, mobilizing communities, and ensuring transparency and accountability in efforts to eradicate child labour.

**Parents and caregivers:** They play a crucial role in shaping cultural norms and practices within the family. They need to be actively involved in cultural sensitization programs and should be empowered to make choices that break the cycle of poverty-driven child labour

**Children:** Their voices and experiences should be considered when designing interventions, and should be educated about their rights and responsibilities.

**Private sector mining companies** should prioritize respecting local culture by engaging community leaders and implementing cultural sensitization programs for employees and contractors. This involves establishing community feedback mechanisms, promoting cultural change through awareness campaigns, and organizing cultural workshops involving members, elders, and leaders to discuss education's importance within their cultural framework. Additionally, these companies should integrate within their policies, operations, practices and due diligence processes, the commitment to prohibit child labour in their supply chains. This community collaborative approach promotes transparency, accountability, and adaptability, ensuring a collaborative approach to addressing poverty-led child labour causes while considering local cultural context and dynamics.

**Local NGOs and CBOs:** These organizations have a deep understanding of the local context and play a significant role in implementing cultural sensitization programs and providing support to families.

**District Local Government leaders:** oversee child welfare, education, and labour regulations. They are positioned to offer support, oversight, and policy guidance for child labour eradication initiatives.

**Community Educational Institutions:** Community schools and educational institutions play a vital role in promoting education as an alternative to child labour and as an important right for every child. They should be involved in efforts to keep children in school and offer flexible learning options.

**Community-based support groups** can play a crucial role in mentoring youth toward alternative economic activities, discouraging excessive alcohol consumption, and promoting responsible resource management. Organizations or individuals with expertise in cattle rearing and related activities can provide mentorship, while groups focused on changing family dynamics can discourage harmful behaviours. Financial institutions can also support financial literacy courses, aiding families in better financial management.

**Development Partners and Donor Agencies:** These stakeholders are crucial for providing financial resources and technical assistance to implement the recommendations. They can also play a role in sharing success stories and best practices to inspire and motivate other stakeholders involved in similar efforts.

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| Theme 2: **In-Migration and its impact on socio-economic development for children** |

**Cause and Impact:**

In Busia, the allure of mining opportunities has triggered significant in-migration, impacting socio-economic dynamics. The district faces challenges such as cultural disruptions due to relocation, and scarcity in public resources due to incoming refugees. While some infrastructure has been improved, such as the road from Wanero to Wagagai, the influx still stresses existing infrastructural amenities such as healthcare services, transport infrastructure, public utilities to mention some. The case of refugees from Tanzania exemplifies this strain, overwhelming local resources like medication and housing, and leading to increased instances of social conflicts and environmental degradation.

**Case Studies: Overcoming In-migration led child labour:**

Referencing an ILO study examining the situation of migrant children in child labour in four countries: Costa Rica, Ecuador, Egypt and Nepal; and an ILO-IPEC project on Combating Child Labour among Seasonal Migrant Workers in Agriculture in Turkey (Child labour and migration).

Figure 3: Overcoming in-migration led child labour in Costa Rica, Ecuador, Egypt, Nepal and Turkey

*Context:* A study by ILO examined the situation of migrant children in child labour in Costa Rica, Ecuador, Egypt and Nepal. The study found that migrant children were more likely to be engaged in hazardous work, such as agriculture, domestic work, construction, mining and street work, than non-migrant children.

*Interventions:* The **ILO-IPEC project**on***Combating Child Labour among Seasonal Migrant Workers in Agriculture***in Turkey aimed [at preventing and eliminating child labour among seasonal migrant agricultural workers, who are mostly from the Kurdish ethnic minority and face poverty, discrimination and social exclusion](https://www.ilo.org/ipec/areas/Migration_and_CL/lang--en/index.htm), as follows:

* ***Awareness-raising and advocacy:*** through campaigns, seminars, workshops and media activities to raise awareness and mobilize stakeholders on the issue of child labour among seasonal migrant workers.
* ***Direct action and service delivery:*** by providing educational, health, social and legal services to the targeted beneficiaries, such as non-formal education, vocational training, health screening, psychosocial support, legal aid and birth registration.
* ***Capacity building and institutional development:*** strengthening the capacities of national and local institutions such as ministries, municipalities, trade unions, employers’ organizations and civil society organizations, to address child labour and migration issues in a coordinated and effective manner.
* ***Knowledge development and policy support:*** through research, surveys and assessments to generate reliable and updated data and information on child labour and migration, and supported the development and implementation of relevant policies and action plans.

*Impact and lessons:*

* Reached over 13,000 children and 4,000 adults directly, and over 100,000 people indirectly
* Contributed to the development of the ***National Action Plan on Seasonal Migrant Agricultural Workers* and the *National Action Plan on the Worst Forms of Child labour* in Turkey.**
* Was recognized as a good practice example by the European Union (EU) and United Nations (UN).

**Recommendations for addressing In-Migration led child labour:**

* 1. **Community integration and support programs**

These programs aim to promote understanding and cooperation between migrant and native populations in order to ease tensions caused by the influx of refugees. They include cultural exchange initiatives, shared community projects, and dialogue forums. The goal is to mitigate social conflicts, foster harmony, create a more inclusive community environment that supports the psychological and social well-being of children, and ensure access to education for migrant children.

* 1. **Enhanced resource allocation and infrastructural development**

The strain on local resources due to in-migration necessitates a strategic approach to resource allocation and infrastructure development. This could involve:

* Local guidance for mining businesses' CSR programs should prioritize enhancing access to education, healthcare, and clean water in order to alleviate the strain on current facilities. It is crucial to emphasize that these infrastructure initiatives should not replace the government's obligation to provide education and healthcare. Collaboration with the government is vital in order to avoid parallel structures, and the aim should be for the government to eventually integrate these initiatives into their existing systems.
* Implementing resource management strategies that ensure equitable access to essential services for both native and migrant populations
* Strengthen the capacities of national and local institutions such as ministries, municipalities, trade unions, employers’ organizations and CSOs, in order to address child labour and migration issues in a coordinated and effective manner.
	1. **Environmental conservation and health initiatives**

The environmental degradation resulting from overpopulation poses significant health risks to children. To combat this, it is recommended that at the Local Government office, the following are implemented:

* Environmental conservation programs should focus on sustainable mining practices and reforestation, and should be monitored.
* Health initiatives aimed at addressing specific health risks associated with environmental degradation, such as respiratory issues due to dust from mining activities.
	1. **Registration and tracking of migrants, and knowledge development.**
* Implement a robust system to track and manage the incoming population to aid in better planning and resource allocation, hence help in addressing the disproportionate strain on local resources
* **T**hrough research, surveys and assessments, generate reliable and updated data and information on child labour and migration.
	1. **Collaboration with Mining Companies**

Through the DLG Offices, engage mining companies to develop comprehensive resettlement and CSR plans, which consider the well-being of resettled families and the host communities. This includes improving access to essential services and creating job opportunities for adults to reduce the dependence on child labour.

* 1. **Raise awareness and advocacy**

Through campaigns, seminars, workshops and media activities, to raise awareness and mobilize stakeholders on the issue of child labour among seasonal migrant workers. These would target not only the migrant workers, but also local communities, employers, government authorities, and civil society organizations.

* 1. **Collaborative policy development**

Engage various stakeholders, including local governments, NGOs, and community leaders, in collaborative policy development. This would focus on creating comprehensive strategies to address the socio-economic impacts of in-migration, with a particular emphasis on protecting children's rights and well-being.

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| **Theme 3: Resolving resettlement and land disputes**  |

**Cause and Impact**

In Busia, Moroto, and Nakapiripirit, resettlement and land disputes have emerged as critical issues, primarily driven by the expansion of mining activities. These disputes arise when mining activities necessitate the relocation of communities, leading to loss of ancestral land, homes, and livelihoods. The process is frequently marred by inadequate compensation, lack of transparent communication, and insufficient planning for resettlement. This not only disrupts the socio-economic fabric of these communities but also poses significant risks to children's welfare, education, and safety.

In many cases, the resettlement process also fails to consider the deep cultural connections communities have with their land, including the relocation of cultural and burial sites, leading to distress and cultural disruption. Children are particularly affected as they are uprooted from familiar surroundings, schools, and social networks. This often results in increased vulnerability to exploitation, including child labour, as families struggle to adapt to new environments and face economic hardships.

In Nakapiripirit, the expansion of mining activities by companies like the International University of East Africa (IUEA) led to land disputes and inadequate resettlement plans, highlighting the need for more inclusive and fair resettlement processes as illustrated in Figure 4 below.

Figure 4: Fair Resettlement challenges in Nakapiripirit

The case in Nakapiripirit, involving the International University of East Africa's (IUEA) expansion, highlights resettlement and land dispute issues. The community's grievances centre on the loss of access to vital resources and infrastructure post-resettlement. The inadequacy of resettlement plans and the lack of community inclusion in these processes have led to significant discontent and a sense of injustice among the displaced populations.

**Case Study: Interventions addressing Resettlement-led child labour:**

Below is a case study about a project successfully implemented by Save the Children and other NGOs to end child labour in the Namanve resettlement site in Uganda. [[1]](#footnote-1)

Figure 5: Combating Child Labour in Nakawa slum resettlement, Uganda

**Background:**

In 2022, the Government of Uganda (GoU) decided to relocate thousands of people from the slums of Nakawa to a new settlement site in Namanve, as part of an urban development plan. However, this move disrupted the livelihoods and social networks of many families, who faced challenges such as lack of access to basic services, land tenure insecurity, and increased vulnerability to exploitation. As a result, many children were forced to drop out of school and engage in hazardous work, such as scavenging, brick making, and prostitution, to supplement their family income.

**Intervention:**

A consortium of local and international NGOs, led by Save the Children, implemented a project to address the root causes and consequences of child labour in the resettlement site. Interventions included:

* Raise awareness among parents, employers, community leaders, and local authorities about the negative impacts of child labour and the importance of education.
* Improvement the income and livelihood opportunities of the families, by providing them with vocational training, microcredit, and linkages to markets and social protection schemes.
* Increase the access and quality of education for the children, by enrolling them in formal and non-formal schools, providing them with learning materials and scholarships, and strengthening the capacity of teachers and school management committees.
* Established a child labour monitoring system, by forming and training community-based child protection committees, who identify, report, and refer cases of child labour to relevant services and authorities.
* Advocacy for the recognition and protection of the rights of the resettled population, by engaging with the government and other stakeholders to ensure the provision of adequate infrastructure, facilities, and legal documentation.

**Results:**

* Reached over 10,000 people, including 4,000 children, in the resettlement site.
* A significant reduction in the prevalence and incidence of child labour, from 62% to 28% among the targeted beneficiary group.
* Increase in the school enrolment and attendance rates, from 54% to 82% among the target beneficiary group.
* Improvement in the income and livelihood security of the families, who reported an average increase of 40% in their monthly income.
* A stronger and more active community participation and ownership in the prevention and elimination of child labour, as evidenced by the functioning and sustainability of the child labour monitoring system and the child protection committees.
* A greater awareness and commitment from the government and other stakeholders to address the issues and needs of the resettled population, as reflected by the allocation of resources and the formulation of policies and plans.

**Recommendations for addressing Resettlement-led child labour causes:**

To effectively resolve disputes, mining companies and governments should work collaboratively with the communities and NGOs to ensure that resettlement processes are fair, transparent, and culturally sensitive:

* 1. **Community-centred and collaborative decision-making**

Involve affected communities in the decision-making process regarding resettlement and land use. Ensure that their consent and active participation are central to the process, including consultations and participatory approaches in the planning and executing resettlement activities. These could include establishment of a community advisory board or mainstream within the DLG’s committee structure.

* 1. **Child-centric approach**

Prioritize the well-being of the displaced families and the safety of children during the resettlement process. Children have access to education, healthcare, and psychosocial support.

* 1. **Fair compensation**

The affected communities should receive fair, adequate and timely compensation for the loss of their land and livelihoods. This compensation should be sufficient to cover relocation costs and secure alternative livelihoods. Compensation should also consider not only the economic value but also the cultural significance of the land.

* 1. **Livelihood restoration**

Implement programs and initiatives to support livelihood restoration for displaced families. This can include training, resources, and opportunities to engage in alternative income-generating activities.

* 1. **Sustainable resettlement sites:**

Develop resettlement sites with adequate infrastructure, such as housing, healthcare, education, and water supply. These sites should be environmentally sustainable and conducive to the continuation of community lifestyles and livelihoods.

* 1. **Cultural preservation**

Pay special attention to the preservation of cultural and heritage sites during resettlement. Work closely with communities to identify and protect culturally significant areas, including burial sites. If relocation is necessary, it should be done with the full participation and consent of the affected communities.

* 1. **Legal support and representation:**

Provide legal support to affected communities to understand their rights and assist in negotiations. This ensures that the communities' interests are adequately represented and protected.

* 1. **Monitoring and Evaluation:**

Implement a robust monitoring and evaluation mechanism to assess the impact of resettlement on communities. Regular assessments can help in making necessary adjustments and addressing grievances.

These outcomes are beneficial not only for the affected communities but also for private sector companies involved in mining as this improved relationship leads to better outcomes for children and the community as a whole, potentially resulting in a more stable and supportive environment for business operations, enhancing corporate reputation, and promoting good community relations.

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| **Theme 4: Conflict between mining companies and communities** |

**Cause and Impact**

Conflicts between mining companies and local communities in Busia, Moroto, and Nakapiripirit have largely been due to issues related to land acquisition. Communities feel marginalized and deprived of their ancestral lands, leading to social unrest and mistrust. Many communities believe that mining operations do not provide proper compensation and disregard their needs and rights, resulting in protests and, sometimes, violence.

The environmental impact of mining activities, such as water pollution and deforestation, further compounds the tensions, as these activities directly affect the livelihoods and health of local populations. Disputes also arise from concerns about employment practices, and the overall impact of mining on the local population.

Children are particularly vulnerable in these situations, as the disruption to their communities can lead to displacement, interruption in education, and increased risks of exploitation, including child labour.

In Moroto, large-scale mining entities like Tororo Cement and Sunbelt have sparked land conflicts by acquiring land without proper community consent. These unilateral land acquisitions and conflicts over compensation and resettlement, have led to community mistrust and resistance, as the local population feel marginalized and inadequately compensated, disregarding the community's interests and rights, culminating in heightened tensions and grievances

Figure 6: Case Study: Moroto District

**Case Study: Interventions addressing Conflict-led child labour:**

**Context::**

Camarines Norte, a province in the Philippines, is facing a significant challenge related to child labour in small-scale gold mining communities. Several factors, including disputes over land rights, environmental degradation, and widespread poverty, have contributed to the exploitation of children in hazardous work within these communities.

**Interventions:**

The International Labour Organization’s International Programme on the Elimination of Child Labour (ILO-IPEC) recognized the urgency of addressing this problem and initiated a collaborative effort with various local stakeholders with the interventions:

* Awareness-raising campaigns: to educate local communities about the detrimental effects of child labour, and encouraging them to take action against it..
* Advocacy for policy and legal reforms: advocating for changes in policies and laws that would better protect the rights of children and prohibit their involvement in hazardous labour
* Capacity-building of stakeholders: training of stakeholders, including government agencies, civil society organizations, and representatives from the mining industry, to enhance their ability to combat child labour effectively.
* Provision of educational and livelihood opportunities: Initiatives were launched to provide children and their families with access to education and alternative livelihood options, reducing their dependence on child labour
* Improvement of working conditions: Occupational safety and health standards in the mining sector were improved to enhance the well-being of both child and adult workers

**The following impacts were realised:**

* Increased awareness about child labour issues led to a noticeable reduction in child labour within small-scale mining communities
* Initiatives for policy and legal reforms were set in motion to safeguard children's rights and prohibit their engagement in hazardous work
* Stakeholders gained a deeper understanding of the importance of education and the hazards associated with child labour
* The provision of educational and livelihood opportunities offered viable alternatives to child labour for many families
* Enhanced working conditions and safety standards improved the overall well-being of both children and adult workers in the mining sector

Figure 7: Addressing child labour in small scale mining companies in Camarines Norte, Philippines

This case study highlights the potential for collaborative efforts involving multiple stakeholders to combat child labour effectively in small-scale mining and improve the lives of children and families in affected communities

**Recommendations for addressing Conflict-led child labour causes:**

To address this issue, it is imperative to initiate open and transparent dialogue between mining companies, local communities, and government authorities with the following considerations:

* 1. **Environmental protection measures**

Implement strict environmental regulations to control the adverse effects of mining. Regular environmental impact assessments and adherence to sustainable mining practices can mitigate environmental damage

* 1. **Education and support programs**

Develop educational initiatives that promote awareness about the rights of communities and the importance of protecting children from exploitation and disruption due to mining activities. Additionally, put support programs in place to assist affected families and children, ensuring access to education and essential services

* 1. **Transparent and inclusive dialogue**

Between mining companies and communities should be established, aiming for fair compensation, community development, and ecological preservation. This includes discussions on land acquisition, compensation, and the implementation of mining projects. The focus should be on promoting cooperation and harmony between the two parties, ultimately benefiting children and the entire community

* 1. **Employment opportunities for local population**

Encourage mining companies to provide employment opportunities to local residents. Fair wages and equitable treatment for local workers can improve relations between the companies and the communities.

* 1. **Cultural sensitivity and social investment:**

Recognize and respect the cultural significance of local communities. Mining companies should invest in community development initiatives, such as infrastructure, healthcare, and education, which can achieve goodwill and reduce conflicts.

* 1. **Regular dialogue and conflict resolution mechanisms**

Establish regular channels of communication between mining companies and communities to discuss grievances and resolve conflicts. Engaging neutral third parties or mediators can be effective in resolving disputes.

* 1. **Corporate Social Responsibility Initiatives:**

Mining companies should undertake CSR initiatives that align with the needs and priorities of local communities. This includes projects in education, healthcare, water and infrastructure development.

The focus should be on creating a mutually beneficial relationship, where mining activities contribute positively to the socio-economic development of the local communities while respecting their rights and preserving the environment.

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| **Theme 5: Unsafe mining and practices and working conditions** |

Cause and Impact:

Unsafe mining practices and working conditions in the regions of Busia, Moroto, and Nakapiripirit present significant risks not only to adult miners but also particularly with children. The key issues stemming from inadequate safety measures, the use of harmful substances like mercury, exposure to hazardous environments, and the exploitation of children in mining activities. These factors contribute to a range of adverse health, social, and environmental impacts.

Children are especially vulnerable in these settings. They are often found in and around mining sites, where they are exposed to physical dangers such as open pits, toxic chemicals, and heavy machinery. This exposure not only poses immediate physical risks but also long-term health issues, including respiratory problems and mercury poisoning. Furthermore, the presence of children in mining areas often leads to school dropouts, hindering their educational development and perpetuating the cycle of poverty.

In the Kosiroi and Nanyindik areas, informal mining sectors are plagued by unsafe working conditions. The lack of protective gear and exposure to hazardous practices, such as working in open pits, pose severe health and safety risks, particularly to children involved in these activities.

Figure 8: Case Study: Kosiroi and Nanyindik areas

**Case Study: Addressing child labour caused by unsafe mining in Busia, Uganda**

Figure 9: Eradicating Child Labour in Uganda's Artisanal and Small Scale Mining (ASM) Sector

*Context:* In Busia, Uganda, the "Joint Forces to Tackle Child labour" project was initiated by EWAD, with support from partners such as HIVOS/Stop Child Labour Coalition and UNICEF. The project aimed to address child labour in the ASM sector, with the key objectives to prevent and reduce child labour, establish a sustainable and traceable gold supply chain, and improve the well-being of miners and their families.

*Problem statement:* Uganda faces a significant challenge, with approximately 12,000 children under the age of 14 involved in ASGM. These young miners often work in deep open pits, operated grinding machines, and washed ground ore, exposing them to various risks such as injuries, health issues, and psychological harm.

*Project Interventions:*

1. Education and Awareness: Despite difficulties posed by the COVID-19 pandemic, EWAD persisted in educating the community on the dangers of child labour. They organized home learning activities involving teachers and utilized community spaces. Motivational centers were also established, and a vocational training center was set up to provide guidance and counseling to youth withdrawn from mining and other forms of child labour.

2. Empowering Miners: Working closely with the Tiira Landlords and Artisanal Miners Association (TLAMA), EWAD played a crucial role in helping TLAMA obtain an official mining license in the area. Miners were encouraged to learn new techniques, leading to the establishment of a gold processing plant. Efforts were made to reduce the use of harmful chemicals like mercury and improve site organization.

3. Traceable Gold Supply Chain: Under the new system, TLAMA owned different sites for processing gold ore and extracting valuable gold for transport to markets like Kampala. Environmental awareness was prioritized, with an emphasis on responsible mining practices.

*Results and Impact:* The transformation of TLAMA from informal miners to a registered association marked significant progress. The reduction in child labour and the establishment of a traceable gold supply chain have created a brighter future for miners and their families. Moreover, there have been notable improvements in environmental consciousness.

*Conclusion:* The Busia project demonstrates the effectiveness of collaboration, education, and empowerment in addressing child labour and promoting sustainable mining practices. Although challenges persist, the journey to eliminate child labour continues, guided by the belief that children should pursue dreams, not work in mines.

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**Recommendations for addressing child labour caused by unsafe mining practices**

Addressing unsafe mining practices and working conditions in Busia, Moroto, and Nakapiripirit is essential for the well-being and safety of miners, especially children, and their communities. Here are recommendations to address this issue.

* 1. **Promotion of safer mining techniques:** This includes encouraging the adoption of methods that minimize health risks, providing personal protective equipment (PPE) like helmets, gloves, and masks to miners, including informal ones, and offering training on safer mining techniques and PPE usage. Establishing and enforcing safety standards, including regular safety audits and compliance checks, is also important.
	2. **Accountability of mining companies:** This includes providing emergency medical facilities on-site, proper waste disposal, and minimizing environmental damage caused by mining activities.
	3. **Community education and awareness:** Collaborating with local schools and NGOs to integrate safety education into the curriculum, conducting regular training sessions for workers on safe mining practices, and increasing awareness about the dangers of unsafe mining practices are important steps. Community outreach programs and educational campaigns should be conducted to raise awareness about the risks of unsafe mining, especially among children.
	4. **Child-focused interventions:** Implement child-focused interventions that address the needs and vulnerabilities of children in mining areas. Ensure access to healthcare, psychosocial support, and education for children affected by mining activities.
	5. **Health monitoring and services:** should be provided, including regular health check-ups and medical services for miners, establishing health centers near mining sites, and forming a local task force to monitor and enforce safety regulations in informal mining operations, focusing on eliminating child labour.
	6. **Enforce strict laws against child labour in mining.** In addition, provide alternative education and livelihood options for families dependent on child labour
	7. **Improve working conditions:** By regulating working hours, ensuring fair wages, and providing essential facilities like clean drinking water and sanitation at mining sites.
	8. **Environmental and health regulations:** Enforce environmental and health regulations to minimize the impact of mining activities on both workers and local communities

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| **Theme 6: Market dynamics** |

**Cause and Impact:**

Market dynamics in the mining sector significantly impact the local economy and employment, influencing child labour practices. Challenges like low wages and product prices, poor working conditions, and exploitation, including child labour, contribute to economic pressures on families. Children, in particular are vulnerable in these settings, with children in Moroto and Nakapiripirit often engaged in heavy labour for minimal wages in unsafe conditions. This deprives them of childhood, education, and exposes them to physical and psychological risks. The lack of fair payment and decent working conditions perpetuates child labour and economic instability in these communities, as illustrated in figure 10.

The markets in Moroto, and Nakapiripirit are characterized by exploitative labour practices, especially involving children. Low wages, long working hours, and the absence of fair labour practices are common, with children are often employed for tasks like carrying heavy loads. This exploitation in the marketplace not only perpetuates child labour but also significantly contributes to the economic hardships faced by families in these communities

Figure 10: Case Study: Moroto and Nakapiripirit markets

**Recommendations for addressing Market-led child labour causes:**

* 1. **Enforcement of labour laws and regulations:** Strengthen the enforcement of labour laws and regulations, particularly those related to child labour and fair wages. Local authorities should conduct regular monitoring of market activities to ensure compliance with labour standards.
	2. **Awareness and sensitization campaigns:** Initiate awareness and sensitization campaigns targeting market operators and the wider community. These campaigns should emphasize the detrimental effects of child labour and the importance of fair labour practices. Collaborate with local NGOs and conduct workshops and community outreach programs to reach a broader audience.
	3. **Improving market structure:** Invest in improving market infrastructure and working conditions. Provide essential amenities such as clean water, sanitation facilities, and safe working spaces to enhance the overall working environment. This can contribute to a safer and more child-friendly marketplace.
	4. **Market access and fair trade initiatives:** To prevent child exploitation in market access activities by gold miners, interventions focus on strengthening local cooperatives, educating miners and communities, involving government bodies and NGOs, and implementing monitoring mechanisms. Supporting miner cooperatives helps negotiate better prices and access to markets, while fair trade initiatives ensure fair compensation. Education and training programs improve market understanding and negotiation skills. Government and NGO involvement stabilizes market prices and aids communities during downturns. Monitoring practices safeguard miners from exploitation by middlemen and buyers. These comprehensive efforts aim to create fairer, safer market environments for artisanal miners and prevent child labour exploitation.

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Stakeholder Engagement Summary

**Stakeholder Engagement Strategy and Implementation**

The approach to stakeholder engagement will be tailored to address the unique characteristics and interests of each stakeholder group, aligning with the program's goal of private sector leadership in eradicating child labour. The Engagement activities post workshop training will be as follows:

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| **Strategy 1: DLG Collaborative platform establishment:** |

The district leadership will be supported in formulating multi-sectoral mining platforms involving stakeholders from the private sector, NGO, community and DLG, for ongoing collaboration and action planning. This will ensure continuous dialogue, joint problem-solving, and coordinated efforts for sustained impact. Guiding documents will be the Training Workshop Action plans, that encapsulate the detailed workplans arising from the collaborative multi-stakeholder discussions and recommendations.

The mandate of the local government leader hosting these platforms should be guided to ensure active participation and commitment from all stakeholders, establishing clear roles and responsibilities.

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| **Strategy 2: NGO Collaboration** |

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| **Engagement Approach** | Collaboration with NGOs, including WNCB to provide technical expertise and on-ground support.  |
| **Engagement Method** | Unified approach through joint projects, workshops, and coordination meetings |
| **Communication Plan** | Ongoing communication and collaboration updates through email and coordination meetings |
| **Implementation Timeline** | Immediate/ Month 1 after Training workshops |
| **Monitoring and Evaluation** | 1. *KPI:* Number of joint projects and initiatives with NGOs.
2. *Metric:* Quarterly reviews of collaborative projects and initiatives, with a target of launching at least two joint projects within the first year.
3. *Feedback:* will be ongoing and will be sought through coordination meetings, collaborative project reviews, and regular communication with NGO partners, and will shape the direction of joint initiatives and maintain effective collaboration
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| **Strategy 3: Private Sector Engagement** |

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| Engagement Approach | Collaborative engagements with mining companies (e.g., Tororo Cement, Sunbelt, IUEA). *Reference Training workshop reports.* |
| Engagement Method | Stakeholder workshops with Mining executives and representatives to align business objectives with child labour eradication goals. Emphasize the business case for eradicating child labour, and showcase the positive impacts on reputation, supply chain integrity, and sustainable business practices |
| Communication Plan | Regular updates and communication via email and meetings to maintain an open channel for discussions. |
| Implementation Timeline | Quarter 1: Post workshop |
| Monitoring and Evaluation | 1. *KPI:* Percentage of mining companies actively participating in child labour eradication initiatives.
2. *Metric:* Number of mining companies engaged, with a target of 80% participation within the first year.
3. *Feedback:* will be collected through regular stakeholder workshops, surveys, and one-on-one meetings with mining company representatives, and will inform adjustments to engagement strategies, with immediate action taken to address concerns.
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| **Strategy 4: Community Empowerment** |

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| Engagement Approach | Capacity-building and empowerment programs for local communities i.e., community leaders and residents. Reference concerns raised in the workshop reports. |
| Engagement Method and Communication Plan | 1. Information dissemination through Community meetings, awareness campaigns, and Capacity-building sessions
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| Implementation | Quarter 1 after Training Workshops |
| Monitoring and Evaluation | 1. *KPI:* Increase in community awareness and participation in child labour prevention programs.
2. *Metric:* Quarterly assessments of community awareness levels, with a target of 20% increase in the first year.
3. *Feedback:* will be gathered through community meetings, focus group discussions, and surveys, and will guide modifications to community empowerment programs and ensure they align with community needs and preferences.
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| **Strategy 5: Government Commitment** |

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| **Engagement Approach** | Advocacy and policy dialogue with government bodies such as local authorities and government agencies.  |
| **Engagement Method** | * Policy discussions and advocacy campaigns to strengthen legislation, enforcement mechanisms, and resources dedicated to child labour eradication
* Reference the challenges highlighted in the workshop reports, and outcomes from mining companies and Community dialogues.
* High-level meetings, policy discussions, and advocacy campaigns to secure government commitment
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| **Communication Plan** | 1. High-level meetings with government officials
2. Regular updates provided through official channels.
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| **Implementation Timeline** | Quarter 2 after Training workshops. |
| **Monitoring and Evaluation** | 1. *KPI:* Adoption of child labour policies or amendments to existing policies.
2. *Metric:* Monitoring government policy changes related to child labour issues, with a target of at least one policy change in the first two years.
3. *Feedback:* will be collected from Government officials during policy discussions, advocacy meetings, and official correspondence, and will be integrated into advocacy strategies, with a focus on addressing government concerns and priorities
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**Reporting:**

1. Progress reports will be generated quarterly and annually.
2. Quarterly reports will be distributed to stakeholders and shared through email and meetings.
3. Annual reports will include comprehensive updates on engagement activities, progress toward KPIs, and adjustments made based on stakeholder feedback.
4. A dedicated reporting team within the Stakeholder Engagement Team will be responsible for compiling and disseminating reports.

Risk Management

This Risk Management section identifies potential challenges and outlines strategies to mitigate these risks. By proactively addressing these risks, the Stakeholder Engagement Plan aims to minimize obstacles and ensure the successful eradication of child labour in collaboration with the private sector and other stakeholders.

1. **Resistance from Private sector**

Some mining companies may resist engagement efforts due to concerns about potential financial implications or reputational risks.

Mitigation:

* Develop a clear business case demonstrating the long-term benefits of eradicating child labour, including improved community relations and reduced legal risks.
* Provide evidence of successful engagement initiatives in other regions to showcase the advantages of collaboration.
1. **Community scepticism and mistrust:**

Communities may initially distrust the private sector's intentions, especially if past engagement efforts have been inadequate.

Mitigation

1. Engage community leaders and influencers to endorse and support private sector initiatives.
2. Conduct transparent communication campaigns emphasizing the commitment to child labour eradication.
3. **Government bureaucracy and resistance:**

Government agencies may be slow to respond or resistant to policy changes related to child labour.

Mitigation:

* Advocate for child labour policy changes through multiple channels, including direct engagement with government officials and public awareness campaigns.
* Collaborate with international organizations and influential figures to exert pressure for policy reforms.
1. **NGO Capacity and Competency:**

Some NGOs may lack the expertise or resources required for effective collaboration in child labour eradication initiatives.

Mitigation:

* Encourage collaboration among NGOs with complementary strengths and expertise to create a collective impact.
* Provide training and capacity-building support to partner NGOs.
1. **Public backlash and reputation damage:**

Negative public perception or media attention could harm the reputation of private sector partners.

Mitigation:

* Implement proactive public relations strategies to highlight positive contributions to child labour eradication.
* Develop crisis communication plans to address potential reputation issues promptly.
1. **Economic and Political stability**

Unforeseen economic or political instability in the region could disrupt engagement efforts.

Mitigation:

* Diversify engagement strategies to adapt to changing circumstances.
* Maintain open communication channels with stakeholders to address challenges as they arise.

Conclusion

This report culminates with a reaffirmation of the crucial role that the private sector, in collaboration with other key stakeholders, plays in the eradication of child labour in Uganda's gold mining communities. The challenges faced in the districts of Busia, Moroto, and Nakapiripirit are multifaceted, deeply rooted in socio-economic, cultural, and environmental factors. However, the commitment to applying the Children’s Rights and Business Principles (CRBPs) in both formal and informal mining sectors presents an effective pathway towards meaningful change.

The report highlights a combination of factors contributing to child labour ranging from poverty and economic pressures, unsafe mining practices, in-migration, resettlement and land disputes, to conflicts between mining companies and communities, and the dynamics of the local markets. Each factor, while distinct, is interconnected, underscoring the need for a comprehensive and integrated approach to tackle this issue.

The Work No Child’s Business (WNCB) program stands as a testament to what can be achieved through collective action and shared responsibility. By mapping clear pathways of change and assigning roles to each stakeholder group, the program sets the foundation for a coordinated and sustained effort against child labour.

The strategies and recommendations detailed in the report are underpinned by principles of collaboration, sustainability, and respect for human rights, in this case prioritizing children’s rights. They call for active participation from the private sector, support from government bodies, partnerships with NGOs, and empowerment of the local communities. The emphasis on continuous monitoring and evaluation ensures that the initiatives remain responsive and adaptive to the evolving context on the ground.

Risk management is recognized as a critical component, acknowledging potential obstacles such as resistance from various sectors, bureaucratic hurdles, and the volatility of economic and political climates. The proactive identification and mitigation of these risks are essential in steering the initiatives towards success.

In conclusion, it is clear that eradicating child labour in Uganda's mining communities is a process requiring collaboration, and a deep understanding of the local context. This report provides a roadmap, but its effective implementation relies on the commitment and concerted efforts of all stakeholders involved. The ultimate aim is to deliver an environment where children are free from labour, their rights are protected, and they are afforded opportunities for education and development. Achieving this will not only uplift their individual lives but also contribute to the broader goal of sustainable development in the region.

This guidance document therefore is a call to action for all involved parties to unite, innovate, and dedicate resources towards a future where child labour in the gold mining sector is a thing of the past, and the children of Busia, Moroto, and Nakapiripirit can thrive in a nurturing and safe environment.

Appendices

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| Appendix I: | Summary Findings: Framing of Child labour Issues in the Formal and Informal Gold Mining sectors of Busia, Moroto, and Nakapiripirit |
| Appendix II: | Stakeholder Engagement Plan |
| Appendix III: | Case Study References |
| Appendix IV: | Training Workshops Logistical plan |
| Appendix V: | Training Workshops Module |
| Appendix VI: | Training Workshop Reports (x3) |

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