

**NATIONAL CHILD LABOUR POLICIES AND CHILD DEVELOPMENT IN MASINDI
DISTRICT, WESTERN UGANDA**

BY

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**A RESEARCH DISSERTATION SUBMITTED TO THE SCHOOL OF MANAGEMENT
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AWARD OF A MASTERS DEGREE IN PUBLIC ADMINISTRATION OF
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DECLARATION

I, Rebecca Nahabwe, hereby declare that this is my original work and has never been submitted to any university or institution of Higher Learning for any academic award.

Signature: Date:

APPROVAL

This is to certify that this dissertation entitled “*National Child Labour Policies and Child Development in Masindi District, Western Uganda*” has been accomplished under our guidance as supervisors.

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DEDICATION

This research is dedicated to my Father Mr. Twebaze David Rwenda who supported me financially through all the struggle and hardships. Also, I gratefully dedicate this dissertation to Uncle Frank and Auntie Jolly for their social, financial and moral support throughout my course of study.

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LIST OF ACRONYMS

ANNPPCAN	African Network for the Prevention and Protection against Child Abuse and Neglect
APSP	Africa Platform for Social Protection
CSOs	Civil Society Organization
DQA	Data Quality Assurance
EOC	Equal Opportunities Commission
ESIP	Education Strategic Investment Plan
FBOs	Faith Based Organizations
FCC	Family and Children’s Court
GoU	Government of Uganda
HIV	Human Immune Virus
ILO	International Labour Organization
LASPNET	Legal Aid Service Providers Network
LCs	Local Councils
M&E	Monitoring and Evaluation
MGLSD	Ministry Of Gender, Labour and Social Development
MoES	Ministry of Education

NAP	National Action Plan
NCLP	National Child Labour Policy
NGO	Non-government Organization
OVC MIS	Orphans and Vulnerable Children Management Information System
PTIP	Prevention of Trafficking in Persons
SDIP	Sector Strategic Investment Plan
UBOS	Uganda Bureau of Statistics
UN	United Nations
UNHS	Uganda National Household Survey
UNICEF	United Nations Children’s Fund
USDOL	United States Department of Labour
USPP	Uganda Social Protection Platform

ABSTRACT

The study focused on establishing the relationship between child labour policies and child development in Masindi District. It was guided by the following objectives: To establish the relationship between the National Child Labour Policy on Child Development in Masindi District; To find out the relationship between the Children's Statute of 1996 and Child Development in Masindi District; and, to assess the relationship between the Children's Act 2003 on Child Development in Masindi District. The study adopted a cross-sectional research design was adopted to assess the relationship between the variables. The study population comprised of the parents, district officials and NGO staff. It reached a total of 357 (out of 363) respondents and 14 (out of 15) key informants making a response rate of 95.8%. It was found out that Child labour policies were being implemented in Masindi District. Further, the Family and Children's Court (FCC) existence at community in Masindi was found to be a mechanism that would curb child (labour) abuse at the grass root level if well functional and active in handling related cases. It was also revealed that the secretary receives is obliged to summon perpetrators of child labour for discussion and reconciliation of the cases in the best interest of the child. More still, it was realized that Children's Act was streamlined with the Social Development Sector Strategic Investment Plan with prospects of promoting equal opportunities. The study recommended the creation of greater awareness about the dangers of child labour at all levels of society to inform the public about its dangers. Also, nurturing social alliance was found to be a unification factor of all stakeholders fighting against child labour as coupled with extending services of the Uganda Child Helpline as an integral part of the national child protection system. Also, conducting researcher on matters pressing children would highly improve children development efforts at all levels. The study further recommended that building institutional capacity at all levels of government would support child development. It was thus established that adoption of child-oriented systems in recognition of children's wellbeing should be prioritized. Conclusively, national child labour policies provide a platform that addresses vulnerability index of children, neutralizes inequality and prohibits exclusion and discrimination to enable the child enjoy their childhood, grow properly, attain education, get empowered and be protected against any form of abuse. Proper implementation of the policies would necessitate and support community development in Masindi District and other parts of the country.

CHAPTER ONE

INTRODUCTION

1.0 Introduction

This study focused on the relationship between child labour policies and Child Development in Uganda, a case of Masindi District. The study assessed based on child labor policies as the independent variable and child development as the dependent variable. Children labour was operationalized by the National Child Labour Policy, Children’s Statute 1996, and Children’s Act 2003 while Child Development was operationalized by education, growth, protection and empowerment. This chapter covered the background to the study, statement of the problem, general objective, specific objectives of the study, research questions, hypotheses, justification, significance, scope of the study, and definitions of key operational terms and concepts.

1.1 Background to the Study

1.1.1 Historical Background

The employment of minors has existed since ages of civilization (UNICEF, 2015). Child labour has been rampant across the globe and it has caused a lot of harm to the social setting with its deprivation of their childhood replaced with work. In light of this, child development has been impacted with manifestations of regular interferences to attend school, have enough recreational playing time, and wholesomely affected their development. Throughout history, child labour has manifested to varying extents in different places of the world (Mugume, 2008). It is an exploitative venture as considered by majority international organizations. Despite the existence of a wide range of legislations, child development has still been affected due to the fact that child labour has remained rampant even in the western world—Europe and United States. Children

aged 5—14 years necessitate child labor if engaged in any form of gainful employment. Child Development in perception was the aim for the International Labour Organization (ILO) standards and legislations against child labour in bid to promote their growth, education, and thus empower as well protect them. Part of ILO's basic mandate is to protection children from work with its adopted Minimum Age Convention of 1919 whose aim was to promote uninterrupted child growth. This set pace for adoption of other conventions and recommendations which set standards on minimum age of admission to work in an agriculture setting, industry, shipping or other non-industrial occupations which deteriorates child development. The ratification of several other conventions including the Geneva Declaration on the Rights of the Child adopted in 1924; United Nations Declaration on the Rights of the Child 1959; Minimum Age Convention, 1973 (No. 138); and Action for the Elimination of the Exploitation of Child Labour 1993 among others; led to creation of an international legal framework against child labour with vivid mandate of promoting child development. In the US, Senator Tom Harkin spearheaded the enactment of the Child Labour Deterrence Act which was aimed at prohibiting importation of products produced by child labor aiming at promoting child development (ANNPPCAN, 2014).

According to ILO, 59 million children aged 5—9 years are in labour against their will in farms, quarries, and mines which has threatened their chances to go to school. Although the number of children declined globally from 246 million to 168 million by 2012, Sub-Saharan Africa remains with the highest incidence of child labor across the globe which has been a haven of impactful child abuse. Although, the international legal framework for action against child labour has since 1980s been strengthened by several vital developments and legislations, child development has still remained threatened (ANNPPCAN, 2014). Child labor has had a severe impact on child development in Africa and the world at large with its rampant resultant effects of school dropout,

hopelessness, and poor growth. Given the high levels of poverty, majority poor households are unable to afford basic requirements for their children especially sending them to school which results into soliciting for other forms of survival. The implementation of programs and projects aimed at reducing the incidence of child labour in Africa, Uganda inclusive plays an integral part in the proof of ratification of both national and international laws and standards against child labour (UN, 2003). With a range of laws, policies and regulations including but not limited to; The Employment Act sets the minimum age for work in Uganda at 14; The Prevention of Trafficking in Persons Act of 2009 (PTIP); The Ugandan Constitution; National Child Labour Policy; Children's Statute 1996; and Children's Act among others, Uganda has been ravaging with child labour despite their existence which has undermined child development. The aforementioned regulatory framework at national level have a crucial aspect of interdependence hinged on the minimum age laws and compulsory education laws. The introduction of Universal Primary Education was in response to the regulatory framework to enable children attain an education and pursue other developments thereafter. Also, the national regulatory framework is in tandem with Convention No 138 on the minimum age for admission to employment and the compulsory school completion age. The Uganda National Household Survey Report 2009/10 (UNHS 2009/10) reported that 2.75 million children aged 5-17 years were engaged in economic activities of which 51% of them (1.4 million) children were engaged in hazardous work and observed was that children were not in position to attend school regularly and enjoy their full freedoms. This vice immensely affects child developed as it disempowers their potential to enrich their goals and enjoy their childhood (UNICEF, 2013).

1.1.2 Theoretical Background

The study was guided by Behaviorist Theory of Child Development advanced by Skinner and Watson in 1938. The theory states that “a child’s mind is a blank slate” to be gradually shaped by the environment. It suggests that the surrounding environment critically shapes a child’s learning through positive and negative reinforcement (Cooper, Heron, & Heward, 2007). The theory assumes that with reward systems and punishments, children’s behavior can be shaped. It also assumes that the immediate surrounding of the child (caregivers, neighbors, and friends) plays a significant role in the child’s conditioning. Child labour being a behaviorism syndrome among the perpetrators and contenders, it basically goes along with the flow of their natural development (Greenberg & Martinez, 2008). With the rampant engagement of children in child labour as being acceptable in communities, child development will occur in a cyclic manner as it has been made part of the society norms. Children growth, empowerment and protection rests upon the behavior of other society figures that seem counterparts to the victim from the external environment. The theory prescribes a reinforcement mechanism—positive or negative to steer children development (Martin & Pear, 2007). The theory created a link between behavioral patterns congruent to the legal framework underpinning children development with regard to the dimensions used in the study.

1.1.3 Conceptual Background

Uganda National Child Labour Policy (2006) is a legal instrument that provides a framework to mobilize all actors to take action to eliminate the all forms of child labour in Uganda (GoU, 2011). It elucidates the socio-economic context of child labour, its nature, extent and magnitude, its causes, consequences and effects. Additionally, the policy sets out governmental response to

child labour, and therefore provide an institutional framework within the national child labour policy operates. This policy propagates the urgency of eliminating child labor on Uganda's agenda to ensure sound child development is achieved in recognition of children's right to education, health, protection and wellbeing (Eliezer, 2010). The policy further promotes child empowerment from childhood through adulthood. It is a unification of an instrument with an aim of leveraging on government, non-government and private efforts, the policy looks to promote meaningful growth and protection of children's rights in Uganda to ensure development for future aspirations (GoU, 2013).

The Children's Statute of 1996 is a comprehensive legislation on protection, care, and maintenance of children in Uganda. It is in form of law or Act recognized by ILO under the subject of elimination of child labour, protection of children and young persons (GoU, 2013). In accordance with the Statute, protection of children as legally enforceable in-country hinges on the institutionalization of children affairs at local government level in which it was significant to establish a Secretary of Children's Affairs within the Local Council Structure and children and family courts at district level to ensure the welfare of children in the judicial system (Africa Cinema and Culture, 2008). It further spells out the rights of child as well as the welfare principles guiding caregivers. Children's Statute 1996 Part 2(ii) states that: *A child has a right not to be made to work or take part in any activity whether for pay or not which is likely to injure the child's health, education, mental and physical, or moral development.* The children's statute is aligned with a core focus on child development especially access to basic needs of the child at local government and local council level (GoU, 2011).

The Children's Act is a national law that came into existence in 2000 after the revision of the Children Statute of 1996 by the parliament. The enactment of the Children's Act in the year 2000 made it possible to reform and consolidate laws relating to children in Uganda (Uganda Child Rights NGO Network, 2008). The Act made provisions for the care, protection and maintenance of children; local authority support for children; the establishment of a family and child court; children charged with offences; and other connected purposes. As used by different actors and child protection workers as a reference point in the provision of services to children in Uganda, the Act stands to promote child development (UNICEF, 2013). The Children Act Cap 59, 2000 in section 8 of the Act states: "*No child shall be employed or engaged in any activity that may be harmful to his or her health, education or mental, physical or moral development.*" Requisitely, the Act reforms and puts together the law relating to children, children development was central to its rhetoric as it promotes an equitable platform to protect and depend children's rights.

Child development entails the continuous process of biological, psychological and emotional transformation that occurs in human beings between birth and the end of adolescence (UNICEF, 2013). Child development is immensely impeded by the rampant child labour across the world. The effects of child labour manifest a translation of poor education outcomes, growth, disempowerment and lack of protection which affects their wellbeing and affect their future aspiration. The UNICEF reported that children who are compelled to work are deprived of their childhood itself. Since majority of children under child labour are hidden beyond the reach of the law, many of their chances for development are blocked in terms of education, growth, and social protection (pg. 19). In the community, children from poor household where children start as early as 5 years to work, their development delays in terms of numeracy and literacy. Child

labour denies children access to basic needs such as education, health care, protection, security, shelter, and adequate nutrition among others (Pandiara, 2006).

1.1.4 Contextual Perspective

In Uganda, child labour has remained a major challenge facing child and national development due its effects to the socio-economic setting. By 2009, over 2.75 million children were engaged in child labour half of which were found in hazardous jobs such as mines, quarries, etc. Then, 55.7% children in child labour were found in Western Uganda-Masindi District inclusive (UNHS 2009/10). With the growing informal sector, child labour is absorbed as it is cheap and less tasking neglecting its immense effect on the subjects as it manifests with effects such as non-attendance of school, child abuse, poor growth, etc. Manifestations of child labor include hotel service, quarries, commercial agriculture, fishing, and construction sites among others which in turn result into drop out of school, hopelessness and feeling of disempowerment. Such activities have barred children from enrolling, remaining, and transiting in school thereby impeding their future livelihood opportunities. Such work has proved hazardous to children and has a serious impact on their psychological, emotional and physical development. There have been efforts to fight child labour in Uganda as supported by national and international actors (UBOS, 2013). In Masindi, due to the large-scale agriculture taking place in sugar cane plantations and tobacco, majority children have been absorbed to engage in commercial activities. Due to the rampant poverty among the people, many parents have supported their children to go fend for their families. Coupled with poverty, the area is ravaged with the HIV scourge which leaves only children able to win bread in the households. Therefore, children have been engaged in such activities in Masindi in order to bridge the parent/guardian gap to feed their families. Food and

economic insecurity together with the wide spread poverty children have been compelled to join efforts to ensure their families are well (www.monitor.co.ug) accessed on 17th November 2017.

Promotion of child development has remained a salient issue of concern to the Ugandan government together with its partners through reduction of child labour. Although, there have been efforts to promote child development at international, national, regional and local government levels, child labour has remained rampant in Uganda, Masindi District inclusive (USPP & APSP, 2014). National child labour policies as recognized and ratified by the government have had an edge in the promotion of child development including; The National Child Labour Policy, Children's Statute 1996, Children's Act 2000, the Constitution, Penal Code, and Local Governments Act 1997 among others. Internationally, Uganda has ratifies several conventions including United Nations Convention on the Rights of the Child (1990), the Organization of African Unity Charter on the Rights and Welfare of the Child (1990); the Convention on the Elimination of All Forms of Discrimination Against Women (1979); and the ILO Convention No.138 on the Minimum Age for Admission to Employment (1973) and the ILO Convention No.182. Although such legal frameworks have been supported, implemented, and monitored, child labour has remained an aching problem in Masindi and the country at large. Masindi Resident District Commissioner revealed to Monitor Uganda that the district has struggled with the rising numbers of child laborers especially in tobacco farms which also affects the neighboring districts like Kiryandongo. This kind of trend has increased the rate of absenteeism of students in schools and thus the poor grades attained which results into school dropout (www.monitor.co.ug) accessed on 17th November 2017. Efforts launched by NGOs such as Platform for Labour Action, Child Rights Empowerment and Development Organization,

Family Rescue Foundation, etc. have endeavored to champion the fight against child labour in Masindi but the coverage has not proved sufficient to the cause. It was against this background that the research sought to establish the impact of national child labour policies on child development in Masindi District.

1.2 Statement of the problem

Child labour has impacted immensely on the socio-economic conditions of Uganda and the world at large which has affected child development in the long run. It has been a government priority to combat child labour in all its forms with support from other stakeholders (UBOS, 2013). Masindi is located in the Western part of Uganda which was found to be with the highest incidence of child labour standing at 55.7% with fervent manifestations of school absenteeism, child abuse and exploitation, and signs of disempowerment (UNHS 2009/10). In Masindi, the main activities children engage in are tobacco farming and sugar cane growing which rob them of their chance to enjoy full freedoms and rights. With the legal framework set up at national level, many organizations have been able to champion the child development. The existence of various national laws, regulations and policies to fight child labour has been in place since the colonial times but the vice has increasingly manifested itself (Africa Cinema and Culture, 2008). Masindi District upholds the operations of the children's court although it does not happen from time to time as coupled with the overall coordination under the MGLSD whose mandate is to oversee child development in-country. So, the inadequacy in the implementation of national child labour policies pose a great challenge to child development in Masindi District. Despite the effort by the government and others actors, child development remains significantly challenged in Masindi and the country at large. It has proven worth in the deterioration of children's

development with its associated challenges including school absenteeism, retention and transition to other levels (GoU, 2013). In the Daily Monitor of Monday 3rd October 2011, the Platform for Labour Action reported that over 67% of children aged 10—14 years in Masindi and Kiryandongo are engaged in child labour as well as attending school (www.monitor.co.ug) accessed on 17th November 2017. To promote sound child development therefore, the key stakeholders including government and NGOs need to ensure to expediently promote the effective implementation of child labour policies and ensure increased school enrolment, attendance and transition, fight child abuse (GoU, 2013). This would positively empower children and facilitate growth and thus enable them realize their dream. Active participation of the different actors in the fight against child labour should ensure strong commitment to the enforcement of child labour policies for purposes of enhancing child development in Masindi District (UBOS, 2013).

1.3 General Objective of the study

The general objective of the study was to investigate how the Child Labour Policies affect Child Development in Masindi district.

1.4 Specific Objectives

- (i) To establish how the National Child Labour Policy affects Child Development in Masindi District
- (ii) To find out how the Children's Statute of 1996 affects Child Development in Masindi District.
- (iii) To assess the extent to which the Children's Act 2003 affects Child Development in Masindi District.

1.5 Research Questions

1. How does the National Child Labour Policy affect Child Development in Masindi District?
2. How does the Children’s Statute of 1996 affect Child Development in Masindi District?
3. How does the Children's Act 2003 influence Child Development in Masindi District?

1.6 Hypotheses of the study

- 1 National Child Labour Policy greatly affects Child Development in Masindi District
- 2 The Children’s Statute of 1996 significantly influences Child Development in Masindi District
- 3 The Children's Act 2003 strongly affects Child Development in Masindi District

1.7 Conceptual Framework

CHILD LABOUR POLICIES (IV)

CHILD DEVELOPMENT (DV)

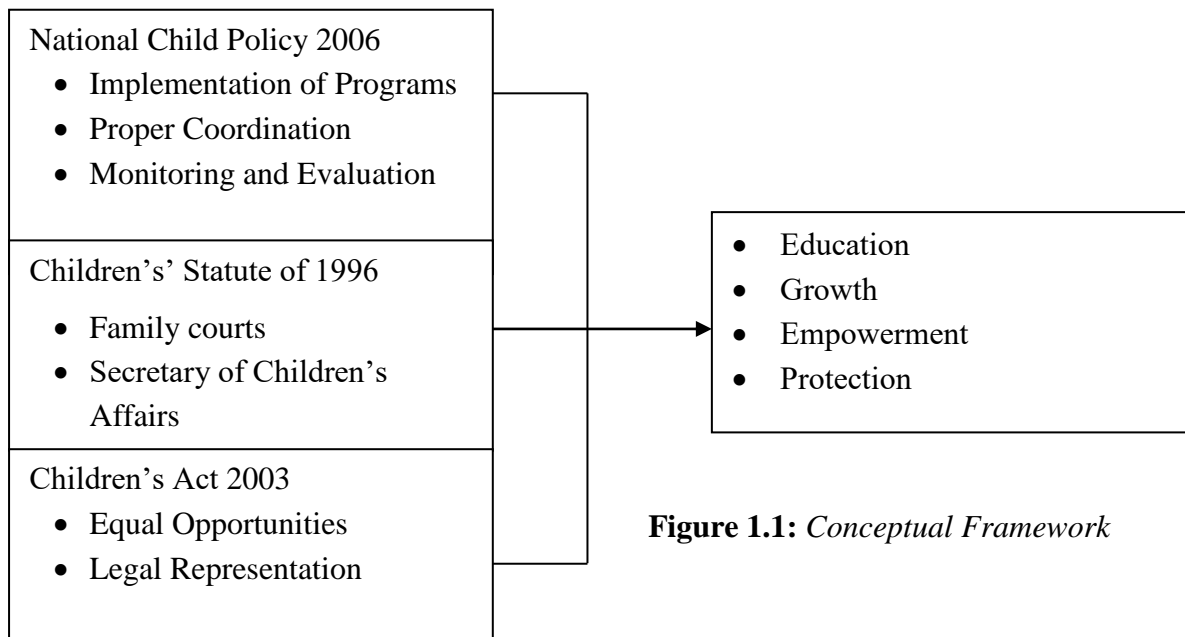


Figure 1.1: *Conceptual Framework*

The figure above shows the conceptual framework illustrating the relationship between the child labour policies (independent variable) and child development (dependent variable). As shown, child labor policies will be operationalized by the National Child policy, Children’s Statute of

1996 and Children's' Act 2000 whereas child development will be operationalized by education, growth, and protection and empowerment. The former are seen to have a direct influence on child development as they result into a society with responsive children to education, growth and protection and empowerment if well implemented. The study will adopt a many-to-one approach in depiction of the relationship between child labour policies and child development in Masindi District.

1.8 Significance of the study

The study was aimed at providing an insight into the various ways in which child labor manifests and also the policy frameworks with which it could be managed.

The study led to the fulfillment of partial requirements for the award of a Degree in Master of Public Administration of Uganda Management Institute by the researcher.

The study was aimed at providing information to be used by policy makers in both government and nongovernmental organizations to adopt its recommendation and thus lead to reduction and elimination of child labour in Uganda.

The study was aimed at providing literature for future scholars on related topics hence intentions to further research in child labour policies and child development.

The research also added to the body of knowledge in research since studies of this nature are still green areas in emerging economies.

1.9 Justification of the study

With clear manifestations of street children, low education attendance and transition, malnutrition, child abuse, etc., child development is challenged due to the rampant cases of child labour in Uganda. Such trends have necessitated the enactment of several Acts, laws, and policies aimed at curbing the vice. Masindi District has got a number of NGOs and government interventions mandated to promote child development as per the constitution and the legal framework but the vice still ravages the area. Despite the ratification of various Child Labour Policies to curb child labour in Uganda, child development needs to be revamped in order to ensure children enrich their potential ensuring regular school attendance, low child abuse, and sound growth. This has had a vivid impact on their development due to their engagement in labour activities which deprive them of their rights especially to education. Over 2.6million children are reportedly under child labour in Uganda and approximately 73,000 children in Masindi District particularly (UNHS 2009/10). This kind of trend has therefore prompted the researcher establish the effect of Child Labour Policies on child development in Masindi District.

1.10 Scope of the study

1.10.1 Content scope

The study focused of establishing the relationship between child labour policies and child development in Masindi District.

1.10.2 Geographical scope

The study was carried out in Masindi District which is located in Western Uganda. The district borders Kiryandongo to the North, Kyakwanzi and Nakaseke to the East, Kiboga in the South, Hoima to the South West and Buliisa to the West.

1.10.3 Time scope

The study was conducted in consideration of five years between 2011 and 2015. This was when child development was threatened with high rates of school dropout and child abuse (UBOS, 2017).

1.11 Operational Definitions of Key Terms

Child Development entails the continuous process of biological, psychological and emotional transformation that occurs in human beings between birth and the end of adolescence. In this regard, children development is envisaged to reflect progress in education, growth, protection, and empowerment (UNICEF, 2015).

A Child is a person below the age of eighteen years (UNICEF, 2013).

Child labour refers to work that is mentally, physically, socially and/or morally dangerous and harmful to children. Child labour is perceived as work or activities that interfere with children's school attendance, hazardous work, which by its nature or the circumstances under which it is performed, jeopardizes the health, safety and morals of a child (Africa Cinema and Culture, 2008).

National Child Labour Policy provides an enabling environment for the prevention, protection and elimination of child labour. It is intended to establish guiding principles in Uganda's efforts to eliminate child labour and priorities for government and stakeholder action (National Child Labour Policy, 2006).

The **Children's Statute of 1996** is a comprehensive legislation on protection, care, and maintenance of children in Uganda which ensures the institutionalization of children affairs at both local government and Local Council level judicial systems (USPP & APSP, 2014).

The Children's Act 2000 is a Ugandan national law that provides an overarching legal framework for child protection in Uganda (Uganda Child Rights NGO Network, 2008).

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter presents the literature review on Child Labour Policies and Child Development. A theoretical review was made as well as presentation of related literature in line with the study objectives. The information discussed in the literature review was got from the text books, journals, annual reports, magazines, and internet. The literature review was concluded with the summary of the literature identifying gaps in the literature.

2.2 Theoretical Review

The Behaviorist Theory of Child Development postulates that a child's mind is a blank slate to be gradually shaped by the environment. It suggests that the surrounding environment critically shapes a child's learning through positive and negative reinforcement (Cooper, Heron, & Heward, 2007). For the positive reinforcement, the surrounding is normally rewarded appropriately whereas the negative reinforcement postulates negative outcomes. Therefore, in the behaviorist perspective, the surrounding environment needs to offer appreciative and positive reinforcement techniques to shape a child's development in a desired manner. Child labour is basically based on the external environment according the expense of this theory. The policies that set up an external framework to protect children present a partly blind interface on the phenomenon (Greenberg & Martinez, 2008). Child labour policies with strong urge to reduce child labour need to recognize the reason why children work is because there is also market for the goods they produce and supply which serves as bait for perpetuation (Martin & Pear, 2007). Reinforcement of the drivers of child labour especially the society norms needs extreme attention to create a disabling environment for children to engage in the worst forms of labour.

Parents/caregivers make all household decisions and so children do follow suit to execute the plans as suggested by them. Such kind of attribution has set precedence for wrong decisions made and thus engaging children in labour which in turn affects their development (Basu & Chau, 2003).

2.3 National Child Policies and Child Development

The National Labour Policy envisions having a community in which children are free from exploitative labour. The policy was instituted to offer guidance and promote sustainable actions with a salient objective to promote child development in Uganda. Also, children should be enjoying their full rights of childhood including dignity, education, shelter and full development of their potential (UBOS, 2013). For purposes of easing understanding and articulation of the policy by the actors, perpetrators and victims, the Ministry of Gender, Labour and Social Development ensured translation of the policy into five local languages including Langi, N'gakaramajong, Lumasaba, Acholi, and Luganda (GoU, 2011). This was aimed at facilitating easy adaptation and good orientation for community development interventions targeted to promote child development across the project areas. The policy seeks to: (i) *to integrate child labour concerns into national, district and community programmes and plans*; (ii) *to establish a legislative and institutional framework to initiate, coordinate, monitor and evaluate child labour programmes*; and (iii) *to stimulate collective and concerted efforts, at all levels, to eliminate child labour*. Although child labour concerns have been incorporated into national and community programs at all levels, there still exists constraints in relation to school dropout and limited protection as a result of rights violation in Uganda (ANNPPCAN, 2014).

The National Child Labour Policy (2006) was envisaged to form a foundation for the development of actions and guidelines to fight child labour in-country by forming a legal framework for sustainable action with concerted collective efforts against the worst forms of child labour (Anker, 2000). This policy framework is aligned with the international frameworks set to combat labour across the world. The Ministry of Gender, Labour and Social Development's effort to fight child labour came with a development of the national action plan on the elimination of child labour in response to the national challenge (MGLSD, 2006). The policy is necessitated to operate as a mainstream tool and framework setup to solicit effort from key public and private actors to intensify the national response on child labour through conducting awareness raising activities at all levels (GoU, 2013). The policy was aimed at putting in place an in-depth understanding and orientation on the associated risks as well as consequences of child labour in bid to promote child development. Notably, it was also incumbent to the policy to devise means for reporting, program assessment, and resource mobilization in support of the smooth implementation and coordination of the key programs and projects at the fore front of promoting child development (ANNPPCAN, 2014).

2.3.1 Program implementation and Child Development

In Uganda, several national and international organizations have been engaged in the fight against child labour in different contexts. By virtue of adoption of international labour standards, national standards have been re-aligned to promote the operations of program implementers (GoU, 2008). The ratification and implementation of such international standards has led to a meaningful support towards the initiatives aimed at reducing child labour across the country. As prescribed in the NAP, the National Child Labour Policy has ensured adequate attention is given

to the implementation efforts by the different actors such as Plan Uganda, Raising Voices, and AfriChild among others whose mandate is to promote children's rights (UBOS, 2013). Other children organizations at lower levels implementing activities with regard to elimination of child labour efforts are operating under the confines of the national child policy. All projects and programs under implementation in Uganda as guided by the NAP, have sought to solicit lessons learnt and promote good practices geared towards enhancing child development in the communities (UNICEF, 2015). Recommendations and assertions from projects and programs in the promotion of child development endeavor to fight against child labour so as to inform future programming actions and responses in bid to promote coherence, gather synergies, and promote both continuity and sustainability for good child development. Plan Uganda is in implementation of child education programs including the Because I am A Girl program which seeks to promote the rights of a girl child in 5 districts including Kamuli, Tororo, Alebtong, Lira, and Bugiri but despite the efforts, girl child empowerment still lacks in the neighboring communities with manifestations of lack of education and abuse (MGLSD, 2012).

The Government of Uganda has endeavored to put in place legislations and policies to address child labour issues in-country including the National Child Labour Policy (MGLSD, 2006). It was instituted by government among the policies aimed by government to have an edge on the worst forms of child labour with alms of promoting child development. Through the National Action Plan (NAP), the national child labour policy of 2006 was operationalized to reduce child labour by 2016/17 with an aim of strengthening the legal framework in bid to establish enforcement mechanisms that would protect children from exploitation (ANNPPCAN, 2014). In 2012, the USDOL funded the implementation of the Uganda National Action Plan for

Elimination of Child Labour in which 8733 children were removed from exploitative child labour and majority were integrated into mainstream education. In the framework setting, the National Child Policy was mainly enacted to guide the implementation, coordination and monitoring and evaluation of child National Action Plan together with other stakeholders (National Child Labour Policy, 2006). The policy recognizes the way child labour limits both national and child development with its multifaceted deprivation of school and freedoms. As a national priority the government devised means to promote child development through a nationwide implementation and coordination policy with comprehensive interventions. Despite the countrywide coordination efforts, rights violation stands significant in many parts of the country (USPP & APSP, 2014).

2.3.2 Program Coordination and Child Development

The MGLSD (2012) under the National Action Plan on Elimination of the Worst Forms of Child Labour in Uganda 2012/13 - 2016/17 stipulated further that the child labour steering committee as instituted by the MGLSD was set to include actors at various levels as represented by the Ministry of Local Government, Ministry of Sports, Ministry of Agriculture, Ugandan Trade Union, Ministry of Health, Federation of Uganda Employers; and international players including ILO, IRC, IPEC, and other potential stakeholders. These national and international actors form the institutional coordination mechanism across all levels (ANNPCAN, 2014). To ensure adherence to the National Child Labour Policy, the NAP set out take a multi-sectoral approach in the processes of design and implementation of the interventions to eliminate child labour in Uganda. International and local regulations to work in a cordial manner require a proper way of coordination in tandem with the existing legal framework and policies. Effective implementation

calls for good coordination efforts so as to give change to achieve better education which will empower them to grow and be productive in society (USPP & APSP, 2014). Given the multi-sectoral approach as suggested under the NAP, coordination at sub county level provides opportunities for program collaboration and coordination among implementing stakeholders. Through coordination efforts, stakeholders are obliged to share experiences, best practices and lessons learnt to ensure enhancement of evidence-based programming in a holistic way which in turn increases the quality of services in the elimination of child labour (EOC, 2017).

The national child labour ensures recognition of a smooth coordination of child domestic work projects to ensure adequate protection (GoU, 2013). The policy requires that government departments responsible for promoting child development projects and programs should increase the number of labour inspectors and trainings in order to ensure adequate number of inspections at all levels. The national and international actors in the implementation of child labour policies. Under the MGLSD, coordination efforts are mainstreamed under Directorate of Labour to ensure interdepartmental linkages as well as provide technical support among the key actors in promoting child development in Uganda (ANNPPCAN, 2014). Coordination framework of elimination of child labour projects and programs requires provision of information about the funds for inspection and feedback to help in the investigation of all complaints to enhance child development. The national coordination drive as stirred by the MGLSD under the child labour unit makes a structure of decentralized players to spearhead project inspection and coordination (GoU, 2011). These include media, academia, social partners, local governments, and development partners. At local government level, project coordination is done under the coordination committee to improve partnerships among the various stakeholders including local

council leaders, local government officials, CSOs, politicians, and FBOs among others (UNICEF, 2013).

2.3.3 Monitoring and Evaluation and Child Development

The World Vision Report (2007) presented that, multiple tools and systems to monitor and evaluate project performance of interventions geared towards the promotion of child development in Uganda have been prioritized to ensure children attend school and feel empowered. As established by USDOL, KURET's M&E system played a significant role in designing proper individual child-tracking requirements on which reporting was based to enhance accuracy, program audit compliance on beneficiary withdrawal from child labour in the region (pg. 37). The M&E requirements are set to respond to the common means of verification on beneficiary contentment with urge to ensure data quality through conducting Data Quality Assurance—DQA. Conducting baseline studies, mid-term evaluations and end of project evaluations helps implementing partners and the government to realize the impact of the projects being implemented (pg. 38). This is typically based on whether projects and programs have met the provisions as per the NCLP in bid to enhance child development. Masindi local level tracking systems are designed to feed into the district systems which then feed into the national tracking systems to enhance child development through children empowerment and increasing their rate of school attendance as well as transition and protection. It is expedient to make child tracking systems more user-friendly so as to adopt it by the local actors to help national secretariats track children affairs at all levels. The reporting guidelines at national level give a clear picture on the requirements and thresholds to lay focus on child development (pg. 7).

The USPP and APSP (2014) stressed that to achieve results under the National Child Labour Policy, there is need to institute robust M&E systems to facilitate learning, identification of positive and negative results, and feedback mechanisms. Emphasis on the factual, realistic and periodic reporting stands critical in the implementation of the NCLP with support from the OVC M&E systems. With effective and systematic flow of data on child labour, implementation and enforcement of the National Child Labour Policy, comprehensive planning will be enabled to achieve the objective of the NAP. MGLSD requires progress reports to track the progress on the promotion of child development and therefore, all implementing partners report against the ministry reporting and feedback mechanisms. Reporting starts from the grass root i.e. local council (community) to community development officer (Sub County), OVC committees (district), and eventually the national OVC MIS. Setting up clear indicators to monitor and evaluate projects aimed at promotion of child development sets foundation for successful implementation of the NCLP. The UBOS child labour report (2011/2012) illustrated that child labour mostly affected education of the children in the rural setting with 37% versus 67% in the urban areas. Also, 42% of children in rural areas were engaged in labour activities as compared to the 17% in the urban area (MGLSD, 2012).

2.4 Children Statute 1996 and Child Development

In 1998, the government in conjunction with Save the Children UK implemented a four year project dubbed Juvenile Justice Programme in which child development was the central anomaly under pursuit (MGLSD, 2002). Through the programme, it was established that Section 5 of the Statute can be waived if the child's rights are abused. It stipulates that it is a child to live with his or her parents but in circumstances of abuse or mistreatment, the statute provides that the law

may work in accordance with the child's best interest if any (Uganda Country Report, 2003). To promote child development, the statute envisages separation of a child from the parents given the prevailing circumstance so as to ensure the child receives the basic care services including education, medical care, shelter, food, and security for proper growth, empowerment and protection against child abuse. Section 6 provides for the protection of children from child abuse and violence including child labour (Ejuu, 2012). Further, the statute prescribes that for any parents' or guardian's decisions made on behalf of the child, it has to be in the best interest of the child. Also, the local authorities are cited as key players in the absence of parents or guardians in the fight against child labour whereby they (authorities) are required to accord any assistance as required by the education in their areas of jurisdiction. Sections 78—88 have provisions that any person with custody of a child may make a formal application for a maintenance order from the family and children's court. This is done in jurisdiction to promote child development (UNICEF, 2013).

The Children's Statute of 1996 was enacted by the Parliament of Uganda for purposes of ensuring that children are protected in a user-friendly way (MoES-ESIP, 2003—2008). It therefore operationalizes the Ugandan Constitution of 1995 as well as the Uganda National Programme of Action for Children of 1993. The statute seeks to ensure that all children enjoy their full rights and freedoms and thus enhance their development in form of access to basic needs such as education and also be empowered in the long run. Implementation of the Children Statute is a mandate under the Ministry of Gender, Labour and Social Development (MGLSD, 2012). In its implementation framework, the statute seeks to institute family courts are community level preferably district and also a secretariat for children affairs with aim to abolish

all forms of child abuse including child labour. Through avenues such as debates, music, dance and drama, essay competitions, child rights clubs in schools plus child rights advocates in communities, the statute promotes children education, protection, growth, and empowerment (pg. 20). With support from development partners, the MGLSD, implements the Children Statute to respond to the human rights cause as experienced among children by way of establishing commissions of inquiry into child abuse cases. Other efforts aimed at promoting child development under the Children Statute required that the instrument be translated into local languages and distributed to all actors in the fight against child labour including districts, CSO, FBOs, etc. to facilitate easy understanding and adoption (UBOS, 2013).

2.4.1 Family Courts and Child Development

ILO-IPEC (2011) presented that the Children Statute protects children's interests in the award of maintenance orders so as to promote children rights and development. Also, it is important to note that in instances of misapplying money meant for child protection, it could lead to changing custody in the child's best interest. The Statute also stipulates the legal framework regarding child adoption both national and international upon stringent conditions. Kibuka-Musoke (2010) child adoption should be based upon promotion of child development for purposes of empowerment and opportunity enrichment. The Uganda Prison Service in implementation of the Children Statute whose requirements of detention of minors are set to separate them from adults in that environment. For purposes of protection, juveniles (under 18 years) remanded to prisons are required to be sent back to the Family and Children Court for the judge to make decision on where such offenders should be kept (Juvenile Justice, 211). This kind of trend is aimed at protecting minors from circumstances that may accrue to their age as prescribed by the

human rights (UNICEF, 2013). In some circumstances, some care givers preferably mothers can be imprisoned with their kids. As per the Juvenile Justice reforms, the legislations as provided under the Children Statute are compliant with the Convention on the Rights of Children. The reforms include; designation of the Family and Children's Courts by His Lordship the Chief Justice of Uganda as decentralized to community level; training of all stakeholders including probation officers, magistrates, police, army, local councils leaders, and child rights advocates among others; and development of training manuals (pg. 17). Such orientation was meant to promote children's rights for development and transition to adulthood as well as providing the best platforms for future opportunities such as adequate access to education, basic care, and enrichment (Uganda Integrated Early Childhood Development Policy, 2013). In circumstances of limited facilities, the prison devised means of releasing child offenders on bond, on some occasions sent to administrative prisons, or even set free but under close monitoring by the LCs and community probation officers (Children Amendment Act, 2016).

The Children's Statute of 1996 legislated to institute the family and children's court at community level which would be charged with the responsible of hearing evidence of applicants both father or mother to facilitate informed decision making to proceed to have an order against the both for payment to the applicant (UNICEF, 2013). It may require one preferably the mother or father to pay a monthly sum of money as may be determined by the court based on the circumstances of the case and the financial means of the parent for the maintenance of the child. This was in bid to promote child development in at community level as it was devised to curb abuses related to child labour in hazardous jobs, domestic violence, and basic needs of a child. As imposed on the parent or care giver, the costs for placing the order must comply with other

local policies. Further, it was reported that without adequate maintenance in terms of feeding, clothing, education and general welfare of the child, their development is impeded and potential undermined (pg. 26). Occasionally, the court may opt for a lump sum payment as paid to court expending the maintenance of the child. The family and children court may require the parent against whom the order of child neglect or exploitation is made to pay a sum of money due to him or her under the order or else attach his or her earning as well as property to meet the appropriate standards of child development (pg. 75).

2.4.2 Secretary of Children's affairs and Child Development

As provided in the Local Government Act, LCs are mandated to appoint a Secretary for Children's affairs whose task involves mediation in situations in which children's rights are abused including child labour and exploitation (UNICEF, 2013). The secretary also keeps a record register of all children regardless of status. This person is responsible for all affairs related to child development and welfare at community level. He/she works hand in hand with other local government officers of the local government to fulfill his/her responsibilities. Also, district and urban councils envisage promotion, management and assistance for the welfare of children at community level in terms of providing education for them and other needs (White & Case, 2014). The Secretary for Children's Affairs postulates that in circumstance of offending, the child must be produced before the Family and Children's Court or Local Council Court within forty eight (48) hours. Actors and stakeholders engaged in the fight against child labour at community level work secretaries in charge of children affairs at local council level to build a network of child rights monitors to champion the movement. As Section 89 of the Children's Act stipulates, *"the police is an active actors in the fight against all worst forms of child labour."*

Similarly, Police has the powers to release a child who is in conflict with the law and refer them to Secretary for Children's Affairs without formal charges placed against him or her (UNICEF, 2013).

The Secretary for Children Affairs of the local council was legislated by the Children Statute instituted under the Children Act Part III in which the law prescribes that LCs are mandated to designate one council member as secretary of the children's affairs in the councils across all levels (UNICEF, 2013). The secretariat receives reports on child abuse including child labour cases ensures to summon the perpetrator against who the reports has been made in order to set up appointment for discussion and decision making in the best interest of the child. In instances of not resolving the matters reported, the secretary will forward the case to the Village Executive Committee Court. As such, a report on child abuse in violation of their rights will necessitate investigation into the matter for legal redress (pg. 64). Therefore, the local council system is mandated to promote child development by the Secretary of Children Affairs as it works in tandem with the Children Statute and Children's Act prescribing protection of children welfare in safeguarding their rights and thus empowering them. The Secretary for Children's Affairs exercises his or her functions in relation to the welfare of children to ensure children a safeguarded against abuse and exploitation in all form they may manifest. Coordination of the activities conducted the Secretary for Children Affairs is under the Department of Youth and Children Affairs in the Ministry of Gender, Labour and Social Development. Administration of children justice and promotion of children's rights has required the department to offer probationary services for children at risk including offenders (pg. 17).

2.5 Children's Act 2003 and Child Development

The Children's Act serves to provide a legal and institutional framework for the protection and care of children according and defining children rights for children in Uganda (ANNPPCAN, 2014). It is an inclusive law that provides comprehensive coverage for all children including those with disabilities. It envisions equal treatment and opportunities and sets out that parents and caregivers ensure proper maintain and provision to children ensuring adequate access to education, health care, psychosocial support, nutritional support, and shelter (MGLSD, 2012). The rampant cases child abuse in Masindi including though not limited to child labour, torture and impoverishment have disempowered children and deprived them of their chances to attend school, grow properly, and feel protected (Uganda Radio Network, 2011). Paramount, it strongly provides that every child has a right to stay and live with his/her parent, study, access medical care, participate in leisure and sports as well as cultural and artistic activities. Children should be protected from all forms of discrimination, exploitation (child labour), violence, abuse, social neglect and customary practices that may seem harmful to the child's health, and any employment activity that may seem harmful to the child's education, moral, health and physical development. White and Case (2014) reported that the Children's Act sets procedure to deal with cases related to child labour as handled before the Village Executive Committee Court from which cases can resultantly be appealed to the Family and Children's Court. Case hearing looks at promoting openness and social justice in favor of the child to promote moral and sustainable community development. Section 16 of the Children Act provides the child with a right to legal representation (pg. 5).

The Children Act Cap 59 presents a response to the International Law provision for the care and protection of children at risk as well those in conflict with the national law. The act puts in places crucial guarantees and mechanisms for child care and protection in which it also stresses the importance of Family and Children's Courts and rehabilitation centers in which child development will be at a higher probability with respect to education opportunities, supported growth, and empowerment (Uganda Child Rights NGO Network, 2008). Child labour an anomaly under child abuse is strongly undermined despite efforts made to reduce it by different actors. Child development is steered by children justice as assured by the existing laws, regulations, and statutory instruments to guide its implementation. Legal redress on child affairs as supported under law would seek to reduce the incidence of child labour to promote freedom, dignity and security of the child in bid to prohibit child labour and any harmful cultural practices (Ejuu, 2012). With the cultural orientation among people in Masindi, children development is expensed at child labour due to the beliefs that children are assets meant to offer cordial economic support to their families (UNICEF, 2013). The Act seeks to promote effective implementation of child rights in Uganda to create a child-friendly justice framework which is supportive of child development and welfare. The Children's Act 1998 Part V Section 87(1) stipulates that *"no person shall engage a child in exploitative labour"* whereas (2) provides that *"labour is exploitative of a child if it deprives him/her of his/her health, education and general development"*. Section 89 puts it clear about the minimum age for admission of a child to employment being fifteen years. Also, Section 90 clarifies on the minimum age for the engagement of a child should be thirteen years (Children's Act, 1998).

2.5.1 Equal Opportunities and Child Development

In tandem with the African Children Charter, equal opportunities and empowerment are core issues in the promoting child development which requires all groups of children to ensure no child is left unattended to especially among the most vulnerable and marginalized (UNICEF, 2015). Congruent to the Children's Act, Section 14(1, 2, 3 and 4) of the Equal Opportunity Commission Act of 2007 strongly recommends effective and efficient implementation of children rights policies and legislations as a core mandate. More also, equal opportunities are being stressed in the implementation of other policies but not limited to the Early Child Development Policy, Universal Primary/Secondary Education, and free health care among others should be prioritized and enforced in Masindi and the whole country at large. Implementing partner in children related activities work in pursuit to strike a balance in the opportunities relayed to children so as to redress issues of marginalization and discrimination, promote fair and just court decisions so as to create an enabling environment for children to benefit from the socioeconomic and political domains. The international, national, local government, caregivers, development partners, and the private sector are charged with the responsibility to promote children's rights and ensure proper development (EOC, 2017). Also, the National Policy on Disability 2006 envisions promoting equal opportunities and enhancing empowerment, protection and protection of persons with disabilities (PWD) regardless of age, gender, and disability type (USPP & APSP, 2014).

In the national development framework, equal opportunities for all are a mandate to fulfill. The MGLSD takes lead to ensure children's rights including orphans and vulnerable children are protected and upheld by the different duty bearers. As provided under the Social Development

Sector Strategic Investment Plan (SDIP), inequality, exclusion and vulnerability are the key factors to address in Masindi so as to ensure sound child development in bid to provide equal opportunities during their growth and transition to adulthood (MGLSD, 2010). The SDIP aims to create an enabling environment for vulnerable groups susceptible to abuse such that key actors develop individual and organizational capacities to expedite opportunities to promote community and child development in a sustainable way at local government level Masindi inclusive. Labour legislations in existence such as the Employment Act 2006 provide conditions for employment of categories of persons including minimum employment age (MGLSD, 2009). Although, Equal Opportunities Commission also contains no specific legislation relating to equal opportunities accrued to children in the labour market, it is expedient to note that child empowerment can be achieved through provision of the basic needs to ensure vulnerable children also are protected against the worst forms of child abuse in the community. As a cross-cutting theme, promoting equal opportunity and empowerment for all children is imbedded in the Sustainable Development Goals. In Masindi also, the children's rights set foundation for pursuing child development to ensure they receive equal treatment and privileges just like others (EOC, 2017).

2.5.2 Legal Representation and Child Development

The provision that a child who has been arrested has a right to representation by a lawyer is in line with Section 10 of the Children's Act. Also, a victim or the representative is allowed to apply for a protection order in order to meet the interests of the child. Juvenile justice systems require representation of children from community through national levels in championing child-saving movement (LASPNET, 2015). The child's cognitive ability to express views pertaining to their abuse sets platform for representation of child labour victims. Therefore, the representative

frames on what the legal framework postulates help child abuse victims know the relevance of legal representation as well as uphold legal principles. For purposes of protection, the child abuse victim may disclose new insights to representatives but confidentiality is required in such circumstances to get help on issues related to their rights including education, shelter, empowerment, protection etc. (pg. 20). Like elsewhere, the Child and Family Protection Unit at Masindi police stations should be active players in the institutionalization of children legal representation. Also, there is a weak link of Family and Children's Court in the district whose function has not yet been fulfilled in the seeking children legal representation to promote child development (pg. 27). Such orientation has been incumbent in the Ugandan court system. Nonetheless, legal representation may seem unachievable with the rampant non-formal approaches in the Ugandan court system which may include traditional community practices, alternative dispute resolution, and diversion (pg. 42). These forms of application have not fully facilitated legal representation especially at grass root level. Child legal representation as a form of children empowerment and development still requires more effort (pg. 40).

All children deserve the right to legal representation in the courts of law. Although the Children's Act provides for the introduction of the provision for legal representation and guardianship which is only specific to Ugandan nationals, Masindi district registers low proliferation of the mandate with rampant manifestations of no redress made for child labour cases reported (USPP & APSP, 2014). Despite the fact that court cases as reported against or on behalf of children are guided by the national legal framework which spells out legal representation for any person regardless of age, social orientation or gender, it is not the case in Uganda (Masindi inclusive) where majority children cases are settled outside court chambers

(White & Case, 2014). The legal representation is handy with the confidentiality of reporting of any cases related to child labour. The Act strengthens the institutional mechanisms for the promotion of child development (Eliezer, 2010). Juvenile capital offenders are by law entitled under Uganda's Children's Act and Penal Code Act to benefit from the government's state brief system in pursuit for justice related to child labour. Legal representation under this system is by the Legal Aid Service Providers (LASPs) although such services are limited for they do not provide a comprehensive representation of all children thus perpetuating child labour and impeding child development (LASPNET, 2015). During legal redress, children are entitled to privacy in all situations including within alternative care or family from subjective unlawful practices. Legal representation may require a child-friendly environment in which they feel comfortable to express views with the representatives. In such cases children feel protected and loved (pg. 12).

2.6 Summary of Literature Review

The literature as reviewed above puts focus on the relationship between national child labour policies and child development. Presented is the extent to which the selected legislations relate to child development. Given that Uganda has ratified, enacted and amended several bills with regard to promoting child development, the government has demonstrated much interest through its ministries, departments and agencies to ensure their effective implementation. Therefore, by virtue of the set policy environment, it has been established that child development has been impeded by the rampant child labour in Masindi district thus undermining education opportunities, disempowered children, threatened child protection and affected their growth, which has enormously had a bearing on their growth and wholesome transition to adulthood.

Masindi district community development officials has not fully given enough attention to the National Child Labour Policy mandate of enforcing implementation, coordination and monitoring child related projects and thus affecting project success in promoting children growth, empowerment and protection. Child labour as experienced also at international level has led to the adoption of international standards into the national systems to ensure children are protected and supported for sustainable growth and development. The children's Statute of 1996 set precedence for the enactment of the Children's Act in 1997 which has been commensurately amended to include clauses that are seen key to promoting child development in Uganda. As such, the gap was established in which implementation and coordination mechanisms as well as adoption of the legislations has been reportedly had a negative bearing on the promotion of child development. Wherefore, with the institution of the Secretary of Children Affairs at local council level and the Family and Children's Court were vital anomalies aimed at promoting child development among children in Uganda, Masindi District inclusive but due to insufficient enforcement and monitoring mechanisms, the legislations have not yet fully served to their full potential as expected. Legal redress and representation being at a small scale has led to the growing intensity of child labour (abuse) related cases escalate in-country.

CHAPTER THREE

METHODOLOGY

3.1 Introduction

This chapter presents the methods used in conducting the study on the relationship child labor policies and child development. It presents the research design, study population area, determination of the Sample size, Sampling techniques and procedure, data Collection Methods, Data collection instruments, Validity and reliability, procedure of Data Collection, data Analysis, measurements of variables, limitations of the study, and ethical considerations.

3.2 Research Design

A cross-sectional research design was adopted to assess the relationship between child labour policies and child development in Masindi District. A cross-sectional research design was used to describe what presently exists with respect to variables or conditions in the situation and people's views (Fraenkel & Wallen, 2009). The study adopted a mixture of qualitative and quantitative research approaches as recommended by Amin (2005). Quantitatively approach was used to quantify the responses while qualitative approach was used to describe opinions, values, and perceptions of respondents as regards the child labor policies and child development in Masindi District.

3.3 Study Population

The study population comprised of the parents, district officials and NGO staff. Majorly, the district and NGO officials were targeted because they were the main subjects to enforce the child labour policies in the district. Parents were involved because they were the domestic duty bearers in their respective capacities.

3.4 Sample Size and Selection

Using Krejcie and Morgan's (1970) table of sampling as adopted by Amin (2005), the researcher determined the sample size, for a given target population of about 2925 which gave the sample size of three hundred and seventy eight (378) respondents as illustrated in Table 3.1 below:

Table 3.1: Sample Size and Selection

Stratum	Population	Sample Size	Sampling Technique
Caregivers—Bujenje County	927	118	Simple Random Sampling
Caregivers—Buruli County	944	118	Simple Random Sampling
Caregivers—Kibanda County	1040	127	Simple Random Sampling
MGLSD	5	5	Purposive Sampling
District officials	5	5	Purposive Sampling
NGO officials	5	5	Purposive Sampling
Total	2925	378	

Source: UBOS 2014 with modifications based on Morgan's Table of sampling

3.5 Sampling Technique and Procedures

Kothari (2008) defined sampling technique as a plan for obtaining a sample from a given population. In the study, both purposive and simple random sampling were employed. The sample was deemed fit given that they are the main stakeholders affected by child labour policies. Samples are restricted to Masindi District in its three sub counties.

As a probability sampling technique, simple random sampling was used to select respondents so as to give an equal chance of each to be selected. The researcher endeavored to camp in each sub county and randomly selected respondents aged 18 years and above using a selection criterion based on either being a parent or care giver and preferably a household head. As categorized into stratas—Bujenje, Buruli and Kibanda counties, each was explored using simple random sampling to select parents or guardians. This technique was used to avoid bias.

Fraenkel and Wallen (2009) shared that purposive involves selection of subjects based on a biased criterion such as knowledge, experience, etc. Therefore, the researcher used cases that had the required information with respect to the objectives of the study who were purposively sampled given their wealth of knowledge. This was used to select the key informants i.e. district and NGO officials. It helped her to tap a wealth of information from major subjects involved in the promotion and implementation of the child labour policies.

3.6 Data Collection Methods

3.6.1 Data Collection Sources

Both primary and secondary sources of data were used. The primary sources of data were considered use of questionnaires and key informant interviews. Secondary data was obtained from libraries through reviewing sources like organizational journals, annual reports, child labour policy documents, and magazines among others.

3.6.2 Data Collection Methods

Interview

The researcher intended to use an interview method. This method involved face to face interaction between the researcher and the respondents. Interview provided in depth and accurate personal information which may not have been provided by the other methods (Mugenda & Mugenda, 2003). Responses were noted down by the researcher. Preference to use interviews based the on fact they gave chance to the researcher to probe for more information, clarify and take note of the body language like facial expression of the key informants (Amin 2005). Therefore, interviews were conducted with 15 key informants including 5 MGLSD officials, 5 NGO officials and 5 Masindi district officials.

Survey

A survey method was used. It was used to collect both quantitative and qualitative data from the respondents i.e. caregivers/parents. The survey method was used because it could cover a bigger population in a small period of time; it was also less costly. Survey was used to reach out to the general population at sub county level as recommended by Saunders, Lewis and Thornhill (2012).

Documentary Review

Documentary review method was used to gather secondary data. This involved the use of a documentary review checklist which was administered through reviewing existing literature on child labor and child development (Fraenkel & Wallen, 2009).

3.7 Data Collection Instruments

Interview Guide

The researcher used an interview guide to collect primary data from the key informants because it enabled her to gather in-depth information about the study. It was also flexible in such a way that allowed the researcher to paraphrase the questions in order to obtain the required information from the respondents (Creswell, 2009). This method also allowed for probing so as to get the real insight of a situation and it enabled one to read the body language of the respondents (Kothari, 2008). The researcher aimed to engage 15 key informants from the district, NGO and MGLSD. The researcher made appointments with the key informants and set dates when they would be available for interviews. Interviews lasted for a maximum of 45 minutes during which notes were taken.

Questionnaire

The researcher intended to use a questionnaire comprising of close-ended questions. A structural questionnaire was used to collect primary data. A questionnaire is a research tool containing structured questions upon which data or information is collected (Saunders, Lewis & Thornhill, 2012). The researcher opted to use questionnaires because they offered a high response rate. A questionnaire also covered a bigger population in a short period of time and it is cheap and easy to administer.

Documentary Review Checklist

The researcher used a documentary review checklist. Information was sourced from archived journals, magazines, annual reports, internet, and newspapers among others. This method supplemented the above methods by giving a picture of before as evidenced in the literature (Fraenkel & Wallen, 2009).

3.8 Validity and Reliability

3.8.1 Reliability of the questionnaire

Fraenkel and Wallen (2009) referred to reliability as the degree of consistency of an instrument in measuring what it is expected to measure. To establish the reliability, a pretest of all data collection tools was conducted in areas not solicited to participate in the study. The tools was subjected to a small group of subjects (15). Using the Statistical Package for Social Sciences the researcher established the Cronbach's Coefficient Alpha to determine the reliability of the instruments. A 0.50 coefficient or more implies a high reliability as supported by Amin (2005). Tools were then amended after the pretest and later presented to the supervisor for approval.

3.8.2 Validity of the data collection instruments

Validity entails the extent to which outcomes obtained from the analysis of the data essentially represents the being studied (Mugenda & Mugenda, 2012). The researcher aimed to use content validity to establish the validity of the data collection instruments. An assessment of the concepts the instrument is trying to measure was done. Dempsey (2006) asserts that content validity helps to determine whether the items accurately represent the phenomenon under study. A Content Validity Index test was carried using the following formulae:

$$\text{CVI} = \frac{\text{Number of items declared relevant/ valid}}{\text{Total number of items}}$$

(Amin (2005) stressed that CVI of an instrument greater than 0.7 is appropriate)

3.9 Data Collection Procedures

A letter of introduction was obtained from Uganda Management Institute to be presented to the relevant authorities. The researcher presented the letter to Local Council Leaders, district officials, ministry officials, and NGO officials. After being granted permission to collect data, the researcher administered the data collection tools by distributing questionnaires and conducted interviews with the key informants. The researcher scheduled appointments with the key informants in respect of their daily programs in the work schedules.

3.10 Data Processing and Analysis

According to Fraenkel and Wallen (2009), data analysis refers to a procedure that involves meaningful organization of data to make sense to the readers. After processing the data, the researcher was tasked to make sense of it both quantitatively and qualitatively.

3.10.1. Quantitative Data Analysis

The researcher aimed to use descriptive statistics to eloquently describe a distribution of scores using inferential statistics to verify the hypothesis (Mugenda & Mugenda, 2012). The researcher used the Statistical Package for Social Sciences (SPSS) to analyse the data. Data was then organized into tables with frequencies and percentages. In order to determine the relationship between child labour policies and child development, the researcher used SPSS to run regression analyses.

3.10.2 Qualitative Data Analysis

Mugenda and Mugenda (2012) aimed to carry out qualitative data Analysis to analyse statements, attitudes, descriptions opinions, and any other form of narrative data as obtained from the field. After obtaining the qualitative data, the researcher edited and condensed the notes taken from interviews and organised them meaningfully to create themes and patterns. Data was presented using quotations as provided by key informants.

3.11 Measurement of Variables

The researcher proposed to use the nominal scale in the categorization of the variables and the interval scale to measure the age of the respondents. A Likert scale (1-5) was used which involved establishing the level of agreement and disagreement with the statements (Sarantakos, 2005). The level of disagreements with the various indicators depicted the rate of satisfaction. The researcher used a 5-point Likert scale i.e. Strongly Agree (SA), Agree (A), Not Sure (NS), Disagree (D), and Strongly Disagree (SD).

3.12 Ethical consideration

The researcher obtained a letter of introduction from Uganda Management Institute. Research assistants were required to introduce themselves to each and every respondent and precisely explain to them the purpose of the research (Adams et al, 2007). Prior to administering the data collection tools, the research assistants sought informed consent from the respondents by reading to them the introduction letter and the ethical statement. Research assistants upheld utmost confidentiality by keeping everything discussed between the respondents and themselves. Privacy during the discussions was upheld by conducting interviews in private and safe places where respondents felt safe and secure to express their views. As a requirement, the findings from the study were disseminated to the stakeholders by sharing a copy of the final approved dissertation (Saunders, Lewis, & Thorn, 2009). The researcher used antiplagiarism software to ensure the level of correctness and coherence and originality of the work therein.

3.13 Limitations of the Study

Non-response from some respondents: It seemed not possible to obtain some of the data from all respondents as some were not willing to disclose information due to the sensitivity of the subject under study. The researcher overcame this limitation by assuring all respondents of the confidentiality by which all data provided was guarded.

Making appointments with some parents and community leaders proved to be difficult as most of the time they were on busy schedule. However, the researcher endeavored to make tentative schedules with the key informants.

Biasness was feared to arise due to the sensitivity of the subject under study. To solve this problem, the respondents ensured absolute confidentiality and therefore names and other particulars of respondents were not indicated on the data collection forms.

CHAPTER FOUR

PRESENTATION, ANALYSIS, AND INTERPRETATION OF RESULTS

4.0 Introduction

Presented in this chapter are the findings and data analysis depicting the relationship between National Labour Policies and Child Development in Masindi District, Western Uganda. Inherently, the section shows that relationship between the three independent variables including National Child Labour Policy, Children Statute and Children's Act which are child development in Masindi District. The chapter presents the study response rate, in-depth descriptive presentations, inferential statistics and hypothesis testing as based on the study objectives.

4.1 Reliability

Table 1: Reliability Scores

Variable	Alpha	Number of items
National Child Labour Policy	.748	10
Children's Statute 1996	.851	10
Children's Act	.618	10
Child Development	.818	10
Total	3.035	40

Source: Primary Data

As shown in Table 1 above, the reliability score of the research instrument is depicted comprising of the variable name, alpha score and number of items considered. The reliability score of alpha for all independent variables was summed up and an average of all was computed:

$(\alpha/4) = (3.035/4)$ with 0.758. As per the score, it is imperative to strongly appreciate the significance of the variables to the study given a higher alpha value above 0.7.

4.2 Response rate

The researcher selected a team of three (3) research assistants to assist in the process of reaching out to 378 respondents. In total, 357 respondents were interviewed while 14 key informants were reached of the 15. In general, the response rate stands at 95.8% as shown in Table 2 below;

Table 2: Response Rate

Stratum	Target Response	Response	Response Rate
Bujenje County	118	116	98%
Buruli County	118	115	97%
Kibanda County	127	126	99%
MGLSD	5	4	80%
District officials	5	5	100%
NGO officials	5	5	100%
Total	378	371	95.8%

Source: Primary data, 2018

With a 95.8% response rate, this signifies that data collected in the study was sufficient and can be relied upon. Key informants and respondents were responsive with the high rate of participation as depicted in Table 2 above. As per Mugenda and Mugenda (2009), a 50% response rate is adequate for analysis as 60% seems good enough but 70% and above is outstanding.

4.3 Findings

In view, the researcher committed to establish the demographic characteristics of the sample population to find out the sex, age and stand position of each respondent. This was thus aimed at finding out how demographic setup related to the child labour policies and child development. Biodata findings are as shown in Table 3 below:

Table 3: Demographic Characteristics

Demographic	Category	Frequency	Valid Percent
Gender	Male	186	52.1
	Female	171	47.9
	Total	357	100.0
Age	<18	12	3.4
	18—30	151	42.3
	30—40	164	45.9
	41—50	25	7.0
	51 above	5	1.4
	Total	357	100.0
Position	Parent	85.7	85.7
	Leader	14.3	14.3
	Total	357	100.0

Source: Primary Data, 2018

Gender

As shown in Table 3 above, majority (52.7%) of the sampled respondents were males while 47.3% were females. Establishing the gender distribution was in consideration of capturing views from both genders with regard to the national child labour policies and children development.

Age

For the age bracket, majority (45.9%) were between 30-40 years, 42.3% were between 18—30 years, 7% were 41—50 years, 3.4% were <18 years while the least 1.4% were above 51 years. By implication, majority of respondents were between 18 years through 40 years as these were ages of responsibility whereby most respondents in those ages were caregivers.

Position

Findings also revealed that majority (85.7%) were parents while only 14.3% were revealed to be community leaders in the area. These demographic characteristics were representative of the sample population involved in the research study. By virtue of the study findings, majority were reportedly parents with responsibilities of providing care to children.

4.4 DESCRIPTIVE FINDINGS

Descriptively, statistics showed an array of effect of the independent variables against the dependent variable with regard to the study objectives. Similarly, values of mean and standard deviation were used to depict the typical effect and variance from the mean position for each indicator. Also, qualitative information gathered was presented which provided base to confirm the hypothesis statements. By interpretation, the ratings illustrated on the basic Likert scale show that scores less <3 represent disagreement in regards to the notions in question whereas those >3 denote agreement. Likewise, standard deviation used necessitated that scores that were less than one (<1) represented commonalities in the responses provided whereas scores which were greater than one (>1) represented divergences (mixed responses). Finally, the researcher ensured to combined response of agree and strongly agree to mean ‘**agree**’ while strongly disagree and disagree meant ‘**disagree**’. Responses presented are representative of respondents approached as well as the key informants interviewed.

4.4.1: National Child Labour Policy and Child Development

Table 4: Perception of Respondents on National Child Labour Policy

National Child Labour Policies	N	Percentage of Respondents who agree, undecided, and disagree with the effect of National Child Labour Policies on Child Development				
		Agree	Undecided	Disagree	Mean	Std. Deviation
Child labour policies are well implemented in this area.	357	90.2	3.6	6.2	3.99	.672
Child labour policies are well coordinated	357	93.3	2.0	4.8	4.07	.665
Most children in this area go to school	357	52.1	4.2	43.7	3.06	1.277
There are various risks incurred by children doing labour	357	89.4	4.2	6.4	3.96	.672
Actions are taken against child labour offenders	357	93.8	1.1	5.0	4.05	.623
Child labour policies are well monitored in this area	357	94.7	2.5	2.8	4.08	.555
Child labour is declining in this area	357	81.0	8.7	10.4	3.77	.760
There is free access to medical services	357	52.4	8.1	39.5	3.20	1.166
There are different child labour manifestations in this area	357	93.0	.6	6.4	4.04	.686
Child labour Policies have promoted child development in Masindi	357	94.4	.8	4.8	4.02	.625

Source: Primary Data, 2018

As illustrated in the table above, findings revealed that majority (90.2%) agreed to the notion that “*Child labour policies are well implemented in Masindi District*”, 6.2% disagreed while 3.6% neither agreed nor disagreed. The mean of 3.99 was a representation of agreement among the

biggest proportion while the .672 value of std. dev. revealed that response commonalities were registered in the distribution. In support of the arguments, KII interviews revealed that:

*“Many homes have started to realize the importance of educating children. This takes away the phobia of even operating things like phones, or computers which can help out in today's world.”...**(KII- Uganda Children's Charity Foundation on the 30th May 2018)***

*“Children can now have enough time to attend to school activities since they are no longer subjected to exploitative work at home”...**(KII- African Network for Prevention Against Child Abuse and Neglect Uganda on 28th May 2018)***

93.3% of respondents supported in agreement that Child labour policies were well coordinated 4.8% arrayed in disagreement while the least—2.0% were undecided. The high mean value of 4.07 depicted big proportions of respondents in agreement with the notion and the lower value of std. dev. less than one (.665) represented response commonalities across the distribution.

According to the findings, findings revealed that 52.1% of the respondents agreed to the idea that most children in Masindi District go to school wherewith a significant proportion of 43.7% disapproved the notion while only 4.2% did not provide their opinion about the issue. With a mean value of 3.06, it is reflective of agreement by majority of the respondents while the std. dev. greater than one (1.277) depicted divergences in the response distribution. This by implication indicated that children's school attending may not have necessarily been by virtue of the National Child Labour Policy. It was further asserted by the KIIs that”

“Child school attendance has greatly improved as many families have realized the importance of education. However, other factors have also increased child school

attendance such as proximity, improving household income etc.”...(KII-Save the Children, Child Specialist on 28th May 2018)

“Many families in Masindi are aware of the consequences of not schooling their children hence do not want to risk their future”...(KII- Uganda Charity Organization on 31st May 2018)

Study findings also revealed that majority (89.4%) supported in agreement that various risks were incurred by children doing labour of different sorts, 6.4% were negative about the notion while 4.2% neither agreed nor disagreed. Given the mean value of 3.96, the biggest majority agreed with the item and .672 std. dev. illustrated commonalities in the responses provided.

A big proportion-93.8% revealed in agreement that actions are taken against child labour offenders in Masindi District, 5% disagreed and 1.2% were undecided. Also, the 4.05 mean value signified that majority of the respondents supported the notion while the .623 value of std. dev. was in tune of the response commonalities in the distribution.

Reportedly in the table above is the 94.7% proportion of respondents who supported that child labour policies were well monitored in Masindi District, 2.8% of them disagreed while 2.5% did not offer their opinion. The mean of 4.08 represents agreement by the biggest majority while .555 std. dev. was a sign of response commonalities.

As per the study findings, 81.0% of respondents revealed that child labour was declining in Masindi District yet 10.4% of them disagreed and the least (8.7%) were undecided. A 3.77 mean was a sign of agreement by majority while .760 value of std. dev. was a depiction of commonalities across the response distribution.

In the table above, 52.4% revealed that there is free access for children to medical services in Masindi, 39.5% disagreed while the least—8.1% were undecided. With a mean of 3.20, the largest proportion of respondents agreed to the notion but on the contrary, the greater value of std. dev. (1.166) depicted that the National Child Labour Policy may not have necessarily led to the free access to medical care service for children in the district.

93% of respondents proved that there were different child labour manifestations in the district while 6.4% disagreed and only 0.6% seemed undecided as far as the notion was concerned. The greater mean value being (4.04), majority proved worthwhile that child labour has different manifestations in the district while the .686 std. dev. was representative of the response commonalities across the district.

Majority (94.4%) revealed that child labour Policies had promoted child development in the district and 4.8% disagreed. Least (0.8%) provided no opinion about the notion. Also, the 4.02 value of mean denoted that the biggest majority of respondents were in agreement with the item being investigated. The lower std. dev. less than one (.625) greatly implied that there were significant commonalities in the responses provided by respondents. As supported by a KII, it was asserted that:

“The Child labour policies because of their elite-centric nature, it is only fairly implemented in the elite economically empowered families in the urban vicinities. Where at least children are not so much into the provision of labour at the expense of their school attendance. whereas it is completely the opposite in the rural setting. family due to the abject poverty, unaware of the policies, child labour has continued to disrupt the well school attendance of these not only village but also slum children. So the overall outlook is that there is need to deepen child labour policies to reach the common man family

settings if the policies are to impact positively on children.”... (KII-Save the Children on 28th May 2018)

“Child labour policies have increased legal and social protection actions which have enabled families to enroll their children in schools”... (KII-Uganda Charity Organization on 31st May 2018)

As revealed by the biggest majority, respondents reportedly agreed to the notions relayed in description above. This trend proved that the National Child Labour Policy is an important instrument as it greatly influences child development. Evidently, the biggest majority 94.7%— Child labour policies are well monitored in Masindi District; 94.4% — Child labour Policies have promoted child development in Masindi; 93.8%— Actions are taken against child labour offenders; and 93.3%— Child labour policies are well coordinated. In attribution, National Child Labour Policy strongly enhances child development in general. Proper implementation and monitoring of the policy can lead to sound child development in Masindi District. However, a substantial proportion (43.7%) proved negative on the issue about most children going to school in Masindi as this was entrenched in the violation of children’s right to education.

To further prove the relationship and magnitude of effect National Child Labour Policy has on Child Development, the researcher conducted a regression analysis and the results are as shown in the Table 6 below:

Table 5: Regression results for National Child Labour Policy and Child Development

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Sig (2 tailed), 95%, confidence level (P<0.05)
1	.835 ^a	.697	.696	2.509	.000

a. Predictors: (Constant), National Child Labour Policy

Source: Primary Data, 2018

Table 6 above shows the Pearson Correlation ($R=.835^{**}$), $R^2 = (.697)$, Adjusted $R^2 = (.696)$, Sig (2 tailed, $P<0.05$, 000). Obtained are the key findings revealing that National Child Labour Policy (.696) was positively related to Child Development implying that consideration of proper implementation, coordination and monitoring of the policy would have a big impact on the education, growth, empowerment and protection of children in Masindi District. Also, the promotion of policy enforcement activities would serve to enrich the significance of achieving sound child development in Masindi District.

In consideration of the adjusted R square as a better estimate, it was thought wise to use it in contrasting R Square values of models imbedded in a number of independent variables. Therefore, the value of Adjusted R^2 as computed (.696) reflects a 69.6% (.696* 100%) variation the National Child Labour Policy had on Child Development in Masindi District. The remaining percentage of 30.4% can be attributed to other factors. This infers that the National Child Labour Policy stands significant as a key determinant factor that influences Child Development in Masindi District.

Upon a further analysis of the regression was conducted to show the level of significance.

Table 6: Coefficients of National Child Labour Policy and Child Development

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	5.621	1.150		4.888	.000
NC	.854	.030	.835	28.595	.000

a. Dependent Variable: Child Development

Source: Primary Data, 2018

In Table 7, results further affirm a substantial effect of the National Child Labour Policy on Child Development. Results thus depict the p-value of the unstandardized coefficient (0.854) being significant at ($p > 0.05$) with a positive Beta value of .835 at a significance level of 95%. Implicitly, this denotes that the National Child Labour Policy affects Child Development by (28.595). Further, it implies that, effort to improve the implementation; coordination and monitoring of the policy will significantly improve Child Development in Masindi.

Hypothesis Test One

The hypothesis test was that “*National Child Labour Policy greatly affects Child Development*’. Therefore, basing on the positive results obtained from the study findings, it can be concluded that the null hypotheses was rejected while the alternative was accepted.

4.4.2: Children’s Statute of 1996 and Child Development

Table 7: Perception of Respondents on Children’s Statute of 1996

The Children’s Statute of 1996	N	Percentage of Respondents who agree, undecided, and disagree with the effect of Children’s Statute of 1996 on Child Development			Mean	Std. Deviation
		Agree	Undecided	Disagree		
There is a Family and Children’s Court (FCC) in this area	357	92.2	4.5	3.4	3.98	.553
The court is functional in this area	357	91.9	1.7	6.4	4.01	.668
Children cases are handled by the FCC in this area	357	95.0	2.2	2.8	4.07	.544
FCC has contributed to the reduction of child labour cases in this area	357	95.5	1.4	3.1	4.06	.548
FCC has empowered communities in the fight against child labour	357	93.6	3.4	3.1	4.02	.553
There is a Secretary of Children’s Affair in our community	357	88.8	3.4	7.8	3.92	.689
There are cases handled by the Secretary of Children’s Affair	357	90.8	3.4	5.9	3.98	.633
The Secretary of Children’s Affair has enforced child labour polices	357	94.1	1.7	4.2	4.04	.574
The Children’s Statute has promoted children’s rights in the area	357	91.3	4.8	3.9	3.96	.539
The Children’s Statute has reduced on the impact of harmful customary and social practices in the area	357	90.2	2.5	7.3	3.95	.673

Source: Primary Data, 2018

As shown in the table above, findings illustrated that 92.2% supported that there exists a Family and Children’s Court (FCC) in the communities of Masindi, 4.5% were not informed about its existence while 3.4% disagreed. The mean value of 3.98 denoted that there was majority agreement with the notion and the .553 value of std. dev. signified a range of commonalities within the distribution. According to the contribution by KIIs, it was asserted that:

*“Family Court’s role is to nurture children can grow up as responsible citizens by teaching them how to behave, work for themselves, and be independent. The role of the children’s court is to settle child labor cases, help unite families, and homes, hence realizing a good understanding among the community members.”...**(KII-Uganda Children’s Charity Foundation on 30th May 2018)***

*“To provide for the care, protection and maintenance of children; to provide for local authority support for children; to establish a family and children court; to make provision for children charged with offences and for other connected purposes”...**(KII-Save the Children, Child Specialist on 28th May 2018)***

Of those that revealed the existence of FCC, 91.9% confirmed that it was functional, while 6.4% disagreed and 1.7% were unsure of its functionality. With a mean of 4.01, it was thus affirmed that the court was functional while .668 value confirmed the commonalities in the responses.

It was further revealed by majority (95%) that children cases are handled by the FCC in Masindi, 2.8% were in disagreement and only 2.2% were undecided. Given the mean value above 3 (4.07), most of the respondents supported in agreement with the statement while the .544 value of std. dev. demonstrated that majority of the respondents aligned understanding of the indicator.

95.5% of respondents shared that FCC had contributed to the reduction of child labour cases in Masindi, 3.1% disagreed and 1.4% neither agreed nor disagreed. The trend was further supported by a mean value less than 3 (4.06) which by essence entailed that majority of the respondents were supportive to the notion while .548 std. dev. was a sign of shared understanding.

Findings revealed that 93.6% of respondents supported that FCC had empowered communities in the fight against child labour, 3.4% disagreed and 3.1% demonstrated neutrality. With a 4.02 mean value obtained, it signified that majority of respondents were positive FCC's ability to empower communities in the fight against child labour. Also, the value of std. dev. (.553) being less than one, it depicted commonalities in the response distribution. It was asserted by KIIs that:

*“The family and children's court has helped to release children from bondage of harmful labour and providing for school enrollment”...**(KII-Probation Officer on 29th May 2018)***

*“The Family court has helped children to have their rights granted to them by their parents and guardians”...**(KII-Girl Child Advocacy Initiative on 1st June 2018)***

88.8% of respondents shared in agreement that there was a Secretary for Children's Affairs in the community, 7.8% disagreed and only 3.4% proved to be undecided. The 3.92 mean confirmed the existence of a secretary for children's affairs at community level while .689 std. dev. was in line with the fundamental commonalities in the responses provided.

A big majority of 90.8% illustrated that some cases of child labour were handled by the Secretary of Children's Affairs, 5.9% disagreed and 3.4% were neutral. Additionally, the 3.98 value of mean signified that vast majority agreed to the notion while .633 std. dev. shows commonalities.

Study findings revealed that majority (94.1%) confirmed that the Secretary of Children's Affairs had enforced child labour policies in Masindi, 4.2% disagreed and 1.7% were undecided. A high mean value above three (4.04) reaffirmed that the secretary had taken charge to enforce child labour policies. Then, .574 of std. dev. strongly manifested that there were commonalities within the response distribution. It was further stated by KIIs that:

"The secretary has encouraged parents to give care and education to their children in the community which has promoted development of several children in Masindi" ... (KII-Labour Officer on 5th June 2018)

"Although secretaries have a big role to play, most of the secretaries are amateurs therefore lack the expertise of appropriately exercise competent skills and knowledge." ... (KII-Save the Children on 30th May 2018)

As revealed by majority 91.3% of respondents shared that the Children's Statute had promoted children's rights in Masindi whereby others—4.8% were undecided and 3.9% were in disagreement. Accordingly, the 3.96 value of mean simply signifies that respondents supported that the statute promoted children's rights while .539 implies commonalities. In support of the assertion, it was stated by KIIs that:

"The secretary has increased awareness about children social development in the community" ... (KII- Uganda Charity Organization on 31st May 2018)

"The secretary monitors children's affairs at community level and hence bridging the gap between parents and the children. Parents are reminded of their obligations at the grass root level" ... (KII-Probation Officer on 29th May 2018)

“The secretary in Masindi has played a supervisory role to ensure good care and education is accorded to the children”... (KII-Girl Child Advocacy Initiative on 1st June 2018)

The majority 90.2% of the respondents confirmed that the Children’s Statute had reduced the impact of harmful customary and social practices in Masindi while 7.3% disagreed and 2.5 were undecided. The 3.95 mean value denoted majority agreement with the notion while the .673 std. dev. entailed response commonalities.

Illustrated in the table above shows that, the largest proportion of respondents revealed a greater influence the Children’s Statute has on children development in Masindi District. In attribution therefore, respondents’ assertions proved worthwhile that majority were cordially in support of a few selected indicators as verified in the findings: 95.5%— FCC has contributed to the reduction of child labour cases in Masindi; 95%— Children cases are handled by the FCC in Masindi; 94.1%— The Secretary of Children’s Affair has enforced child labour polices; 93.6%— FCC has empowered communities in the fight against child labour; and 92.2%— There is a Family and Children’s Court (FCC) in Masindi. Therefore, proper implementation of the Children’s Statute would help in the protection and promotion of child labour.

Upon conducting further analysis using regression to inaugurate the relationship between the Children’s Statute and child development in Masindi as shown in Table 9 below:

Table 8: Regression results for National Child Labour Policy and Child Development

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Sig (2 tailed), 95%, confidence level (P<0.05)
1	.204 ^a	.042	.039	4.464	.000

a. Predictors: (Constant), Children Statute
Source: Primary Data, 2018

As per the table above, findings revealed that the Pearson Correlation ($R=.204^{**}$), $R^2 = (.042)$, Adjusted $R^2 = (.039)$, Sig (2 tailed, $P<0.05$, .000). Findings revealed that Children's Statute (.039) proved to be positively associated with Child Development thus inferring that deliberation to strengthen the FCC as well as empower the secretary of children at community would seemingly have a great influence on children's education, growth, empowerment and protection in Masindi District. Likewise, strengthening enforcement activities in Masindi would bridge the gap and thus ensure quality child development in Masindi District.

Although adjusted R square is a good estimate, it was thus adopted make contrast between different variable. Consequently, the Adjusted R^2 under use as follows: (.039) which in reflection provided a 3.9% (.039*100%) level of variation the Children's Statute had on Child Development in Masindi District. The remainder 96.1% can be explained by other factors. This deduces that the Children's Statute is to a small extent substantial in influencing Child Development in Masindi District.

Further, the researcher offered to conduct a regression analysis for the study.

Table 9: Coefficients of Children Statute of 1996 and Child Development

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	28.820	2.426		11.882	.000
CS	.237	.060	.204	3.921	.000

a. Dependent Variable: Child Development
 Source: Primary Data, 2018

In Table 10 above, results further affirmed a meager effect the Children’s Statute has on children development. Therefore, the results illustrated the p-value of the unstandardized coefficient (.237) being significant at ($p > 0.05$) bearing a positive Beta value of .204 at 95% level of significance. This by implication shows that Children’s Statute affects child development by (3.921). Further inference is that, if FCC and the Secretary for children affairs are properly enforced, child development will definitely improve.

Hypothesis Test Two

The hypothesis test was “*the Children’s Statute of 1996 significantly influences Child Development*”. Given the positive results obtained as shown in the Table 9 above , it can be resolved that the alternative hypothesis was accepted and thus rejecting the null.

4.4.3: Children’s Act 2003 and Child Development

Table 10: Perception of Respondents on Children’s Statute of 1996

The Children’s Act of 2003	N	Percentage of Respondents who agree, undecided, and disagree with the effect of Children’s Act of 2003 on Child Development			Mean	Std. Deviation
		Agree	Undecided	Disagree		
The Children’s Act has promoted equal opportunities in this area	357	93.8	3.1	3.1	4.03	.537
The Children’s Act has led to increase school enrolment in this area	357	92.4	2.0	5.6	4.02	.640
There is equal access to health care services	357	89.1	1.1	9.8	3.90	.791
The Children’s Act has protected children from violence	357	89.9	2.0	8.1	3.94	.707
The Children’s Act has protected children from discrimination	357	90.5	1.4	8.1	3.96	.721
Child labour legal cases are normally sent to court to protect them	357	31.1	7.3	61.6	2.72	1.017
Legal redress on child labour issues has been promoted	357	78.2	5.6	16.2	3.70	.991
Legal representation has generally reduced child abuse in Masindi	357	37.8	12.6	49.6	2.89	.957
The Children’s Act has empowered communities to fight child labour	357	65.3	3.6	31.1	3.36	.939
Children’s Act 2003 has promoted child development in this area	357	82.6	7.3	10.1	3.82	.775

Source: Primary Data, 2018

In the table above, findings revealed that majority (93.8%) agreed to the notion that the Children’s Act had promoted equal opportunities in Masindi and those that disagreed as well as

undecided contributed 3.1% each. Given the mean value of 4.03, it was established that majority of the respondents were in agreement while the .537 value of std. dev. denoted shared opinions among the majority.

92.4% of the respondents supported in agreement that the Children's Act had led to increase school enrolment in Masindi, 5.6% disagreed while 2% were neutral. 4.02 mean value signified majority agreement whereas the .640 std. dev. value implied response commonalities in the distribution. This issue was supported by contributions from KIIs who stated that:

*“Through ensuring that free education is available for all, also elimination of corporal punishments in schools thereby increasing enrollment and reduction of dropout rates increased.”...**(KII-Labour Officer on 5th June 2018)***

As per the study findings, majority 89.1% revealed that there was equal access to health care services for all children but 9.8% disagreed and the 1.1% of them were undecided. The 3.90 value of mean meant that the biggest majority were in agreement while the std. dev. less than one (.791) entailed commonalities within the response distribution as provided the respondents.

Majority (89.9%) supported in agreement that Act had protected children from violence with 8.1% in disagreement and 2% who remained neutral about the subject. The mean value obtained (3.94) signified that indeed the act had protected children from violence and amongst the responses the std. dev. revealed commonalities at .707. In like with the issue, it was stated by KIIs that:

“Through its articles which elucidate any forms of harmful labour plus providing necessary care to all children irrespective of their nature, the Children's Act has helped

to protect the children from discrimination”...(KII- Bujenje Sub County CDO on 1st June 2018)

According to the study findings, 90.5% of respondents demonstrated that the Children’s Act had protected children from discrimination although 8.1% disagreed and those that remained neutral constituted 1.4%. in view, the mean obtained of 3.96 proved that majority agreed to the statement while the .721 value of std. dev. represented response commonalities thereof.

The biggest majority-more than half of the population (61.6%) refuted the fact that child labour legal cases were normally sent to court in order to protect them, 31.1% agreed and the 7.3% were neutral on the subject. The 2.72 mean value signified majority disagreement among the responses with a std. dev. greater than one (1.017) signifying divergences in the distribution which inherently signified that the act may not have necessarily promoted proper ways of sending child labour cases to court for their protection.

It was revealed by majority (78.2%) that legal redress on child labour issues had been promoted in Masindi, 16.2% disagreed and the 5.6% were undecided about the issue. Additionally, the 3.70 value of mean computed implies that majority of the respondents were in agreement while the .991 value of std. dev. depicted commonalities within the response distribution.

Findings further showed that less than half though majority—49.6% were in disagreement with the notion that legal representation had generally reduced child abuse in Masindi, 37.8% agreed while only 12.6% neither agreed nor disagreed. With a mean value lower than 3 (2.89), it was evident that majority of respondents were in disagreement implying that legal representation had not yet yielded fruits to reduce child abuse in the district. Additionally, the .957 std. dev. denotes

that there are commonalities in the responses provided by respondents. In support of the argument, KIIs asserted that:

“The Act gives absolute freedom to children and rights plus elimination of harmful labour activities to children and also ensuring that all children irrespective of their nature are accorded care.”... (KII-Labour Officer on 5th June 2018)

More than half (65.3%) of the respondents came up in agreement that the Children’s Act had empowered communities to fight child labour although a significant proportion of 31.1% disagreed and only 3.6% were neutral. Scoring a mean of 3.36, majority of respondents were in agreement thereof which was confirmed by the std. dev. less than one (.939). As per KIIs contributions it was stated that:

“Children's Act has increased public protection of children against violence. The populace has risen against violations such as child trafficking, sacrifice etc.”... (KII-Save the Children, Child Specialist on 28th May 2018)

“It has provided guidelines on proper parenting and care for children plus creating awareness of the proper care needed by children”... (KII-African Network for Prevention Against Child Abuse and Neglect Uganda on 28th May 2018)

The study findings revealed that majority (82.6%) supported in agreement that the Children’s Act 2003 had promoted child development in Masindi, 10.1% disagreed while 7.3% were undecided. The 3.82 mean score denoted that majority of respondents had agreed with the notion while the std. dev. less than one (.775) depicted commonalities.

The largest majority as revealed in the study reportedly agreed with the items as illustrated in the table above. This trend attribution depicts that Children’s Act very influential in enhancing children growth, education, empowerment and protection which would resultantly impact child development in Masindi. The biggest majority 93.8%— The Children’s Act has promoted equal opportunities in Masindi; 92.4%— The Children’s Act has led to increase school enrolment in this area; and 90.5%—The Children’s Act has protected children from discrimination. However, although majority agreed with the notion, a considerable proportion also disagreed with some of the notions i.e. 61.6%—Child labour legal cases are normally sent to court to protect them; and 49.6%—Legal representation has generally reduced child abuse in Masindi; and 31.1%—The Children’s Act has empowered communities to fight child labour. This indicates that Children’s Act has a big bearing on child development in Masindi. Wherefore, proper implementation of the act by ensuring equal opportunities and legal representation would enhance children growth, education, empowerment and protection in Masindi.

In order to establish the relationship and magnitude of effect between Children’s Act and Child Development, a regression analysis was computed and results are as shown in the table below:

Table 11: Regression results for Children’s Act and Child Development

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Sig (2 tailed), 95%, confidence level (P<0.05)
1	.495 ^a	.245	.243	3.961	

a. Predictors: (Constant), Children Act
Source: Primary Data, 2018

In the table above, findings revealed that the Pearson Correlation ($R=.495^{**}$), $R^2 = (.245)$, Adjusted $R^2 = (.243)$, Sig (2 tailed, $P<0.05$, .000). Therefore, the study findings as obtained

demonstrate that the Children’s Act (.495) positively relates to child development indicating that any promotion of equal opportunities and legal representation would seemingly increase chances of good child development in Masindi.

With the value of Adjusted $R^2=.243$, it reflects a 24.3% (.243*100%) variation and thus denoting that the Children’s Act positively relates to child development by 24.3% in Masindi. The remaining percentage of 75.7% could be attributed to other factors. This therefore confirms that promoting equal opportunities and legal representation for children cases could significantly influence child development in Masindi.

Table 12: Coefficients of Children’s Act and Child Development

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	17.289	1.965		8.796	.000
CA	.578	.054	.495	10.744	.000

a. Dependent Variable: Child Development
Source: Primary Data, 2018

As shown in the table above, the results further affirm a noteworthy effect of the Children’s Act on child development. Therefore, results indicate that the p-value of the unstandardized coefficient (.578) is significant at ($p>0.05$) yet positive with Beta value of .495 at a 95% significance level. This thus indicates that the Children’s Act has an effect on child development of 10.744. More still, if equal opportunities and legal representation are well adhered to, children growth, education, empowerment and protection would be upheld and thus significantly improve child development in Masindi.

Hypothesis Test Three

The hypothesis test was that “*The Children's Act 2003 strongly affects Child Development*”. Given the positive results obtained in the regression, it can thus be resolved that the alternative hypothesis was accepted while the null rejected.

4.4.4 Grouped Coefficients Regression Analysis for all the Variables

To get a generalized view of effect each independent variable has on dependent variable, all independent variables were combined for regression analysis with child development as the dependent variable. By intention, this was at ranking them to show comparative contribution to the dependent variable thereof.

Table 13: Coefficients of Child Labour Policies and Child Development

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	4.601	1.589		2.896	.004
¹ National Child Labour Policy	.793	.034	.775	23.318	.000
Children Statute 1996	-.075	.042	-.065	-1.787	.075
Children’s Act 2003	.175	.047	.150	3.691	.000

a. Dependent Variable: Child Development
Source: Primary Data, 2018

The Table above shows results of grouped regression analysis of variable. The findings revealed that all independent variables were significant. By implication, all the variables had a bearing on child development. Table results indicate that the National Child Labour Policy has the lowest significance (P-v=0.02) and the highest positive coefficient (0.793), followed by Children’s Act 2003 with (p-v=0.000) and a positive coefficient of (0.175), and lastly the Children’s Statute 1996 with the highest significance (p-v=0.075) and lowest negative coefficient (-0.75). This

implies that proper implementation of the National Child Labour Policy and the Children’s Act 2003 would significantly improve child development. On the contrary, the grouped coefficient results revealed that given the negative value computed for the Children’s Statute 1996, its proper implementation would instead deteriorate child development in Masindi District.

4.4.5 Child Development

Regarding the dependent variable i.e. child development, the researcher employed the Likert scale to obtain respondents’ opinions on the relationship between the variables. The statements were based on National Child Labour Policy, Children Statute 1996 and Children’s Act 2003.

Table 14: Respondents opinions on the Child Development

Child Development	N	Percentage of Respondents who agree, undecided, and disagree with Child Development			Mean	Std. Deviation
		Agree	Undecided	Disagree		
Children education has been promoted in this area	357	87.4	5.0	7.6	3.81	.577
Children wellbeing has been upheld in this area	357	85.2	3.9	10.9	3.81	.736
Children have access to enough food	357	82.4	6.7	10.9	3.83	.809
Children’s talents are promoted in this area	357	91.9	2.5	5.6	3.99	.658
Children future aspirations are considered in this area	357	92.4	2.5	5.0	3.95	.621
Children’s health is taken as a priority in this area	357	91.6	3.1	5.3	3.99	.638
Early Child development is encouraged in this area	357	82.4	9.0	8.7	3.80	.751

Children feel empowered in this area	357	80.1	5.9	14.0	3.74	.934
Children are well protected in this area	357	92.2	2.5	5.3	4.02	.636
Generally, children's rights are well promoted	357	61.9	8.4	29.7	3.34	.937

Source: Primary Data, 2018

The table shown above illustrates that majority (87.4%) of respondents were in agreement with the notion that “*Children education has been promoted in the area*” while 7.6% disagreed and 5% were undecided. A mean value greater than 3 (3.81) clearly indicated that majority of the respondents were in agreement and the std. dev. Below 1 (.577) meant that there were commonalities in the responses.

85.2% agreed that children wellbeing had been upheld in the area, 10.9% disagreed while only 3.9% neither agreed nor disagreed with the statement. Given the mean value of 3.81, it was established that majority of the respondents supported in agreement while the .736 value of std. dev. signified response commonalities.

Majority (82.4%) revealed that children had access to enough food, 10.9% were in disagreement while 6.7% did not provide their opinion about the issue in question. With the mean value greater than 3 (3.83), majority of the respondents were in agreement with the notion and the .809 which was greater than one denoted commonalities in the response distribution.

From the study findings, majority (91.9%) of respondents affirmed that children's talents are promoted in Masindi District, 5.6% disagreed and 2.5% were undecided. Also, the 3.99 mean value served to confirm that majority agreed to the notion. The std. dev. of .658 depicted response commonalities.

In the study, it was revealed by 92.4% of the respondents that children future aspirations were highly considered in Masindi, 5% disagreed and 2.5% neither agreed nor disagreed. As established, the 3.95 mean value signified that the biggest majority of the respondents interviewed agreed to the practice while the .621 value of std. dev. implied potential commonalities in the response distribution.

Table 4 above also illustrated that 91.6% of the respondents proved that children's health is taken as a priority in Masindi District while 5.3% disagreed and 3.1% of them were undecided. A 3.99 mean value represented agreement by the largest majority while .638 std. dev. was in tune of response commonalities across the distribution.

In Table 4, findings revealed that 82.4% supported that early Child development was encouraged in Masindi District while 9% were undecided and 8.7% laid in disagreement with the notion. With a 3.80 mean being above three, majority of the respondents were in agreement with the item. The .751 value of std. dev. implied commonalities within the distribution.

According to the study findings, majority (80.1%) were in agreement with the notion that children feel empowered in Masindi District, 14% disagreed and the rest (5.9%) did not provide their opinion with regard to the notion. The mean obtained being above three (3.74) implied a high degree of agreement with the notion while the std. dev. of .934 portrayed commonalities within the study responses as provided by the respondents.

92.2% of respondents proved that children were well protected in Masindi District while 5.3% were in disagreement and the least (2.5%) were undecided. Given the 4.02 mean value, the biggest were in agreement with the item and .636 value of std. dev. was in line the commonalities in the response distribution.

Study findings illustrated that 61.9% of respondents agreed that children's rights were generally well promoted, 29.7% disagreed significantly and 8.4% were undecided. As such, the 3.34 also revealed high consensus in agreement with the notion while the .937 was representative of the response commonalities in score distribution.

The majority agreement with notions in question revealed noteworthy that child development as realized given the implementation of the national child labour policies in Masindi District. The largest majority 92.4%—Children future aspirations are considered in this area; 92.3%—Children are well protected in this area; 91.9%—Children's talents are promoted in this area; and 91.6%— Children's health is taken as a priority in this area. Significantly, although more than half of the respondents agreed, a substantive proportion (29.7%) revealed that children's rights were not well promoted regardless of the existence of national child labour policies. Nevertheless, despite the disagreement national child labour policies were revealed to have been important in the promotion of child development in Masindi District.

CHAPTER FIVE

SUMMARY, DISCUSSION, CONCLUSIONS AND RECOMMENDATIONS

5.0 Introduction

This chapter presents the summary of the study findings, discussions cross-referenced with the reviewed literature, conclusion, recommendations and the proposed areas for further research.

5.1 Summary of findings

The study focused on national child labour policies and child development in Masindi District. It used a cross-sectional research design to collect data which inherently entailed the use of mixed methods i.e. quantitative and qualitative data management. A total sample of 357 respondents were reached and interviewed using a questionnaire and 14 key informants were interviewed using an interview guide.

Objective One: *National Child Labour Policy on Child Development in Masindi District*

Study findings revealed that Child labour policies were under implementation in Masindi District. This was signified by the assertions by majority that most children in the district were going to school. Although majority reported that children have access to medical services, a significant proportion were negative about it meaning that the National Child Labour Policy may not necessitate and guarantee it. Profoundly, findings affirmed to the fact that there were different child labour manifestations on ground. Affirmed to the issue was that most children attend school especially in the Universal Primary Education schools where numbers were not limited. Nevertheless, the assertion was not generalized to the National Child Labour Policy

since some shared that not all children in the school going age were going to school across the whole district (43.7%). Notably, most of the respondents proved that children incur diverse risks in the process of proving labour of different kinds in the district. To this end, it was revealed that actions are being taken by different concerned stakeholders against child labour offenders in Masindi. Further, findings revealed that child labour policies were being monitored throughout the district and there was a registered decline in child labour. Wholesomely, it was revealed that had a strong bearing on child development in the district.

Objective Two: *Children's Statute of 1996 and Child Development in Masindi District*

In the study, findings illustrated that a Family and Children's Court (FCC) was in existence, functional and actively handling children related cases. The existence of the court in Masindi was revealed to have empowered communities in the cordial struggle of fighting child labour. Also, revealed was the existence of a secretary for children affairs in Masindi to whom cases of child labour were to be reported for registration. A big proportion also attested to the notion that the court had significantly contributed to the reduction in child labour cases reported across the district. At the basic level, it was revealed that child labour cases were alternatively handled by the secretary for children's affairs before being forwarded to the FCC. The secretary was reported to have enforced child labour polices across the three sub counties of Masindi. The study further revealed that the Children's Statute had meager contribution given the low coefficient which was marred by the fact that it had impacted child development due to the existent harmful customary and social practices in the district.

Objective Three: *Children's Act 2003 on Child Development in Masindi District*

From the findings, it was revealed that implementation of the Children's Act promoted equal opportunities for children in Masindi leading to an increment in school enrolment in schools existing across three sub counties. The Act had also an impact of the equal access to health care services for all children in the district. Further, findings stipulated that the implementation of the Act helped in the protection of children from violence of any kind with consideration to discrimination. Conversely, it was found out that child labour cases are rarely sent to court for their protection and this signified that despite its implementation, legal cases have not been emphasized creating a gap. Nevertheless, the Act was revealed to be a promoter of legal redress for child labour related cases in the district despite the fact that legal representation had not yet fully been achieved. More still, findings revealed that the Act had contributed to the empowerment process of fighting child labour although a probable proportion proved negative, (31.1%). Wholesomely, the Act was proven to have promoted child development in Masindi.

5.2 Discussions

Below are the study results discussed objectives by objectives:

Hypothesis 1: National Child Labour Policy greatly affects Child Development

Assertions from the findings were in line with what ANNPPCAN (2014) reported that most children in the district were going to school given the enforcement mechanisms of the policies with surety that most children were attending UPE schools. Although UPE schools are free, it was revealed that there are some children who deliberately fail to attend school. According UNICEF (2013), findings proved significant that children work in risky situations while proving

different kinds of labour. As per the findings, discoveries by ANNPCAN (2014) were confirmed in relation to the different child labour manifestations in Uganda with no exception of Masindi. As such, it was the National Child Labour Policy has had a significant bearing on child development in Masindi. The National Child Labour Policy was revealed to have necessitated actions taken by various concerned stakeholders in the fight against child labour offenders in Masindi and the country at large. The fact that child labour policies are monitored across the district USPP and APSP (2014) assertions do hold true on the coordinated framework with commitment to reduce child labour. The policy had not wholly taken care of issues related to medical service access which demonstrated a bridgeable gap.

Hypothesis 2: The Children's Statute of 1996 significantly influences Child Development

In attestation, findings by the Uganda Integrated Early Childhood Development Policy (2013) align with the findings with the assurance that FCCs promote children's rights for transition and development to adulthood which has put in place a good platform to enable them expedite future opportunities including though not limited to basic, education and total enrichment. According to UNICEF (2013), the Family and Children's Court (FCC) existence at community was a mechanisms to curb child abuse at the grass root level if well functional and active in handling cases related to child labour. Findings revealed that FCCs have contributed to the reduction of child labour cases as revealed by respondents in line with propositions by Kibuka-Musoke (2010). This has promoted child development by way of empowering children and ensuring they enrich their opportunities from childhood. More still, UNICEF (2013) findings were in harmony with the study findings on issues related to the existence of a secretary of for children's affairs at community level in Masindi who were part of the Local Council charged with the responsibility

registration of children bases. Similarly, postulations by White and Case (2014) were also allied to the findings with regard to the secretary acting as an alternative to FCC where cases of child abuse can be reported at the LC level. In the same report (p. 64), findings revealed that the secretary receives reports onto child labour and he/she is thus obliged to summon the perpetrators for discussion and reconciliation of the cases in the best interest of the child. Nonetheless, the lower percentage of regression effect signified a different trend as coupled with the negative contribution under the grouped coefficient.

Hypothesis 3: The Children's Act 2003 strongly affects Child Development

The Act was reported to have promoted legal redress on children affairs under law in bid to promote their dignity, freedoms and security which would perceptibly lessen child labour manifestations as well as the harmful cultural practices that affect a child as reported by Ejuu (2012). Findings from the study revealed that the Children's Act was streamlined with the Social Development Sector Strategic Investment Plan with prospects of promoting equal opportunities through fighting inequality, vulnerability and exclusion in Masindi which would inherently increase school enrolment in all sub counties in line with findings by (MGLSD, 2010). Likewise, findings aligned with EOC (2017) as revealed that, implementation of the Act has promoted equal access to free health care services for children in the district. In addition, findings affirmed that Act was in tune to the protection of all children against discrimination, marginalization and violence which necessitate growth and empowerment of the child. Nevertheless, findings discovered that child labour cases are not being taken to court creating a gap to fill by the policy implementation. Additionally, the Act promotes legal representation with connotations of child-friendly environment which ably necessitates good expression hence making them feel loved and

protected as asserted by LASPNET (2015). Findings were also in line with EOC (2017) revealing that the Children's Act highly contributes to equal opportunity and empowerment of the child in the fight against child labour in Masindi District.

5.3 Conclusion

Objective One: *To establish the how National Child Labour Policy affects Child Development in Masindi District*

In conclusion, the study aim of child labour policies points to the promotion of child development and rights across all dimensions. Child labour policies as investigated revealed a spectrum of findings which were aligned to their purpose of enactment. Implicitly, implementation of these policies is charged to different stakeholders who cordially operate in a coordinated manner to ensure that proper child growth, education, empowerment and protection as a whole. The policies have created a protective environment that favors children to enjoy their freedoms and rights to the fully despite a few limitations. In view, children in Masindi District are able to attend school which is the most enforced anomaly of the policies given the existence of Universal Primary Education (UPE) although some may opt not to attend. Child labour being manifested in different kinds, children work in risky conditions in their bid to provide labour. The National Child Labour Policy in highlight emphasized proper mechanisms used to implement, coordinate, monitor and evaluation child labour policies in view of ensuring effective child development.

Objective Two: *To find out how the Children's Statute of 1996 affects Child Development in Masindi District*

The Children's Statute 1996 was in effect under the institutionalization of the FCC at community levels by virtue of their existence would promote child development. On the same note, the institutionalization of the Secretary of Children's Affairs at LC level provides a alternative ways to handle child abuse related cases in the community setting which in turn would check on child development. Such orientation has been a haven for child development given the existence of such frameworks in Masindi District. An anchor to promoting children growth, education, empowerment and protection, the two mechanisms act as a place of relief for victims of child abuse specifically child labour. Child labour policies have enabled access to basic services in Masindi District.

Objective Three: *To assess the extent to which the Children's Act 2003 affects Child Development in Masindi District*

The Children's Act 2003 streamlines assurance to equal opportunities within the mechanisms of the constitutional law and the legal representation on matters related to child labour in pursuit of justice and equality. Therefore, national child labour policies provide a platform that addresses vulnerability index of children, neutralizes inequality and prohibits exclusion and discrimination to enable the child enjoy their childhood, grow properly, attain education, get empowered and be protected against any form of abuse. Proper implementation of the policies would necessitate and support community development in Masindi District and other parts of the country. The policies bridge the gap between the oppressed and the normal situation to have all children enjoy their childhood. In deliberation therefore, national child labour policies should be implemented at the

base of ensuring children can grow well, go to school and feel a sense of empowerment and protection in Masindi District.

5.4 Recommendations

Objective One

1. To establish the real situation about child labour (abuse), the government and its partners need to conduct research so as to develop efficient and effective national and international policies based on evidence obtained. This would help in determining the state and extent of child labour.
2. There is a salient need to build institutional capacity at all levels of government to formulate and thus execute the national child labour policies and regulations. All ministries, departments and agencies of government should be charged with the responsibilities of promoting child development by implementing child labour policies. Institutional capacity at local government would enable effective monitoring of the enforcement efforts against child labour.
3. There is need to develop and emphasize a national plan of action with comprehensive mechanisms to fight child labour at all levels of government. The plan should spell out specific strategies and activities charged to the different stakeholders involved in the promotion and protection of children's rights.
4. Creation of greater awareness about the dangers of child labour should be prioritized at all levels of society to inform the public about the exploitative nature and extent of child labour against child development. This would change the mindset of the perpetrators given the wealth of information communicated. Increase Community awareness on the

rights of the child with respect to all the policies, laws and instruments in place. Both children and adults should be sensitized both in urban and rural areas.

5. Nurturing social alliance would broadly unite efforts by government, development partners and communities against child labour and solicit support and solutions to the challenges faced. Through the alliances, laws, policies and regulations will be set with collective effort in the struggle against child labour by the civil society i.e. parliamentarians, educators, artists and the media.
6. Serious engagement of non-government organizations both local and international would help the government in the promotion of children's rights at all levels. Organizations mandated to promote children's rights like raising, save the children, plan Uganda, ANNPPCAN, etc. should be actively engaged in the cordial fight against child labour to promote child development thereof.

Objective Two

7. Strengthen the FCC and the Secretary for Children Affairs at community by training them and retraining in law enforcement in order for them to appreciate their nature of roles and responsibilities at community level. law enforcement cadres, teachers, LC members, social workers, health workers and childcare institution staff members need to be trained on the dangers of child labour and promotion children's rights.
8. The government and its partners should adopt child-oriented systems in recognition of the children's wellbeing as a subject of fundamental freedoms and rights in all its programs and activities across all sectors. All actions regarding children as undertaken by the

central government and local governments should be in consideration of the children's best interest.

9. There is need to extend services of the Uganda Child Helpline as an integral part of the national child protection system which would in nowise provide instrumental service to the victims of child labour. This would promote care and protection of the child in which the children's voice would be considered paramount and hear as provided under the Convention on the Rights of the Child. There is no evidence that Masindi district has yet expedited the service of the helpline since its inception in 2005 by the Uganda Child Rights NGO Network, Action for Children and ANPPCAN Uganda Chapter.
10. Strengthening the national council for children at macro level as well as ensuring proper coordination between government ministries, departments and agencies in the implementation of instruments and policies of children's rights at both local and national levels should be done with regard to the children's wellbeing and best interest. This would help them realize their potential in terms of growth, education, empowerment and protection.
11. Strong and closer cooperation with civil society organizations in the promotion of children's and human rights should be emphasized. Government, NGOs and communities should work concertedly in bid to promote child development. Local governments should cordially cooperate with the district NGOs and CBOs in the fight against child labour.
12. There is need to strengthen the financial and human capacity of local government and central government institutions that are charged with the responsibilities of promoting children's rights. Adequate staffing and allocation of sufficient resources to facilitate the activities geared towards promoting children's rights should be considered important.

Objective Three

13. The prioritization of resource allocation by NGOs and CSOs to necessitate the realization of cultural, social and economic rights of children should be focused on promotion of empowerment, education, growth, health and social protection. This should be inclusive in nature encompassing all children even the disadvantaged.
14. It should be considered vital to translate the laws into local languages e.g. Luganda, Lunyoro, Lusoga, Luo, Lugbara, Runyakitara, etc. to simplify interpretation. This can help local communities appreciate the laws and policies with clear understanding and endeavor to promote them.
15. Government and its partners should endeavor to promote social schemes at community level by extending social services to the communities such as water sources, schools, health centers, etc. Also, the government should promote livelihood programmes to address the needs of individual families through the orphans and vulnerable children schemes by the Ministry of Gender, Labour and Social Development.
16. There is need to stress and emphasize the standards regarding the minimum age of admission to employment of any kind. Labour laws should be enforced and punitive action should take its course on the perpetrators. Within the legal framework, health and safety should be emphasized and adhered to.

5.5 Areas for further research

It was established that evaluation the impact of the National Child Labour Policy on education of the children in Uganda would provide a deeper insight into the absolute essence of its contribution to children wellbeing. It would show the relationship of the Policy and school attendance, performance grades and transition across different levels of school.

Still, a specialized study on the impact of the Children's Act of 2003 on children empowerment could provide an in-depth understanding of its relationship with children safety, security and wellbeing. This would give a clear view on how the Act is impacting children's welfare.

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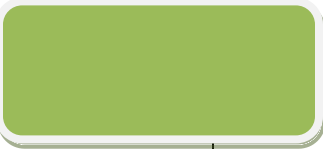
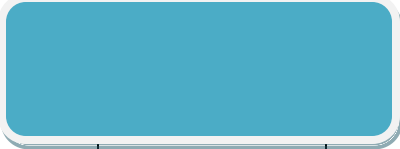

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APPENDIX I: BUDGET

No.	Item	Details	Amount (Ushs)
1.	Personnel		
	2 Research Assistants	2 month x 200,000 x 2	400,000
	Sub total		800,000
2.	Field work/Data collection and cording		
	1 Researcher	1 month x 200,000*1	200,000
	Stationery		100,000
	Transport		100,000
	Sub total		400,000
3.	Report writing (2) pp	1*500,000	500,000
	Contingency (5% of the total)	10% of 600,000	170,000
	Sub total		670,000
	GRAND TOTAL		1,870,000

APPENDIX II: WORK PLAN

Activity	February- March 2018	March-April 2018	April-May 2018	May-June 2018
Proposed writing and approval				
Preparing instruments, training research assistant and data collection				
Checking, editing data entry, analysis and interpretation				
final Report writing and presentation				

APPENDIX III: QUESTIONNAIRE

Dear Respondent,

I am Nahabwe Rebecca, a student of UMI pursuing a Master of Public Administration conducting a study on “*Child Labour Policies and Child Development in Uganda; a case of Masindi district*”. Given your experience and position, you have been chosen to participate in the study. Your response is therefore very instrumental to the success of our research project. I would like you to be part of this study by responding to the questions herein. Your co-operation will be highly appreciated and the data given is strictly for academic purposes and it will be treated with utmost confidentiality.

Instruction: Please tick the response which you consider the most appropriate

Section A: Background Information

1. Gender of the respondent

Male

Female

2. Age bracket of respondent

<18 years

18—30

31—40

41—50

51 above

3. Position

Parent

Leader

Instruction: For this section, please answer using 1=Strongly Disagree, 2=Disagree, 3= Not Sure, 4= Agree, 5= Strongly Agree

SECTION B: National Child Policy

	National Child Labour Policy	1	2	3	4	5
1.	Child labour policies are well implemented in this area.					
2.	Child labour policies are well coordinated					
3.	Most children in this area go to school					
4.	There are various risks incurred by children doing labour					
5.	Actions are taken against child labour offenders					
6.	Child labour policies are well monitored in this area					
7.	Child labour is declining in this area					
8.	There is free access to medical services					
9.	There are different child labour manifestations in this area					
10.	Child labour Policies have promoted child development in Masindi					

i) Explain your answers where necessary

.....

SECTION C: The Children’s Statute of 1996

	The Children’s Statute of 1996	1	2	3	4	5
11.	There is a Family and Children’s Court (FCC) in this area					
12.	The court is functional in this area					
13.	Children cases are handled by the FCC in this area					
14.	FCC has contributed to the reduction of child labour cases in this area					
15.	FCC has empowered communities in the fight against child labour					
16.	There is a Secretary of Children’s Affair in our community					
17.	There are cases handled by the Secretary of Children’s Affair					
18.	The Secretary of Children’s Affair has enforced child labour polices					
19.	The Children’s Statute has promoted children’s rights in the area					
20.	The Children’s Statute has reduced on the impact of harmful customary and social practices in the area					

ii) Explain your answers where necessary

.....

SECTION D: Children’s Act

	Children’s Act	1	2	3	4	5
21.	The Children’s Act has promoted equal opportunities in this area					
22.	The Children’s Act has led to increase school enrolment in this area					
23.	There is equal access to health care services					
24.	The Children’s Act has protected children from violence					
25.	The Children’s Act has protected children from discrimination					
26.	Child labour legal cases are normally sent to court to protect them					
27.	Legal redress on child labour issues has been promoted					
28.	Legal representation has generally reduced child abuse in Masindi					
29.	The Children’s Act has empowered communities to fight child labour					
30.	Children’s Act 2003 has promoted child development in this area					

iii) Explain your answers where necessary

.....

Section E: Child Development in Masindi

	Child Development	1	2	3	4	5
31.	Children education has been promoted in this area					
32.	Children wellbeing has been upheld in this area					
33.	Children have access to enough food					
34.	Children’s talents are promoted in this area					
35.	Children future aspirations are considered in this area					
36.	Children’s health is taken as a priority in this area					
37.	Early Child development is encouraged in this area					
38.	Children feel empowered in this area					
39.	Children are well protected in this area					
40.	Generally, children’s rights are well promoted					

iv) Explain your answers where necessary

.....

Thank You for your Time

APPENDIX IV: INTERVIEW GUIDE

SECTION A: National Child Policy

1. How have child labour policies enhanced child development in your area?
2. How has the implementation of child labour policies improved children school attendance?
3. What actions have been taken against child labour offenders to empower children in the community?
4. How well have child labour policies enabled children growth in Masindi district?

SECTION B: The Children's Statute of 1996

5. What is the role of the Family and Children's Court?
6. How has the FCC contributed to child development in Masindi district?
7. Explain how the Secretary of Children's Affairs in the community has promoted child development?
8. In what ways has the Children's Statute promoted children's rights?

SECTION C: Children's Act

9. In what ways has the Children's Act promoted child development in this Masindi?
10. How has the Children's Act contributed to the increase school enrolment in Masindi?
11. Describe how the Children's Act has protected children from the different forms of discrimination?
12. In general, how have child labour policies empowered communities to fight child labour in Masindi?

Thank you for your cooperation

APPENDIX V: DOCUMENTARY REVIEW CHECKLIST

S/No	Document to review	Source/Location
1.	Ministry of Gender, Labour, and Social Development Reports (2011—2015)	MGLSD Secretariat
2.	Ministerial Policy Statement FY2016/17	MGLSD Secretariat
3.	The Simplified National Child Labor Policy	MGLSD Secretariat
4.	District Annual Reports (2010—2015)	Masindi District Headquarters
5.	Local Government Annual Work Plans (2011—2015)	Masindi District Headquarters
6.	Status of Child Rights and Social Protection in Uganda	MGLSD Secretariat

APPENDIX VI: TABLE FOR DETERMINING SAMPLE SIZE

N	S	N	S	N	S	N	S	N	S
10	10	100	80	280	162	800	260	2800	338
15	14	110	86	290	165	850	265	3000	341
20	19	120	92	300	169	900	269	3500	246
25	24	130	97	320	175	950	274	4000	351
30	28	140	103	340	181	1000	278	4500	351
35	32	150	108	360	186	1100	285	5000	357
40	36	160	113	380	181	1200	291	6000	361
45	40	180	118	400	196	1300	297	7000	364
50	44	190	123	420	201	1400	302	8000	367
55	48	200	127	440	205	1500	306	9000	368
60	52	210	132	460	210	1600	310	10000	373
65	56	220	136	480	214	1700	313	15000	375
70	59	230	140	500	217	1800	317	20000	377
75	63	240	144	550	225	1900	320	30000	379
80	66	250	148	600	234	2000	322	40000	380
85	70	260	152	650	242	2200	327	50000	381
90	73	270	155	700	248	2400	331	75000	382
95	76	270	159	750	256	2600	335	100000	384

Note: “N” is population size

“S” is sample size.

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