

## **FOREWORD**

The endorsement by the Government of Rwanda (GoR) of the International Labour Convention n° 138 of June 26, 1973 concerning the Minimum Age for admission to Employment; and the International Labour Convention n° 182 of June 17, 1999 concerning Worst Forms of Child Labour demonstrates the commitment of the Government to protecting children and fighting child labor especially in its worst forms.

There have been significant initiatives undertaken to address child labor issue; such as supporting vulnerable families to generate revenue, setting up laws protecting child rights, education programmes for all, including Technical and Vocational Education Training (TVET), establishment of catch-up education centers for children formerly engaged in child labour among others.

To maintain the momentum, the Government of Rwanda has undertaken to pursue the National Policy for Elimination of Child Labor that intends to eliminate all forms of child labor, and create an enabling environment for the prevention and progressive elimination of child labor, while guiding government and stakeholders' actions towards the elimination of child labor.

The Policy gives guidance for what should be done, where and in which manner; and emphasizes the role of different partners working together to ensure total elimination of child labour through effective efforts coordination.

Finally, I express profound gratitude for various public institutions, development partners, including local and international non-governmental organizations, trade unions, employers' organizations, and civil society for their full commitment making the development of the National Policy on Elimination of Child Labour a success.

Yours Sincerely,

**Anastase MUREKEZI**  
**Minister of Public Service and Labor**

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## **ACRONYMS AND ABBREVIATIONS**

AIDS	: Acquired Immune Deficiency Syndrome
CBOs	: Community Based Organizations
CESTRAR	: Centrale des Syndicats des Travailleurs du Rwanda
CLMS	: Child Labor Monitoring System
CNLS	: Commission Nationale de Lutte contre le SIDA
COSYLI	: Conseil des Syndicat Libres au Rwanda
COTRAF	: Congrès du Travail et de Fraternité au Rwanda
CSOs	: Civil Society Organizations
DDPs	: District Development Plans
DHS	: Demographic and Health Survey
DPCs	: District Performance Contracts
EAC	: East African Community
EDPRS	: Economic Development and Poverty Reduction Strategy
EICV	: Enquête Intégrale sur les Conditions de Vie des Ménages
FBOs	: Faith-Based Organizations
GBV	: Gender Based Violence
GDP	: Growth Domestic Product
GoR	: Government of Rwanda
HDI	: Human Development Index
ICT	: Information and Communication Technology
ILO	: International Labor Organization
IMSCCL	: Inter-Ministerial Steering Committee on Child Labor

IPEC : International Programme on the Elimination of Child Labor

M&E : Monitoring and Evaluation

MDGs : Millennium Development Goals

MIFOTRA : Ministry of Public Service and Labour

MIGEPROF : Ministry of Gender and Family Promotion

MINALOC : Ministry of Local Administration

MINECOFIN : Ministry of Economic Planning and Finance

MINEDUC : Ministry of Education

MINICOM : Ministry of Industry and Commerce

MINIJUST : Ministry of Justice

MININTER : Ministry of Internal Security

MINISANTE : Ministry of Health

MINISPOC : Ministry of Sports and Culture

MYICT : Ministry of Youth and ICT,

NCC : National Commission for Children

NGOs : Non-Governmental Organizations

NISR : National Institute of Statistics of Rwanda

OVC : Orphans and Vulnerable Children

REACH Project: Rwanda Education Alternatives for Children Project

TVET : Technical Vocational Education and Training

UNDP : United Nations Development Program

UNFPA : United Nations Fund for Population Activities

UNICEF : United Nations Children’s Fund.

## **EXECUTIVE SUMMARY**

Child labor is a denial of children's rights and a barrier to holistic child development. As a signatory to the International Labour Convention n° 138 of June 26, 1973 concerning the Minimum Age for admission to Employment; and the International Labour Convention n° 182 of June 17, 1999 concerning Worst Forms of Child Labour, the Government of Rwanda is committed to the elimination of child labor, particularly in its worst forms.

Despite the effort of the Government of Rwanda of reducing Poverty through EDPRS I, and other programs and laws regarding the reduction of child labour, the phenomenon of child labour persist, though it has decreasing considerably.

The EICV3 (2010/2011) conducted by National Institute of Statistics of Rwanda (NISR) revealed that the Population of children below 18 years was estimated at 5,366,968 representing 49.6% of the total Population. Children of the age group 6-17 were estimated at 3,423,374 representing 63.7% of the population aged below 18 years. Among them, 367,810 (representing 10.74%) of children of the same age group were found working either in their own households or outside their own households (both child work and child labour).

The same survey also pointed out that 110,742 children within the age group 6-17 were working outside their own households in economic activities (representing 3% of the age group 6-17) with them 39,260 are within 6-15 years (representing 1.1% of the children population between 6-17 years). This survey also revealed that the agriculture sector is the largest workplace setting for children. In this regard, 40.8% of children engaged in economic activities outside their own household were in agriculture sector, followed by 31.9% engaged in domestic services, 8.1% in construction, 2.7% in industry; and 13.7 % in other activities such as trade, hotels and transportation.

Though the phenomenon of children engaged in economic activities still persistent, there have been significant reduction of child labour in this sector due to progress in school enrollment and the dissemination and enforcement of laws protecting children against child labour.

As for children working hours, the EICV3 (2010/2011) revealed that Children of the age group 6-17 were performing an average 28 hours per week. Nevertheless, children engaged in economic activities in Urban area were working long hours (50 hours per week) while in rural areas the weekly working time was 25 hours. This is mainly due to the predominant of domestic work and others activities such as small trade and transportation which are concentrated in urban areas. The distribution of working hours between female and male is almost the same.

In response to the above situation, the Government of Rwanda has undertaken to pursue a National Policy for Child Labor Elimination which is articulated on the following six strategies:

- (a) To withdraw all children engaged in child labor, in worst forms of child labour and in hazardous work by the continuous provision of education opportunities through technical and vocational education and training (TVET);

- (b) To rehabilitate all children withdrawn from child labour and its worst forms by providing a comprehensive psycho social counseling, talent identification and recreation services, life skills building sessions and medical care;
- (c) To prevent children who are at-risk of engaging in child labor by providing direct services;
- (d) To raise community awareness and promote behavior change communication vis-à-vis child labor and its worst forms;
- (e) To strengthen the capacity of institutions and community so that child labor phenomenon is well understood and establish mechanisms aiming at child labor elimination and;
- (f) Monitoring and Evaluation of activities related to child labor elimination and carrying out research aimed at analyzing trends.

Considering the cross-cutting nature of child labor issues, the policy presents and ascribes the role to different stakeholders such as socio-ministries including MIFOTRA, MINALOC, MINEDUC, MIGEPROF, MINISANTE, MININTER, etc; decentralized entities, Families and Communities, Employers' Organizations, Trade Unions and Workers' Associations, Private Sector Agencies, Civil Society Organizations, children themselves and Partners in development to fight against child labor and its worst forms. The Policy further underscores that child labor issues will be mainstreamed into sectorial strategies, plans, and budgets, as well as institutional values and priorities.

The successful implementation of this policy will be a result of efforts from all partners in raising awareness of the danger of child labor, enhancing livelihood support for vulnerable children and families, improving the access to education, enforcing existing labor laws and regulations on child labor, building capacities and strengthening the communication and coordination among stakeholders.

## **I. SITUATIONAL ANALYSIS**

### **1.1. INTRODUCTION**

The Rwanda ECV2 (2010/2011) revealed that the population of children aged below 18 was estimated at 5,366,968 representing 49.6% of the total population. Children of the age group 6-17 were estimated at 3,423,374 representing 63.7 %. Among them, 367,810 (representing 10.74%) of children of the same age group were found working either in their own households or outside their own households (child work and child labour).

The same survey also pointed out that 110,742 children within the age group 6-17 were working outside their own households in economic activities (representing 3% of the age group 6-17) with them 39,260 aged from 6 to 15. This survey also revealed that the agriculture sector is the largest workplace setting for children. In this regard, 40.8% of children engaged in economic activities outside their own household were in agriculture sector, followed by 31.9% engaged in domestic services, 8.1% in construction, 2.7% in industry; and 13.7 % in other activities such as trade, hotels and transportation.

Regarding the geographical distribution, the Rwanda EICV3 (2010/2011) revealed that the Northern Province was more affected by working children phenomenon with a percentage of 18% of all children aged 6-17 in the Province. Western Province came second with 10%, followed by Southern Province with 9% and Eastern Province and Kigali City respectively with 8 and 8.3%. It is only in Kigali City where more girls were found to be more affected by child labour than boys.

There have been considerable efforts to eliminate the worst forms of child labor. Such efforts include the increase of the number of years of free education from 9 to 12, tripling the number of specialized officers working on gender-based violence and child labor issues, putting in place the Integrated Child Rights Policy and Strategic Plan (ICRP) to address all children's issues, which includes a budget dedicated to child labor.

However, in spite of such efforts, child labour is yet to be totally eliminated due to multiple reasons including parental poverty and illiteracy; social and economic circumstances; lack of awareness, etc. Therefore, the Government continues to put in place policy mechanisms to provide for strategies aiming at the total elimination of child labour.

## **1.2. CAUSES OF CHILD LABOR IN RWANDA**

The Rwanda National Child Labor Survey (2008) and the information gathered from different stakeholders revealed that factors that lead to child labor. The said factors include the following:

### **1.2.1. Poverty**

The primary cause of child labor is poverty. Although the EICV3(2010/2011) revealed that poverty levels declined from 56.7 % in 2005/06 to 44.9 % in 2010/11, yet there is still a lot to be done as far as poverty reduction programmes are concerned. Poor families lack the capacity to support children's education. The same survey stated that 22.5% of working children do not attend schools because of the cost of education; and this is linked to the phenomenon of poverty and unable to provide enough food for their households. In this context, children often work to contribute to feed their families. Therefore, without other productive assets, impoverished families often rely on children's labor to complement their means of survival.

The International Labor Organization (ILO) estimates that some 317 million children (between 5 and 17 ages) are economically active and about 191 million aged 5-14 are involved in child labor and in its worst forms. Among them, about 127 million are between 15-17 years.

Sub-Sahara Africa has 49 million which is the highest proportion of working children: one per three children under 15 years of age is economically active. This underscores the positive correlation between incidences of child labor and poverty.

### **1.2.2. OVC situation**

The situation of OVC in Rwanda is a highly complex issue due mainly to the context of poverty, consequences of 1994 genocide against Tutsi and HIV and AIDS. According to the 2005 DHS, about 1.3 million of children were OVC which showed the big number of children that needed special attention. Even if the 2005 DHS did not specify the number of OVCs involved in child labour, the OVCs' situation in Rwanda could be a contributing factor towards the number of children involved in child labour and in hazardous work.

### **1.2.3. Awareness and limited information on child labor**

Some people do not distinguish between acceptable child work and child labor. In Rwandan culture, a child is reserved a special and dignified treatment (**Umwana ni Umutware**). However, the child should be initiated to labour in a bid to ensure his/her formation towards a productive adulthood. In some cases, the distinction between household chores and domestic work and child labour may not be clear-cut and what is considered as acceptable domestic chores may put children's physical and mental development at risks.

#### **1.2.4. Exposure or proximity to economic opportunities**

Some children are exposed to child labor because of economic opportunities proximate to them. Currently, agriculture sector, small scale trade, baggage carrier and domestic chores are attracting children to work in different areas of activities. However, the measures taken to withdraw and prevent children from child labor resulted in the decrease of child labor in the formal sector since labor laws and regulations were put in place and implemented by all institutions that are identified in the formal sector. The informal sector still accommodates many children involved in child labor and working in hazardous conditions.

#### **1.2.5. Low education status of parents**

Children of less educated parents are at higher risk of being exposed to child labour than the ones whose parents have higher levels of education. This correlation could also be a result of poverty levels of less educated parents which are higher and thus making child labour a means of contributing to limited family income.

Furthermore , when children are not encouraged ,they lack interest of attending schools. The EICV3 (2010/2011) revealed that Children aged 6-17 years were estimated at 65,578, (representing 46.5% of children not attending school do not attend school due to the lack of interest, and Children in Rural areas are more affected with 48.1% of total children with the same age group.

#### **1.2.6. Social challenges**

In some families, domestic violence is characterized by harassment of the child, conflict between parents, drunkenness, children rejection, polygamy or polyandry, and unwanted children (from unwanted pregnancies),etc. The EICV3 (2010-2011) revealed that those family problems cause non-school attendance at the extent of 17.5%.

### **1.3. RATIONALE FOR ELIMINATING CHILD LABOR**

Child labor, especially in its worst forms, harms the health and development of children. As a signatory to the ILO Conventions on elimination of all forms of child labor, the Government of Rwanda is committed to strengthening its efforts to eliminate child labour, including the requirement under Convention n° 138 of developing a national policy to eliminate child labor.

The Government also aims at eliminating child labor as part of the larger effort to ensure the realization of children's rights.

The National Policy for Elimination of Child Labor should be a key tool, complimenting poverty reduction and other national development programmes.

Here is the strong rationale for Rwanda to address child labor issues:

- i. Rwanda's human population is a source of national capital and development that need to be protected from hazardous work at early age in order to be useful in future. The health, quality of life, and quality of education for the young people will determine the productivity of the human capital. The Vision 2020 aspiration of achieving a knowledge-based economy can only be achieved by a highly skilled and productive workforce. Yet child labor is a threat to the realization of this vision, since it denies children opportunities for education and healthy development.
- ii. Child labor is a severe barrier to achieving education for all. Child labor prevents children from attending school or leads them to drop out of school at early age.
- iii. Evidence from the 2008 National Child Labour Survey reveals that child laborers tend to be exposed, and involved in anti-social activities such as alcoholism, drug trafficking, commercial sex, petty and aggravated crime.
- iv. Since child laborers have no bargaining power and generally work under informal arrangements, employers who want cheap labor can easily exploit them. Child labor thus limits work opportunities for adults and thus results in labour market distortions.

#### **1.4. NATIONAL POLICY FRAMEWORK**

The National Policy on the Elimination of Child Labour is supported by a larger policy framework for child protection and National economic/social development. Key components of this framework include the Vision 2020, the Economic Development and Poverty Reduction Strategy (EDPRS), and other sector policies related to education, employment, and protection of Orphans and Vulnerable Children (OVC).

##### **1.4.1. Vision 2020**

Vision 2020 represents the national long-term development aspiration of Rwanda. The Vision outlines plans to promote macroeconomic stability and wealth creation of Rwanda, to transform its economy from an agrarian to a knowledge-based one in the medium term and to create a productive middle class and foster entrepreneurship in the long term. Therefore, attacking poverty head-on, through education and skills training, employment expansion, and developing a knowledge-based economy, will assist the country to eliminate child labor.

##### **1.4.2. Economic Development and Poverty Reduction Strategy (EDPRS)**

The EDPRS establishes the basic foundation for accelerating reduction of extreme poverty in Rwanda. It also prioritizes investments in human capital development through skill-based education and increased social protection for vulnerable children.

### **1.4.3. Government Program for 2010-2017**

The Government has adopted a seven (7) year development programme which outlines the broad GoR priorities organized in four pillars: good governance, justice, economy and social well-being. The objective of the last pillar (social well-being) is to develop skilled, knowledgeable, healthy and wealthy citizens. It is worth noting that the social well-being pillar contains an array of policy measures aiming at promoting job creation, improving health care services, extending social security, protecting vulnerable people, promoting sports and leisure, improving education and promoting Rwanda cultural values in support of development.

### **1.4.4. Other Sectoral Policies**

The elimination of child labour is a cross-cutting challenge for national economic and social development. The National Policy on Elimination of Child Labour is not a standalone initiative. It builds on existing policy frameworks, including the National Integrated Child Rights Policy (2011), the National and Vocational Education and Training (TVET) Policy (2008), the National Policy on Orphans and other Vulnerable Children (2003), the Education Sector Policy (2003), the National Policy for Family Promotion (2005), the Community Development Policy (revised in 2008), the National Social Protection Policy (2004), the Decentralization Policy (2000), the Employment Policy (2006), the National Gender Policy (2010), and others.

## **1.5. NATIONAL LEGAL FRAMEWORK**

In addition to the aforementioned policy context, the Government of Rwanda has put in place national legislation promoting children's rights and prohibiting child labor. These include:

- a) Rwandan Constitution of 2003 as amended to date which puts particular emphasis on children's protection;
- b) Law n° 10/2011 of 13/05/2011 determining missions, organization and power of Rwanda Defense Forces;
- c) Presidential Order n° 72/01 of 08/07/2002 establishing army general statutes
- d) Law n° 13/2009 of 27/05/2009 regulating labor in Rwanda which prohibits employment for children under the age of 16;
- e) Ministerial order N°06 of 13/07/2010 determining the list of worst forms of child labor, their nature, categories of institutions that are not allowed to employ children and preventive mechanisms.
- f) Law no 27/2001 of 28 April 2001 determining the rights of the child and the protection of children against violence
- g) Law No 54 of 14/12/2011 relating to the Rights and the protection of the children.
- h) Organic Law N° 01/2012/OL of 02/05/2012 instituting the penal code

## **1.6. REGIONAL AND INTERNATIONAL CONTEXT**

### **1.6.1. Millennium Development Goals**

Rwanda is committed to achieve the Millennium Development Goals (MDGs) by 2015. The joint appraisal<sup>1</sup> by the UNDP and the GoR appear optimistic that Rwanda is on track to achieve the MDG targets related to gender equality and free primary education for all, which are important strategic objectives supporting the elimination of child labour.

The EICV3 of 2011 reported that the literacy rate for people aged from 15 years old is about 67.3%<sup>2</sup>. The net enrolment rate at the primary school level increased dramatically from 72% in 2000, 95% in 2006, and 95.9 in 2011<sup>3</sup>. By 2010, primary school enrolment rate was at 97 per cent for boys and 98 per cent for girls. From 2007 to 2011, Rwanda's primary school enrolment rates were 95.8%, 94.2%, 92.9%, 95.4% and 95.9% respectively<sup>4</sup>.

In 2010, Rwanda's primary school enrolment rates were considered as the highest in the region according to the United Nations' Educational Scientific and Cultural Organization (UNESCO). If the current pace is maintained, Rwanda is more likely to achieve its primary school enrolment goal ahead of 2015.

### **1.6.2. Regional and international conventions**

Rwanda has ratified several regional and international conventions and treaties related to the rights of the child, including those related to the elimination of child labor. These include:

- Forced Labor Convention, n° 29, 1930 (ratified on 23/05/2001);
- The Convention on the Rights of the Child, 1989 (ratified on 19/09/1990);
- Optional Protocol to the Convention on Rights of the Child, on the sale of children, child prostitution and child pornography, 2000 (ratified on 26/02/2000);
- Optional Protocol on the Convention on Rights of the Child, on the involvement of children in armed conflicts, 2000 (ratified on 26/02/2002);
- The Convention on Trafficking in Persons, 1950 (ratified 31/12/2003);
- Optional Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children (ratified through the Presidential Decree n° 161/01 Of 31/12/2002);
- The Convention n° 138 and Recommendation n° 146 on the minimum age for admission to employment, 1973 (ratified through the Presidential Decree n° 416/06 of 07/11/1980) defining the minimum age for employment;
- The Convention n° 182 on the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child labor, 1999, ratified on 21/05/2000);

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<sup>1</sup> UNDP & NISR, *Millennium Development Goals: Country report 2007*

<sup>2</sup> MINEDUC, 2011 Education Statistics, January, 2012 p.44

<sup>3</sup> UNDP & NISR, *idem*

<sup>4</sup> MINEDUC, 2011 Education Statistics, January, 2012 p.12

- The African Charter on the Rights and Welfare of the Child adopted in June 1990 ratified on 30/05/2000;
- The International Covenant on Civil and Political Rights, 1966 (adhered to through the decree-law n° 8/75 of 12/02/1975);
- The Convention n° 123 concerning the minimum age for admission to employment in mining, 1965 (adopted on 28/10/1968);
- The Convention n° 90 on night work of young persons (Industry), 1948 (adopted on 18/9/1962);
- The Paris Principles and Guidelines on Children and Armed Conflicts, which proclaimed commitment to ending children's recruitment in armed conflicts, February 2007;
- The 1997 Cape Town Principles and Best Practices on the Recruitment of Children into the Armed Forces, and on Demobilization and Social Reintegration of Child Soldiers in Africa.

## **1.7. STRENGTHS, WEAKNESSES, OPPORTUNITIES AND THREATS (SWOT)**

Following the identification and SWOT analysis of general and specific context related to Child labor in Rwanda, main opportunities and challenges were highlighted and recommendations formulated. Overall, the context for fighting child labour which has been articulated previously can be summarized below as follows:

### **(a) Strengths**

- The political will of the Leadership of the Country,
- Decentralized structures up to village level that facilitate the mobilization, sensitization, monitoring and law enforcement,
- Successful local initiatives in place to provide key lessons learned and experiences.

### **(b) Weaknesses**

- low institutional capacity for policy implementation,
- limited resources for child labor inspection and monitoring,
- lack of updated and disaggregated data on child labor.

### **(c) Opportunities**

- The goodwill of Development partners to eliminate child labour,
- Access to of education for all,
- Availability of successful international, regional, and local anti-child labor initiatives to learn from,
- Existing partnership between GoR, NGOs, Trade Unions, Employers' Organizations, UN Agencies, and Development Partners.

**(d) Threats**

- Poverty,
- High rate of population growth and prevalence of HIV and AIDS,
- Resources constraints.

## II. NATIONAL POLICY ON ELIMINATION OF CHILD LABOUR

### 2.1. Vision

The National Policy on elimination of child labour draws on the special treatment that the Rwandan culture accords to the child and the consideration of childhood as a critical foundation for a productive adulthood. Therefore, the vision of the National Policy on Elimination of Child Labour is to achieve a Rwandan society that is free of child labor, a society in which all children continue to enjoy their rights to education, health, and development in a dignified manner.

### 2.2. Mission

The mission of the national policy for elimination of child labour is to provide an enabling environment for the prevention, protection, and progressive elimination of child labor, while guiding government and stakeholder actions towards total elimination of child labor.

### 2.3. Definition of the key concepts

Under this Policy, the following terms shall have the meaning below:

- a. **Child:** any human being under eighteen (18) years of age. However, the minimum age for admission to employment is 16; but in respect to the work which is proportionate to child capacity and which does not include nocturnal, laborious, unsanitary or dangerous services for child's health education and morality;
- b. **Child labor:** any economic activity which deprives children of their childhood, their potential and their dignity, and is harmful to children's holistic development. Child labor refers to any types of work that is mentally, physically, spiritually, socially and/or morally harmful to children, and interferes with children's education by denying them an opportunity to attend school, forcing them to leave school prematurely, or limiting their capacity to benefit from instruction.
- c. **Worst Forms of Child labor:**
  - all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labor, including forced or compulsory recruitment of children for use in armed conflict;

- using, procuring or offering a child for prostitution, for the production of pornography or for pornographic performances;
  - using, procuring or offering a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;
  - Work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.
- d. Hazardous Work:** Work that may be dangerous to the health of the child and which includes
- Work that may affect the child 's health, either physically or psychologically;
  - Works that are carried out using dangerous material that may affect the health of the child or that require lifting or heavy load;
  - Works related to fishing using boats;
  - Works that require children to carry loads that are heavier than their physical capacity;
  - Works performed and carried out in long hours and at night between 8:00 pm and 6:00 am for a salary or other direct wages;
  - Construction works carried out using ropes and other materials;
  - Construction and demolition works; heavy lifting machine and other dangerous machines;
  - Works carried out in places with machines that are turned on or off automatically and other annexed machines that do not have guards to prevent free access.
- e. Labour initiation/work:** acceptable work aimed at socializing children to future economic and social life, and is performed in household with non-dangerous effects to the health of the child. Labour initiation therefore includes work done by children that is non-hazardous, that does not harm their health and personal development or interfere with their education and is considered as a positive learning experience and preparation for adulthood. It must be undertaken in non-exploitative conditions, considering the age and capacity of the child.
- f. Self-employed children:** children engaged in self-employment and whose activities range from street vending to shoe shining and car washing, among others, and are exposed to abuse, exploitation and prone to criminality and drug-addiction.

## 2.4. Policy Objectives

The main objectives of the National Policy on Elimination of Child Labour are:

- (a) To withdraw all children engaged in child labor, in worst forms of child labour and in hazardous work by the provision of education opportunities such as technical and vocational education and training (TVET);

- (b) To rehabilitate all children withdrawn from child labour and its worst forms by providing a comprehensive psycho social counseling, talent identification and recreation services, life skills building sessions and medical care;
- (c) To prevent children who are at-risk of engaging in child labor by providing direct services;
- (d) To raise community awareness and behavior change communication vis-à-vis child labor and its worst forms;
- (e) To strengthen the government institutions and community so that the child labor phenomenon is well understood;
- (f) Monitoring and Evaluation of activities related to child labor elimination and carrying out research to allow trend analysis.

## 2.5. Guiding principles

This policy establishes a series of principles that will guide the implementation of strategies and activities of all partners engaged in the coordinated effort to eliminate child labor.

These principles include:

- a) *Respect for children's rights*: The policy recognizes that the exploitation of children is a violation of human rights. Child labor violates children's rights to education and holistic development. The rights-based approach shall be a policy implementation measures.
- b) *Children's interests*: All actions undertaken in the elimination of child labour should be done in the best interests of the child.
- c) *Children's participation*: Children should be respected as capable actors and be given opportunities to participate meaningfully in activities to eliminate child labor.
- d) *Child labor as a multi-sectoral* The National Policy on Elimination of Child Labour recognizes that child labor is multi-sectoral in nature and therefore, a successful strategy against child labor requires a multi-sectorial approach that enables all stakeholders to contribute actively to the total elimination of child labour and its worst forms.
- e) *Gender mainstreaming*. Boys and girls are affected by child labour differently. Therefore, gender concerns will be mainstreamed into policy and programs implementation with special emphasis on the needs of the girl child.
- f) *Local ownership and action*. The elimination of child labor requires the commitment and focused action at local level. Local governments must be encouraged and empowered to develop plans, strategies, and activities to combat child labor, based on prevailing conditions and policy guidelines.
- g) *Role of families and communities in the elimination of child labor*. The policy calls for the full participation of parents, guardians and community members in the fight against child labor, particularly through community-based monitoring of children's work,

supporting school attendance, and raising awareness on negative consequences of child labor.

h) *Realizing synergies with existing policies and programmes.* The National Policy on Elimination of Child Labour will be implemented as a complementary tool to other existing national policies and programmes addressing children's vulnerability.

g) *Targeting the Worst Forms of Child labor-WFCL.* In accordance with ILO Convention 182, the Worst Forms of Child labor should be targeted as a matter of priority for urgent action.

## **2.6. Child Labor Elimination Strategies**

Considering the complexity of child labor, a comprehensive multi-pronged approach is required. The strategies for the elimination of child labour will cover not only the educational rehabilitation of these children to prevent them from entering and re-entering child labor but also various socio-economic causal factors such as poverty, OVC consequences, illiteracy, lack of awareness on child labour, etc. The measures shall also include economically empowering the families by covering them under various schemes of the Government, community mobilization and attitudinal changes through awareness generation, creation of suitable rehabilitation infrastructure, backed by dissuasive penalties against offenders and stronger enforcement of laws.

The strategic interventions under this policy will entail the following:

### **2.6.1. Withdrawal Strategies**

The withdrawal strategies aim at withdrawing all children engaged in child labour and hazardous work through providing child labour alternatives, and improving the working conditions. In addition, formal and institutionalized relations will be developed between all stakeholders operating in the fight against child labour to ensure effective implementation of withdrawal strategies.

The withdrawal strategies shall be implemented through the following actions:

1. identify all children that are engaged in hazard work, in child labor and in its worst forms;
2. integrate in schools and technical centers all children under 16 years old who are associated with child labour.
3. integrate in relevant institutions' action plans, the activities aimed at withdrawing children from child labor.

### **2.6.2. Rehabilitation strategies**

Envisaged under rehabilitation strategies are the provision of comprehensive psycho social counseling for children formerly associated with child labour, talent identification and recreation services, life skills building session, medical care, education, referral of beneficiaries and vocational skills training. The rehabilitation plan must include measures that are sustainable and match both the short term rehabilitation needs as well as long term integration needs of the child.

Below are different actions to be undertaken to rehabilitate all children withdrawn from child labour:

1. develop the rehabilitation plan for all children involved in hazardous work, in child labour and its worst forms;
2. support education programmes for all children withdrawn from child labour and integrated in formal and technical education centers;
3. provide support to identified poor families with children involved in child labour to increase their capacity for self-sustenance ;
4. improve working conditions for children aged 16-17 working under hazardous conditions in the informal sector;

### **2.6.3. Preventive Strategies**

Preventive strategies aim at preventing children from being engaged in child labour. Such strategies include adopting laws, setting measures, guidelines and regulations prohibiting child labour, establishment of after-school programmes and extra-curricular activities, and providing parents with alternatives to child labour for their children.

The following actions are essential for an effective strategy for prevention of child labor:

1. encourage families to invest in their children's education so that children remain in school until they reach the legal working age;
2. issue strict guidelines, and put in place regulations related to recruitment/placement mechanisms in the formal and informal sectors;
3. update laws on child labour;
4. provide alternative income generating or educational opportunities to children at risk;
5. ensure foster care and adoption of orphans children formerly associated with child labour;
6. enhance control mechanisms for entry and exit boarder and airports movements involving children so that child trafficking is prevented.

### **2.6.4. Community Awareness and Behavior Change Communication Strategies**

#### **a) Raising community awareness**

The objective of this strategy is to ensure that child labour is well known by the community including children, guardians, employers, stakeholders and partners, leaders and policymakers.

The community shall be mobilized in designing and implementing on-going programs and be well informed about the effects of child labor, its linkage with health problems, sexually transmitted diseases including HIV and AIDS, and the importance of investing in children's education.

The following actions shall be undertaken:

1. conduct community campaign meetings using different techniques such as workshops, child labor campaigns in community work "Umuganda", seminars, local and religious leaders meetings, mass media (electronic and print media e.g. radio, newspapers, traditional songs and drama etc);
2. capitalize accumulated experiences in the prevention and protection of children's rights and share them with the community.

### **b) Behavior Change Communication (BCC)**

Behavior Change Communication (BCC) is an interactive process with communities to develop tailored messages and approaches using a variety of communication channels to develop positive behaviors, promote and sustain individual, community and societal behavior change; and maintain appropriate behaviors.

Under this Policy, effective behavior change underscores the need for expanded communication strategy efforts on the negative effects of child labor and the benefits of schooling as part of an overall strategy against child labor<sup>5</sup>. The BCC approach will be based on sound practice and experience focusing on capacity building to develop integrated BCC that leads to positive action by stimulating society-wide discussions. The actions below shall be undertaken:

1. identify which types of labor are wrongly and widely considered as ordinary child chores, and provide accurate information using existing legal instruments and other relevant tools defining the child labor.
2. work with the community to increase change and adoption of positive behaviors in the society as regards children protection by emphasizing on child friendly elements of the Rwandan culture.

## **2.6.5. Institutional Strengthening and Capacity Building Strategies**

### **2.6.5.1. Law enforcement**

The existing child labor legislation provides a strong basis for protective actions. However, strong enforcement is needed to ensure that child labor legislations/regulations that exist are well understood and implemented. The actions below shall be undertaken:

1. ensure effective implementation of laws and issue ordinances to protect children from exploitative labor especially in informal sector;

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<sup>5</sup> UNICEF, *Understanding child's work and youth employment outcomes in Rwanda*, June 2011, p.6

2. disseminate booklet and pamphlets of child labour laws to local leaders at grass-root level so that child labour laws are understood at all levels;
3. investigate all cases related to child labour and regularly publish existing statistical data.

### **2.6.5.2. Capacity building**

The capacity of existing structures such as community policing, child rights ‘organizations, labor inspectorates, village and cells’ committees shall be strengthened. This will permit effective implementation of policy measures aimed at eliminating child labour.

Below are the proposed activities to be undertaken:

1. identify capacity building needs for child labor law enforcers and develop appropriate training tools adapted to each category of enforcers;
2. strengthen the capacity of the government officials from central, local organs providing them with adequate trainings related to child labour laws and their enforcement mechanisms;
3. provide refresher trainings to labour inspectors on child labour laws, regulations and mechanisms, to ensure labour inspection on child labour is effectively done in informal sector;
4. provide the capacity building of existing volunteering system that support vulnerable children, such as Nkundabana, Malayika Mulinzi, Ijisho ry`umuturanyi (neighbor watch), GBV committees and clubs, Village committees, National Women Council , National Youth Council, among others.

### **2.6.6. Monitoring and Evaluation Strategies**

A comprehensive monitoring and evaluation plan will be developed to ensure availability of updated and sex disaggregated statistical data on child labour to allow efficient planning and budgeting.

The following actions shall be undertaken:

- 1) put in place a Child Labor Monitoring Information System (MIS) to gather and analyze comparable data on child labor from the village up to national level with special attention to the forgotten or ‘invisible’ areas of child labor, such as bar and restaurant work, unpaid family farming, etc;
- 2) integrate child labor prevention and withdrawal agenda in the existing responsibilities of Child Rights Committees and in other organs and/or boards such as anti Gender Based Violence committees,
- 3) work with existing volunteering system that support vulnerable children which already exist in each village of the country, and are in charge of child protection in general;
- 4) establish a common monitoring and evaluation framework for all interventions to allow reporting by all stakeholders at all levels, and carry out national child labor survey.

### **III. POLICY IMPLEMENTATION**

#### **3.1. Introduction**

Considering the cross-cutting nature of child labor issues, child labor must be mainstreamed into sectoral-strategies, plans, budgets, as well as in institutional values and priorities.

The National Policy on Elimination of Child Labour will be implemented through the following institutional structure, involving state actors at the national and local levels, as well as non-state actors.

The Government through MIFOTRA, MIGEPROF, and MINEDUC in collaboration with partners will share responsibility for the monitoring and evaluation of overall policy implementation. Annual updates on implementation progress at a national level from relevant government ministries and partner organizations shall be provided.

Best practices should be documented for advising Government, broader dissemination and appropriate replication.

Indicators related to reduction in child labor should be integrated within National/District development monitoring framework, to ensure that child labor elimination remains a matter of urgency and regular follow up.

#### **3.2. Roles and Responsibilities**

##### **3.2.1. Central Government**

The implementation of the National Policy for the elimination of child labour will be a concerted responsibility of Ministries and affiliated Institutions sharing the responsibility of child labor elimination. The following Institutions shall have specific responsibilities as below:

- a) The Ministry in charge of labour will continue to coordinate and guide the implementation of the programs and activities related to child labor elimination;
- b) The Ministry in charge of Gender and Family promotion has responsibility of formulating child rights protection policies and strategies and monitoring their implementation with emphasis on their impact on elimination of child labour;
- c) The National Children Commission will play a leading role in analyzing children's views and suggestions made at all levels and ensure that they are mainstreamed in the development and implementation of policies and programs in favor of the child and especially for child laborers;

- d) The Ministry in charge of Education will continue to provide child-friendly learning environments to ensure that vulnerable children are enrolled and remain in school, and that children removed from child labor can be re-integrated into education, especially through expanded access to accelerated learning programmes, early childhood programme, 12YBE, TVET, Catch-Up programme, among others;
- e) The Ministry in charge of Youth the Ministry of Sports and Culture will ensure that cultural values that emphasize community responsibility for children's welfare are revived and integrated into sectoral development programs;
- f) The Ministry in charge of Local Government will continue to follow up the implementation of social protection programmes for poor families and child laborers and also provide support and guide local authorities in the identification of poor families that need support;
- g) g) The Ministry in charge of health will be involved in addressing the negative consequences of child labor and restoring the health and well-being of working children;
- h) The Ministry in charge of Justice will have a lead role in ensuring consistent application of the child related laws and promote the development and application of protective legislation;
- i) The Ministry in charge of internal security, the National Police and the National Public Prosecution Authority will take leadership in using law enforcement to eliminate child labor.

### **3.2.2. Decentralized structures/local governments**

Local government structures (districts, sectors and cells) have the mandate to implement and coordinate government policies and development programs at their respective levels. Under decentralization context, the district development plans (DDPs) and district performance contracts (DPCs) are the main frameworks for planning, financing, and implementing service delivery.

Local governments' development committees will be used to integrate child labour issues within local government activities. For the implementation of the National Policy on Elimination of Child Labour, the main role of local governments will be to (a) Raise awareness on child labor, (b) Motivate a broad alliance of partners to acknowledge and act against child labour, (c) Carry out a situational analysis to find out about child labour problems, (d) Participate in developing and implementing national policies on child labour, (e) Strengthen existing district organizations and set up institutional coordination mechanisms, (f) Create awareness on child labour in communities and workplaces.

### **3.2.3. Families and Communities**

The elimination of child labor begins with the family and the community in which children live. Community participation is necessary to sustain efforts to address child labor. The structures that exist at sub-district levels, particularly cell and village (*Umudugudu*) have the highest potential to reach out to the families and communities. The local council structures, both within local government and parallel structures of youth and women will mobilize and sensitize communities against child labor, initiate community actions and monitor the life conditions of children that have been withdrawn from child labor.

### **3.2.4. Employers' Organizations**

Employers' organizations have an important role in the prevention and withdrawal of children from hazardous work, including awareness raising among employers, especially in informal sector, and supporting direct action with (potential) child workers for demonstration purposes, including Time-bound Programmes to address Worst Forms of Child Labour.

### **3.2.5. Trade Unions and Workers' Associations**

Trade Unions and workers associations will participate in awareness raising, mainstreaming child labor issues into policies and programs of workers' groups, monitoring child labor, and promoting enforcement of child labor laws.

### **3.2.6. Other Private Sector Agencies**

The private sector can play a vital role in complementing Government efforts to eliminate child labor as part of corporate social responsibility. The private sector should be mobilized to help Rwanda become free of child labor with focus on informal sector.

### **3.2.7. Civil Society Organizations**

Civil society in Rwanda plays a critical role in fostering early childhood development, promoting family and community unity and providing social services. Non-Governmental Organizations and Faith Based Organisations (FBOs) will reinforce and compliment Government interventions through advocacy, resource mobilization and programmes implementation.

### **3.2.8. Children themselves**

Children can actively participate in the fight against child labor. They may themselves provide the information on how they are exploited. They should also play an active role in analyzing their situations and recommending solutions. Children, in organized groups, should also convince others to defend their rights and resist exploitation.

### **3.2.9. Partners in development**

Close collaboration with partners in development will enhance government interventions to eliminate child labor. The GoR will work with international agencies which demonstrate commitment to the protection and development of children so as to mobilize the necessary technical and financial support

### **3.3. Financing mechanisms**

This policy promotes a multi-sectoral approach and the integration of child labor issues in national, district and partners' programs. The financial implications for the implementation of the policy will therefore be shared by line ministries, local governments and civil society partners.

Because of the cross-cutting nature of child labor issues, planning, budgeting and resource mobilization will be done from a sectoral standpoint where a child labor budgeting principle has to be applied by each concerned institution. All active institutions (ministries, agencies, NGOs, and local governments) will jointly plan activities and jointly identify resources, for replicating and expanding successful projects into the programmes of partners.

The allocation will be made according to specific activities such ministry or agency assigned particular activities will be responsible to account for the funds allocated. Joint actions (Government and its partners) will be required in the mobilization of resources, especially outside the public.

### 3.4. Logical framework of the strategic plan and budget

The logical framework summarizes logical intervention indicating strategic objectives (SO), outputs and activities, objectively verifiable indicators, sources of verification, actors responsible for implementation, time frame and resources needed in the framework of implementing the National Policy on Elimination of Child Labour.

**Table 1: Logical framework for the elimination of child labour**

Outputs and Activities	Indicators	Means of verification	Actors responsible for implementation	Time Frame					Budget in USD
				1	2	3	4	5	
<b>SO1 : To withdraw all children engaged in child labor, in worst form of child labour and in hazardous work</b>									
<b>Output 1: Withdrawal of all children from child labour , hazardous work and worst forms of child labour</b>	<ul style="list-style-type: none"> <li>• 100% of children of 15 years old and below involved in child labour and in its worst forms are withdrawn and supported</li> <li>• 100% of children aged 16-17 years old workings in hazardous conditions are protected.</li> </ul>	MIFOTRA, MINEDUC, NCC, Districts and GoR Partners Reports	MIFOTRA, MINEDUC, NCC, Districts and GoR Partners						
<b>Activities</b>									
1. Identify all children that are employed in child labor and its worst forms and in hazardous work;	By 2013, a comprehensive data base of 100% of the children involved in child labour, in hazardous work and in worst forms of child labour will be produced on annual basis	Data base of the children involved in child labour, in hazardous work and in worst forms of child labour	MIFOTRA, MINEDUC, NCC, Districts and GoR Partners						50,000

Outputs and Activities	Indicators	Means of verification	Actors responsible for implementation	Time Frame					Budget in USD	
				/Year						
2. Reintegrate children formerly engaged in child labour in formal education or technical and vocational training ,	By 2015, 100% of all children withdrawn from child labour are admitted in formal education and technical and vocational education centers	MIGEPROF Report	MINEDUC, NCC, MIGEPROF and MIFOTRA							200,000
3. Educate employers and families to improve working conditions for children engaged in hazardous conditions of work	At least 100% of children eligible for work are working under good working conditions	Annual MIFOTRA Reports	MIFOTRA and partners Families							200,000
<b>Output 2:</b> Improved working conditions for children engaged in hazardous conditions of work	100% of children eligible for work under good working conditions	Annual MIFOTRA Reports								

Activity											
1. Conducting regular inspection in workplaces where children above 16 are employed	Number of such workplaces identified	MIFOTRA report	MIFOTRA								10,000
<b>SO2 : To rehabilitate all children withdrawn from child labour and its worst forms</b>											
<b>Output 1:</b> A rehabilitation framework is established to allow full rehabilitation of children withdrawn from child labour and its worst forms	By 2013, a rehabilitation framework is established.	MIFOTRA, NCC, MINEDUC, and MINISANTE reports	MIFOTRA, NCC, MINEDUC, and MINISANTE								

<b>Activities</b>						
1. Develop the rehabilitation plan for all children involved in child labour and its worst forms	By 2013, a rehabilitation plan for all children withdrawn from hazardous work, child labour and its worst forms are developed	MIFOTRA, reports	MIFOTRA, NCC, MINEDUC, and MINISANTE MINALOC			15,000
2. Implement the rehabilitation plan for all children involved, in child labour and its worst forms	Every year, at least 90% of children identified in child labour are rehabilitated	MIFOTRA, reports	MIFOTRA, NCC, MINEDUC, and MINISANTE MINALOC			150,000
3. Provide scholarships for all children withdrawn from child labour	Every year, 100% of children withdrawn from child labour are supported and integrated in formal and technical education centers and provided with scholarships;.	MIFOTRA and its Partners reports	MIFOTRA and its Partners			191,000
<b>Output 2 :</b> Economic rehabilitation for the family of children withdrawn from child labour and its worst forms	At least 90% of families that host children withdrawn from or associated with child labour are identified and receive financial support to meet the basic needs of their children every year.	MINALOC Reports	MINALOC MIFOTRA MIGEPROF			
<b>Activities</b>						
1. Identify poor families with children withdrawn from child labour and its worst forms ;	100% of poor families who have welcomed children withdrawn from child labour and its worst forms are identified each year	Idem	Idem			30,000
2. Provide financial and social support to identified poor families with children withdrawn from child labour and its worst forms ;	Every year, at least 90% of identified poor families with children engaged in child labor are supported to increase their capacity for taking care of their children	MIFOTRA, MINALOC, Districts and Partners reports	MIFOTRA, MINALOC, Districts and Partners			257,000

<b>Output 3:</b> Psychological rehabilitation for children withdrawn from child labour and its worst forms	Every year, social reintegration services in terms of psychological, educational and vocational trainings are offered to all children withdrawn from child labour and its worst forms.	MINISANTE NCC MIGEPROF Reports	MINISANTE NCC MIGEPROF						
<b>Activities</b>									
1. Identify talent and recreation services for children withdrawn from child labour and its worst forms ;	At least 90% of children withdrawn from child labour and its worst form receive life skills building session, medical care, education, referral of beneficiaries and vocational skills training	MINISANTE reports	MINISANTE MINISPOC MYICT						50,000
2. Provide psycho social counseling for children withdrawn from child labour	Every Year, at least 90% of children withdrawn from child labour and its worst forms receive comprehensive psychological counseling	NCC MINISANTE reports	NCC MINISANTE						100,000
<b>SO 3 : To prevent children who are at-risk of engaging in child labor by providing direct services</b>									
<b>Output 1:</b> Guidelines developed for preventing children from being involved in child labor and in its worst forms	Guidelines developed before the end of the first year of the strategic plan implementation for preventing children from being involved in child labor and in its worst forms	MINIJUST and MIFOTRA MIGEPROF, NCC, NCHR reports	MINIJUST and MIFOTRA MIGEPROF, NCC NCHR						
<b>Activities</b>									
1. Invest in the children's education so that children remain in school until they reach the legal working age	Every Year, at least 95% of parents invest in education of their children so that they remain in school until legal working	MIGEPROF Reports	Families						200,000

2. Issue strict guidelines, putting in place regulations related to recruitment/placement mechanisms in the formal and informal sectors;	At the end of 2013. MIFOTRA has put in place strict guidelines on recruitment / placement mechanisms in the formal and informal sector	MIFOTRA reports	MIFOTRA							30,000
3. Local authorities issue instructions on prohibitions of child labour	By 2014, 100% of district councils have put in place strict guidelines on prohibition of child labour focusing on all workplaces.	Issued guidelines	MINALOC, Districts							10,000
<b>Output 2: Provision of Child Labour Alternatives</b>										
<b>Activities</b>										
1. Provide alternative income generating or educational opportunities to children at risk.	By 2016, 100% of families with children withdrawn from child labour are supported	MIFOTRA and its Partners Reports	MIFOTRA and its Partners							257,000
2. Ensure foster care and adoption of orphans associated with or withdrawn from child labour	At least 95% of orphans associated with or withdrawn from child labour are placed in families or adopted every Year.	MIGEPROF, NCC and Partners reports	MIFOTRA, MIGEPROF, NCC and Partners							20,000
3. Ensure foster care and adoption of orphans associated with or withdrawn from child labour	At least 95% of orphans associated with or withdrawn from child labour are placed in families or adopted every Year.	MIGEPROF, NCC and Partners reports	MIFOTRA, MIGEPROF, NCC and Partners							20,000
4. Enhance control mechanisms for entry and exit boarder and airport movements involving children	In 2013, issue guidelines related to boarder and airport entry and exit movements involving children will be developed and disseminated	RDGIE and National Police reports	Rwanda Directorate General of Immigration and Emigration (RDGIE) National Police							90,000

SO 4 : To raise community awareness and behavior change communication vis-à-vis child labor and its worst forms										
<b>Output 1:</b> Increased Community awareness against child labour	Child labour is well known by at least 90% of the community	MIFOTRA, NGOs, FBOs CSOs reports	MIFOTRA, NGOs, FBOs and CSOs							
<b>Activities</b>										
3. Conduct community campaign meetings	Every Year, at least 100 workshops, 100 child labour campaigns in community work “Umuganda”, 50 seminars, 50 local and religious leaders meetings, 50 mass media (electronic and print media e.g. radio, TV, news paper, traditional songs and drama etc) are used to raise Community awareness.	MIFOTRA NCHR, NCC and Districts reports	MIFOTRA NCHR, NCC and Districts							100,000
4. Capitalize accumulated experiences in the prevention and protection of children’s rights and share them with the community.	At least, 80% of accumulated experiences in the prevention and protection of children’s rights and share them with the community are capitalized every year.	MIFOTRA, NCHR, NGOs, and CSOs reports	MIFOTRA, NCHR, NGOs, and CSOs							100,000
<b>Output 2:</b> Improved Behavior Change Communication (BCC)	At least 80% of individual, community and societal behavior change are promoted and sustained; and appropriate behaviors maintained.	MIFOTRA, NGOs, FBOs and CSOs reports	MIFOTRA, NGOs, FBOs and CSOs reports							
<b>Activities</b>										
1. Make a communication Plan including different communication strategies designed for community mobilization against child labour;	In 2013, Communication plan developed from January 2013, Sensitization and communication campaigns to raise awareness of child labour at different levels organized	MIFOTRA and Districts reports	MIFOTRA and Districts							60,000

2. Capitalize accumulated experiences in the prevention of child labour and protection of children's rights and share them with the community.	From 2013, accumulated experiences in the prevention of child labour and protection of child' rights are capitalized and shared	MIFOTRA, NGOs, and CSOs reports	MIFOTRA, NGOs, and CSOs							50,000
3. Capitalize accumulated experiences in the prevention of child labour and protection of children's rights and share them with the community.	From 2013, accumulated experiences in the prevention of child labour and protection of child' rights are capitalized and shared	MIFOTRA, NGOs, and CSOs reports	MIFOTRA, NGOs, and CSOs							50,000
4. Identify which types of labor are wrongly and widely considered as ordinary child chores, and provide accurate information using existing legal instruments and other relevant tools defining child labor.	By 2015, 100% of Parents and guardians will be educated on acceptable work, which cannot compromise the education, physical and mental health of the children	MIFOTRA and its Partners reports	MIFOTRA and its Partners							30,000
<b>SO 5 : To strengthen institutions and community capacity in regard to combating child labour</b>										
<b>Output 1:</b> Improved Law enforcement at all levels	The existing laws against child labour are well understood and implemented by at least 80% of stakeholders.	MIFOTRA and MIGEPROF, MINIJUST reports	MIFOTRA and MIGEPROF, MINIJUST							
<b>Activities</b>										
1. Disseminate booklet and pamphlets of child labour laws to local leaders at grass-root level so that child labour laws are understood at all levels.	By 2014, 100% Laws and other instruments on child labour are disseminated to the public	MIFOTRA, NCC and MIGEPROF reports	MIFOTRA, NCC and MIGEPROF							50,000
2. Identify the capacity building needs for child labor law enforcers and develop appropriate training tools adapted to each category of enforcers,	By 2013, appropriate training manual adapted from central up to grass-root level will be developed and training sessions for labour law implementers are organized at different levels	MIFOTRA monitoring reports	MIFOTRA							30,000
3. Integrate Child Labor prevention and withdrawal actions in the existing	In 2013, Child labour issues are integrated in the responsibilities of the	MIFOTRA and NCC	MIFOTRA and NCC							45,000

responsibilities of Child Rights Committees and in other organs and/or boards such as anti-Gender Based Violence committees,	in charge of social affairs/education at sector and cells levels, Child Rights Committees and in other organs and/or boards such as anti-Gender Based Violence committees	reports							
4. Integrate in District and National Police action plans the activities aimed at withdrawing children from child labor.	Every Year, at least 100% of Districts and the National Police integrate in their action plans the activities aimed at withdrawing children from child labor .	National Police and District Reports	National Police and Local Government						30,000
<b>Output 2:</b> Strengthened capacity of the government officials and volunteers workers in regard to child labour laws and their enforcement mechanisms.	In 2014, a training manual will be developed and training sessions organized	MIFOTRA and its partners monitoring reports	MIFOTRA and its partners						
<b>Activities</b>									
1. Provide refresher trainings to labour inspectors on child labour laws, regulations and mechanisms, to ensure labour inspection on child labour is effectively done in informal sector, and in family enterprises	Each year, 100% of labour inspectors receive refresher training on child labor laws, child labour inspection and reporting including in the informal sector, and in family enterprises	MIFOTRA training reports	MIFOTRA						300,000
2. Provide refresher trainings to labour inspectors on child labour laws, regulations and mechanisms, to ensure labour inspection on child labour is effectively done in informal sector, and in family enterprises	Each yea, 100% of labour inspectors receive refresher training on child labor laws, child labour inspection and reporting including in the informal sector, and in family enterprises	MIFOTRA training reports	MIFOTRA						300,000
3. Build the capacity of existing volunteering system that support vulnerable children, such as Nkundabana, Malayika Mulinzi, Ijisho ry`umuturanyi (neighbor	By 2013, a training manual is developed and training sessions are organized for existing volunteering system that support vulnerable children	MIFOTRA, MIGEPROF and NCC reports	MIFOTRA, MIGEPROF and NCC						1,000,000

watch), GBV committees and clubs, Village committees, National Women Council, National Youth Council, among others.										
<b>SO 6: Monitoring and Evaluation of activities related to child labor elimination and carrying out research to allow trend analysis.</b>										
<b>Output 1:</b> Monitoring of activities related to child labor elimination	Child Labour Management (CLMS) operational to ensure reliable data base on child labour by 2013	MIFOTRA and NCC reports	MIFOTRA and NCC							
<b>Activities</b>										
1. Put in place a Child Labor Monitoring Information System (CLMS) to gather and analyze data on child labor from the village up to national level	In 2013, a user friendly reporting format for collecting aggregate data on child labour will be developed and disseminated	MIFOTRA and NCC reports	MIFOTRA in collaboration with NCC							50,000
2. Establish a common monitoring and evaluation framework for all interventions to facilitate stakeholders reporting at all levels,	By 2013, a common monitoring and evaluation framework is put in place and operational	Monitoring and evaluation framework document	MIFOTRA and NCC							20,000
4. Investigate all cases related to child labour and regularly publish existing statistical data.	100% of all identified cases related to child labour are published	National Public Prosecution Authority (NPPA) and National Police reports	National Public Prosecution Authority and National Police							100,000
<b>Output 2:</b> Evaluation of activities related to child labour elimination	An evaluation of activities related to child labour elimination is organized each year.	MIFOTRA	MIFOTRA							
<b>Activities</b>										
1. Carry out a midterm impact assessment of the strategic plan in fighting against child labour and its worst forms.	By 2015, a midterm impact assessment of the strategic plan is conducted	Impact assessment report	MIFOTRA All Partners							50,000

#### **IV. CONCLUSION**

The elimination of child labor is embedded in the Rwandan culture which accords special treatment to the child and abhors exploitative treatment of both the boy child and the girl child. Child labor constitutes a violation of the fundamental human rights of the child and must be combatted all time.

The GoR and partners have made tremendous efforts to eliminate child labor. These efforts are reflected in the ratification of international conventions and protocols; adoption of protective legislations; and support for action to address underlying causes of child labor. The commitment is also manifested by the fact that the GoR takes into account elimination of child labor in its national development plans such as 2020 vision, Economic Development Poverty Reduction Strategy (EDPRS 2008-2012) and in various Ministries' policies.

Despite policies, laws and strategies undertaken, child labor in Rwanda persists. This is due to the complexity of the way child labor manifests on one hand, but on the other hand, it is due to the consequences of poverty. Moreover, various interventions have been so far managed to reduce the level of poverty and withdraw children involved in child labor and in its worst forms. Though the statistics on child labour are not alarming, the GoR understands that even one child engaged in child labor is one child too many.

The National Policy for the Elimination of Child Labor has not been developed as a “stand-alone” policy, but it is intended to synergize national and sectoral policies and strategies in ensuring full realization of the rights of Rwandan children. In order to sustain successively actions aimed at eliminating child labor, there is a need for a multi-sectoral approach involving all stakeholders, namely: Government and its agencies, international community, civil society, communities, families and children themselves, workers and employers' organisations.

Building the capacity of local leaders with regards to child labor is critical towards raising community awareness, and combating effectively child labour.

In conclusion, effective policy implementation requires focused efforts from all partners in raising awareness of the danger of child labor, enhancing livelihood support for vulnerable children and families, sustaining improved access to quality education, enforcing existing labor laws, building capacities required for coordination, analysis and monitoring of data related to child labor towards its total elimination.

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